

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK
§230 PREVAILING WAGE SCHEDULE

**LABOR LAW §230 AND NYC ADMINISTRATIVE CODE §6-130
BUILDING SERVICE EMPLOYEES**

**PREVAILING WAGE FOR BUILDING SERVICE EMPLOYEES ON NYC CONTRACTS PURSUANT
TO LABOR LAW §230 ET SEQ.**

Building service employees on public contracts must receive not less than the prevailing rate of wage and supplements for the classification of work performed. In accordance with Labor Law §230 et seq. the Comptroller of the City of New York has promulgated this schedule of prevailing wages and supplemental benefits for building service employees engaged on New York City public building service contracts in excess of \$1,500.00. Prevailing rates are required to be annexed to and form part of the contract pursuant to §231 (4).

This schedule is a compilation of separate determinations of the prevailing rate of wage and supplements made by the Comptroller for each trade classification listed herein pursuant to New York State Labor Law section 234 (1). The source of the wage and supplement rates, whether a collective bargaining agreement, survey data or other, is listed at the end of each classification.

Agency Chief Contracting Officers should contact the Bureau of Labor Law's Classification Unit with any questions concerning trade classifications, prevailing rates or prevailing practices with respect to procurement on New York City building services contracts. Contractors are advised to review the Comptroller's Prevailing Wage Schedule before bidding on building services contracts. Contractors with questions concerning trade classifications, prevailing rates or prevailing practices with respect to building services contracts in the procurement stage must contact the contracting agency responsible for the procurement.

Any error as to compensation under the prevailing wage law or other information as to trade classification, made by the contracting agency in the contract documents or in any other communication, will not preclude a finding against the contractor of prevailing wage violation.

Any questions concerning trade classifications, prevailing rates or prevailing practices on New York City building services contracts that have already been awarded may be directed to the Bureau of Labor Law's Classification Unit by calling (212) 669-7974. All callers must have the agency name and contract registration number available when calling with questions on building services contracts. Please direct all other compliance issues to: Bureau of Labor Law, Attn: Wasyl Kinach, P.E., Office of the Comptroller, 1 Centre Street, Room 651, New York, N.Y. 10007; Fax (212) 669-4002.

**PREVAILING WAGE FOR BUILDING SERVICE EMPLOYEES IN BUILDINGS WITH TAX
ABATEMENTS PURSUANT TO REAL PROPERTY TAX LAW §421-A**

Covered Landlords shall ensure that all building service employees performing work in buildings with 50 or more dwelling units for which construction was commenced after December 27, 2007 but no later than December 31, 2015, that receive a tax abatement pursuant to Real Property Tax Law §421-a, are paid no less than the prevailing wage listed in the Labor Law §230 Prevailing Wage Schedule, unless the New York City Department of Housing Preservation and Development certifies that, at initial occupancy, at least 50 percent of the dwelling units are affordable to individuals or families with a gross household income at or below 125 percent of the area median income and that any such units which are located in rental buildings will be subject to restrictions to insure that they will remain affordable for the

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entire period during which they receive benefits under Real Property Tax Law §421-a.

PREVAILING WAGE FOR BUILDING SERVICE EMPLOYEES IN NEW YORK CITY LEASED OR FINANCIALLY ASSISTED FACILITIES PURSUANT TO NYC ADMINISTRATIVE CODE § 6-130

Covered landlords & covered financial assistance recipients shall ensure that all building service employees performing building service work at the premises to which a lease or financial assistance pertains are paid no less than the prevailing wage listed in the Labor Law §230 Prevailing Wage Schedule.

Covered Landlords include:

Businesses (other than not-for-profit organizations) leasing to New York City agencies commercial office space or commercial office facilities of 10,000 square feet or more where the City leases or rents no less than 51% of the total square footage of the building to which the lease applies (no less than 80% in Staten Island or in an area not defined as an exclusion area pursuant to section 421-a of the real property tax law on the date of enactment of the local law).

Covered Financial Assistance Recipients include:

Businesses (other than not-for-profit organizations) with annual gross revenues of five million dollars or more who have received financial assistance from the City of New York (as defined in New York City Administrative Code §6-130) with a total value of one million dollars or more.

Exemptions: Business Improvement Districts and employers with manufacturing operations at the premises to which the financial assistance pertains.

The information is intended to assist you in meeting your prevailing wage obligation. You should consult New York City Administrative Code §6-130 to determine whether you are covered by this prevailing wage law. New York City Administrative Code § 6-130 requires the City to maintain an updated list of covered landlords and financial assistance recipients who are subject to the prevailing wage requirement.

Labor Law § 231 (6) and NYC Administrative Law §6-130 requires contractors to post on the site of the work a current copy of this schedule of wages and supplements.

This schedule is applicable to work performed during the effective period, unless otherwise noted. Changes to this schedule are published on our web site www.comptroller.nyc.gov. Contractors must pay the wages and supplements in effect when the building service employee performs the work. Preliminary schedules for future one-year periods appear in the City Record on or about June 1 each succeeding year. Final schedules appear on or about July 1 in the City Record and on our web site www.comptroller.nyc.gov.

Contractors are solely responsible for maintaining original payroll records delineating, among other things, the hours worked by each employee within a given classification.

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Some of the rates in this schedule are based on collective bargaining agreements. The Comptroller's Office has attempted to include all overtime, shift and night differential, Holiday, Saturday, Sunday or other premium time work. However, this schedule does not set forth every prevailing practice with respect to such rates with which employers must comply. All such practices are nevertheless part of the employer's prevailing wage obligation and contained in the collective bargaining agreements of the prevailing wage unions. These collective bargaining agreements are available for inspection by appointment. Requests for appointments may be made by calling (212) 669-4443, Monday through Friday between the hours of 9 a.m. and 5 p.m.

In order to meet their obligation to provide prevailing supplemental benefits to each covered employee, employers must either:

- 1) Provide bona-fide benefits which cost the employer no less than the prevailing supplemental benefits rate; or
- 2) Supplement the employee's hourly wage by an amount no less than the prevailing supplemental benefits rate; or
- 3) Provide a combination of bona-fide benefits and wage supplements which cost the employer no less than the prevailing supplemental benefits rate in total.

Although prevailing wage laws do not require employers to provide benefits (as opposed to wage supplements) to their employees, other laws may. For example, the Employee Retirement Income Security Act, 29 U.S.C. § 1001 et seq., the Patient Protection and Affordable Care Act, 42 U.S.C. § 18001 et seq., and the New York City Paid Sick Leave Law, N.Y.C. Admin. Code § 20-911 et seq., require certain employers to provide certain benefits to their employees. Labor agreements to which employers are a party may also require certain benefits. The Comptroller's Office does not enforce these laws or agreements.

Employers must provide prevailing supplemental benefits at the straight time rate for each hour worked unless otherwise noted in the classification.

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The City of New York
Office of the Comptroller
Bureau Of Labor Law
1 Centre Street
New York, NY 10007

Scott M. Stringer
Comptroller

If you are a Covered Building Service Employee and you have been paid less than the Prevailing Wage and Benefits, please contact us at 212-669-4443 or download our complaint form from our website at WWW.COMPTROLLER.NYC.GOV (click on the Bureau of Labor Law).

Si es un empleado de servicios a edificios elegible y recibió menos del sueldo prevalente y beneficios, por favor contáctenos en 212-669-4443 o descarga un formulario de reclamo del sitio del Internet WWW.COMPTROLLER.NYC.GOV (opreme "Oficina de Derecho Laboral").

Wasył Kinach, P.E.
Director of Classifications
Bureau of Labor Law

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230 SCHEDULE OF PREVAILING WAGES AND SUPPLEMENTAL BENEFITS ADDENDUM

List of Amended Classifications

1. BUILDING CLEANER AND MAINTAINER (OFFICE)
2. BUILDING CLEANER AND MAINTAINER (RESIDENTIAL)
3. SECURITY GUARD (ARMED)
4. SECURITY GUARD (UNARMED)

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BUILDING CLEANER AND MAINTAINER (OFFICE)

Office Building Class "A" Handyperson (Over 280,000 square feet gross area)

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$26.95**

Supplemental Benefit Rate per Hour: **\$10.98**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$27.60**

Supplemental Benefit Rate per Hour: **\$11.56**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Office Building Class "A" Foreperson, Starter (Over 280,000 square feet gross area)

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$26.84**

Supplemental Benefit Rate per Hour: **\$10.98**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$27.49**

Supplemental Benefit Rate per Hour: **\$11.56**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Office Building Class "A" Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director (Over 280,000 square feet gross area)

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$24.62**

Supplemental Benefit Rate per Hour: **\$10.98**

Supplemental Note: for new hire 0-3 months of employment - \$0.00; for new hire 4-12 months of employment - \$8.09; for new hire 13-24 months of employment - \$10.65

NEW HIRE: Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director may be paid 75% of the wage rate above for the first 21 months of employment, 85% of the wage rate above for the 22nd through 42nd months of employment, and upon the completion of 42 months of employment employee shall be paid the full wage rate.

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$25.22**

Supplemental Benefit Rate per Hour: **\$11.56**

Supplemental Note: for new hire 0-3 months of employment - \$0.00; for new hire 4-12 months of employment - \$8.57; for new hire 13-24 months of employment - \$11.23

NEW HIRE: Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director may be paid 75% of the wage rate above for the first 21 months of employment, 85% of the wage rate above for the 22nd through 42nd months of employment, and upon the completion of 42 months of employment employee shall be paid the full wage rate.

Office Building Class "B" Handyperson (Over 120,000 and less than 280,000 square feet gross area)

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$26.92**

Supplemental Benefit Rate per Hour: **\$10.98**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$27.57**

Supplemental Benefit Rate per Hour: **\$11.56**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Office Building Class "B" Foreperson, Starter (Over 120,000 and less than 280,000 square feet gross area)

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$26.80**

Supplemental Benefit Rate per Hour: **\$10.98**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$27.45**

Supplemental Benefit Rate per Hour: **\$11.56**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Office Building Class "B" Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director (Over 120,000 and less than 280,000 square feet gross area)

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$24.59**

Supplemental Benefit Rate per Hour: **\$10.98**

Supplemental Note: for new hire 0-3 months of employment - \$0.00; for new hire 4-12 months of employment - \$8.09; for new hire 13-24 months of employment - \$10.65

NEW HIRE: Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director may be paid 75% of the wage rate above for the first 21 months of employment, 85% of the wage rate above for the 22nd through 42nd months of employment, and upon the completion of 42 months of employment employee shall be paid the full wage rate.

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$25.19**

Supplemental Benefit Rate per Hour: **\$11.56**

Supplemental Note: for new hire 0-3 months of employment - \$0.00; for new hire 4-12 months of employment - \$8.57; for new hire 13-24 months of employment - \$11.23

NEW HIRE: Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director may be paid 75% of the wage rate above for the first 21 months of employment, 85% of the wage rate above for the 22nd through 42nd months of employment, and upon the completion of 42 months of employment employee shall be paid the full wage rate.

Office Building Class "C" Handyperson (Less than 120,000 square feet gross area)

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Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$26.87**

Supplemental Benefit Rate per Hour: **\$10.98**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$27.52**

Supplemental Benefit Rate per Hour: **\$11.56**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Office Building Class "C" Foreperson, Starter (Less than 120,000 square feet gross area)

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$26.76**

Supplemental Benefit Rate per Hour: **\$10.98**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$27.41**

Supplemental Benefit Rate per Hour: **\$11.56**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Office Building Class "C" Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director (Less than 120,000 square feet gross area)

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$24.55**

Supplemental Benefit Rate per Hour: **\$10.98**

Supplemental Note: for new hire 0-3 months of employment - \$0.00; for new hire 4-12 months of employment - \$8.09; for new hire 13-24 months of employment - \$10.65

NEW HIRE: Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director may be paid 75% of the wage rate above for the first 21 months of employment, 85% of the wage rate above for the 22nd through 42nd months of employment, and upon the completion of 42 months of employment employee shall be paid the full wage rate.

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$25.15**

Supplemental Benefit Rate per Hour: **\$11.56**

Supplemental Note: for new hire 0-3 months of employment - \$0.00; for new hire 4-12 months of employment - \$8.57; for new hire 13-24 months of employment - \$11.23

NEW HIRE: Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director may be paid 75% of the wage rate above for the first 21 months of employment, 85% of the wage rate above for the 22nd through 42nd months of employment, and upon the completion of 42 months of employment employee shall be paid the full wage rate.

For all BUILDING CLEANER AND MAINTAINER (OFFICE) titles:

New Hire: Shall be defined as an employee who has not worked any hours during the previous six-month period.

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Vacation Relief Employee: Employees hired to replace vacationing employees only, may be paid 60% of wage and no benefits for up to 5 months.

Months of Employment: Shall be defined as an Employee's total length of service with the Employer or at the Facility, whichever is greater.

Overtime Description

Supplemental Benefits shall be paid for each hour paid, up to forty (40) paid hours per week.

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular rate for Saturday.

Time and one half the regular rate for Sunday.

Time and one half the regular rate for work on a holiday plus the day's pay.

Time and one half the regular hourly rate after 40 hours in any work week.

Paid Holidays

New Year's Day

President's Day

Good Friday

Memorial Day

Independence Day

Labor Day

Columbus Day

Thanksgiving Day

Day after Thanksgiving

Christmas Day

Vacation

Less than 6 months of work.....no vacation

6 months of work.....three (3) days

1 year of work.....ten (10) days

5 years of work.....fifteen (15) days

15 years of work.....twenty (20) days

21 years of work.....twenty-one (21) days

22 years of work.....twenty-two (22) days

23 years of work.....twenty-three (23) days

24 years of work.....twenty-four (24) days

25 years or more of work.....twenty-five (25) days

Plus two Personal Days per year.

Sick Leave:

10 sick days per year.

Unused sick leave paid in the succeeding January, one full day pay for each unused sick day.

(Local #32 B/J)

BUILDING CLEANER AND MAINTAINER (RESIDENTIAL)

Residential Building Handyperson

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Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$25.43**

Supplemental Benefit Rate per Hour: **\$10.90**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 1/1/2017 - 4/20/2017

Wage Rate per Hour: **\$25.43**

Supplemental Benefit Rate per Hour: **\$11.48**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 4/21/2017 - 6/30/2017

Wage Rate per Hour: **\$26.18**

Supplemental Benefit Rate per Hour: **\$11.48**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Residential Building Cleaner/Porter, Doorperson, Elevator Operator

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$23.06**

Supplemental Benefit Rate per Hour: **\$10.90**

Supplemental Note: for new hire 0-3 months of employment - \$0.00; for new hire 4-12 months of employment - \$8.09; for new hire 13-24 months of employment - \$10.65

NEW HIRE - Cleaner/Porter, Doorperson, Elevator Operator: 0-21 months may be paid 75% of the hourly wage rate published above, 22-42 months may be paid 85% of the hourly wage rate published above. Upon completion of 42 months of employment, the new hire shall be paid the full wage rate. Upon completion of two years of employment the new hire receives the full supplemental benefit rate.

Effective Period: 1/1/2017 - 4/20/2017

Wage Rate per Hour: **\$23.06**

Supplemental Benefit Rate per Hour: **\$11.48**

Supplemental Note: for new hire 0-3 months of employment - \$0.00; for new hire 4-12 months of employment - \$8.57; for new hire 13-24 months of employment - \$11.23

NEW HIRE - Cleaner/Porter, Doorperson, Elevator Operator: 0-21 months may be paid 75% of the hourly wage rate published above, 22-42 months may be paid 85% of the hourly wage rate published above. Upon completion of 42 months of employment, the new hire shall be paid the full wage rate. Upon completion of two years of employment the new hire receives the full supplemental benefit rate.

Effective Period: 4/21/2017 - 6/30/2017

Wage Rate per Hour: **\$23.75**

Supplemental Benefit Rate per Hour: **\$11.48**

Supplemental Note: for new hire 0-3 months of employment - \$0.00; for new hire 4-12 months of employment - \$8.57; for new hire 13-24 months of employment - \$11.23

NEW HIRE - Cleaner/Porter, Doorperson, Elevator Operator: 0-21 months may be paid 75% of the hourly wage rate published above, 22-42 months may be paid 85% of the hourly wage rate published above. Upon completion of 42 months of employment, the new hire shall be paid the full wage rate. Upon completion of two years of employment the new hire receives the full supplemental benefit rate.

For all BUILDING CLEANER AND MAINTAINER (RESIDENTIAL) titles:

New Hire: Shall be defined as an employee who has not worked any hours during the previous six-month period.
Vacation Relief Employee: Employees hired to replace vacationing employees only, may be paid 60% of wage and no benefits for up to 5 months.

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Months of Employment: Shall be defined as an Employee's total length of service with the Employer or at the Facility, whichever is greater.

Overtime Description

Supplemental Benefits shall be paid for each hour paid, up to forty (40) paid hours per week.

Overtime

Time and one half the regular rate after an 8 hour day.
Time and one half the regular rate for work on a holiday plus the day's pay.
Time and one half the regular hourly rate after 40 hours in any work week.

Paid Holidays

- New Year's Day
- Martin Luther King Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Election Day
- Thanksgiving Day
- Christmas Day

Vacation

- 6 months.....three (3) days
 - 1 year.....ten (10) days
 - 5 years.....fifteen (15) days
 - 15 years.....twenty (20) days
 - 21 years.....twenty-one (21) days
 - 22 years.....twenty-two (22) days
 - 23 years.....twenty-three (23) days
 - 24 years.....twenty-four (24) days
 - 25 years.....twenty-five (25) days
- Plus two Personal Days per year.

SICK LEAVE

After 1 year of service.....ten (10) days per year

(Local #32 B/J)

BUILDING HVAC SERVICES OPERATOR

Engineer (Refrigeration)

Effective Period: 7/1/2016 - 12/31/2016
Wage Rate per Hour: **\$38.96**
Supplemental Benefit Rate per Hour: **\$17.26**

Effective Period: 1/1/2017 - 6/30/2017

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Wage Rate per Hour: **\$40.13**

Supplemental Benefit Rate per Hour: **\$17.77**

NEW HIRE - Engineer (Refrigeration): for the first year may be paid a starting rate of 85% of the hourly wage rate published above.

Fireperson

Fireperson (Helper): Assist the Engineer

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$30.34**

Supplemental Benefit Rate per Hour: **\$16.86**

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$31.25**

Supplemental Benefit Rate per Hour: **\$17.36**

Please note that the NYC Comptroller's Office does not publish rates for the Stationary Engineer title.

Overtime Description

All hours worked on a holiday shall be paid at two and one half times the regular wage rate in lieu of the paid day off.

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular rate for Saturday.

Time and one half the regular rate for Sunday.

Paid Holidays

New Year's Day

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

Christmas Day

Plus six (6) floating Holidays

Vacation

6 months three (3) days

1 year ten (10) days

5 years fifteen (15) days

15 years twenty (20) days

21 years..... twenty-one (21) days

22 years twenty-two (22) days

23 years twenty-three (23) days

24 years twenty-four (24) days

25 years twenty-five (25) days

(Local #94)

CLEANER (PARKING GARAGE)

Garage Cleaner

Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$11.23**

Supplemental Benefit Rate per Hour: **\$1.75**

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular hourly rate after 40 hours in any work week.

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics)

FUEL OIL

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur (5th Year and above)

Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$32.36**

Supplemental Benefit Rate per Hour: **\$22.59**

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur (4th Year)

Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$29.75**

Supplemental Benefit Rate per Hour: **\$22.59**

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur (3rd Year)

Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$27.75**

Supplemental Benefit Rate per Hour: **\$22.59**

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur (2nd Year)

Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$25.75**

Supplemental Benefit Rate per Hour: **\$22.59**

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur (1st Year)

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Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$23.75**

Supplemental Benefit Rate per Hour: **\$22.59**

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular rate for Saturday.

Double time the regular rate for Sunday.

Overtime Holidays

Double time the regular rate for work on the following holiday(s).

Martin Luther King Jr. Day

Lincoln's Birthday

Washington's Birthday

Memorial Day

Independence Day

Labor Day

Columbus Day

Election Day

Veteran's Day

Triple time the regular rate for work on the following holiday(s).

New Year's Day

Thanksgiving Day

Christmas Day

Paid Holidays

New Year's Day

Martin Luther King Jr. Day

Lincoln's Birthday

Washington's Birthday

Memorial Day

Independence Day

Labor Day

Columbus Day

Election Day

Veteran's Day

Thanksgiving Day

Christmas Day

Vacation

Less than 75 days worked.....no vacation.

75 days worked, but less than 110 days worked in a calendar year.....five (5) days the following year.

110 days or more worked in a calendar year.....ten (10) days the following year.

SICK LEAVE:

1 day sick leave earned for each 40 days worked in the preceding calendar year for a maximum of five (5) days per calendar year.

(Local #553)

LANDSCAPING AND GROUNDSKEEPING WORKER

Landscaper / Groundskeeper

Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$18.23**

Supplemental Benefit Rate per Hour: **\$1.75**

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular hourly rate after 40 hours in any work week.

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics)

LOCKSMITH

Locksmith

Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$20.39**

Supplemental Benefit Rate per Hour: **\$6.12**

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular hourly rate after 40 hours in any work week.

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics)

MAINTENANCE WORKER, MACHINERY

Mechanic

Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$33.00**

Supplemental Benefit Rate per Hour: **\$6.12**

Overtime

Time and one half the regular rate after an 8 hour day.

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Time and one half the regular hourly rate after 40 hours in any work week.

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics)

MEDICAL WASTE REMOVAL

Driver

Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$20.47**

Supplemental Benefit Rate per Hour: **\$11.32**

Helper

Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$16.72**

Supplemental Benefit Rate per Hour: **\$11.32**

Tractor Trailer Driver

Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$22.97**

Supplemental Benefit Rate per Hour: **\$11.32**

Overtime Description

Time and one half the regular hourly rate after an 8 hour day or after 40 hours in any work week. The seventh day of work in a workweek is paid at double time the regular hourly rate. Time and one half the regular hourly rate for work on a holiday plus days pay for below paid holidays.

Paid Holidays

President's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day

Vacation

1 year of service but less than five years.....ten (10) days
5 years of service but less than ten years.....fifteen (15) days
10 years of service.....sixteen (16) days
11 years.....seventeen (17) days
12 years.....eighteen (18) days
13 years.....nineteen (19) days
14 years.....twenty (20) days
20 years.....twenty-one (21) days

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21 years.....twenty-two (22) days
22 years.....twenty-three (23) days
23 years.....twenty-four (24) days
24 years.....twenty-five (25) days
Plus 5 Personal Days

(Local #813)

MOVER - OFFICE FURNITURE AND EQUIPMENT

Heavy and Tractor Trailer Truck Driver

Tractor-trailer combination or a truck with a capacity of at least 26,000 pounds Gross Vehicle Weight (GVW)

Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$23.52**

Supplemental Benefit Rate per Hour: **\$5.37**

Light Truck Driver

Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$18.17**

Supplemental Benefit Rate per Hour: **\$5.37**

Laborer and Freight, Stock, and Material Mover, Hand

Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$15.52**

Supplemental Benefit Rate per Hour: **\$5.37**

Packer and Packager, Hand

Packs, wraps and labels office furniture and equipment and loads it onto dollies and into elevators.

Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$11.87**

Supplemental Benefit Rate per Hour: **\$5.37**

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular hourly rate after 40 hours in any work week.

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics)

REFUSE REMOVER

Refuse Remover

Effective Period: 7/1/2016 - 6/30/2017

Wage Rate per Hour: **\$28.32**

Supplemental Benefit Rate per Hour: **\$5.37**

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular hourly rate after 40 hours in any work week.

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics)

SECURITY GUARD (ARMED)

Security Guard (Armed)

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$28.75**

Supplemental Benefit Rate per Hour: **\$5.48**

Supplemental Note: for new employee 0-120 days of employment - \$4.93; for new employee 121 days - 2 years of employment - \$5.04

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$29.00**

Supplemental Benefit Rate per Hour: **\$5.66**

Supplemental Note: for new employee 0-120 days of employment - \$5.11; for new employee 121 days - 2 years of employment - \$5.22

Months of employment shall be defined as an Employee's length of service with the Employer or at the Facility, whichever is greater.

Overtime Description

If President's Day is not observed, then the employer may substitute another holiday not listed below. If an employer observes a holiday not listed they may substitute said holiday with one on the list.

A guard is eligible for Paid Holidays after one year of continuous employment.

A guard who works a holiday is paid the regular rate plus receives the paid holiday.

Supplemental Benefits shall be paid for each hour paid, up to forty (40) paid hours per week.

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular hourly rate after 40 hours in any work week.

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Paid Holidays

New Year's Day
President's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day
Personal Day

Vacation

Months on payroll	Vacation with Pay
6	3 days
12	1 week
24	2 weeks
60	3 weeks
180	4 weeks
300	5 weeks

Sick Leave

0 - 120 days of employment, employees will accumulate one (1) hour for every thirty (30) hours worked
121 days - 36 months of employment, employees will receive five (5) paid sick days
36 months or more of employment, employees will receive six (6) paid sick days

(Local #32B/J)

SECURITY GUARD (UNARMED)

Security Guard (Unarmed) 0 - 36 months - (Hired on or after 1/1/2016)

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$14.00**

Supplemental Benefit Rate per Hour: **\$5.04**

Supplemental Note: for new employee 0-120 days of employment - \$4.93

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$14.40**

Supplemental Benefit Rate per Hour: **\$5.22**

Supplemental Note: for new employee 0-120 days of employment - \$5.11

Security Guard (Unarmed) 7 - 12 months - (Hired before 1/1/2016)

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$14.30**

Supplemental Benefit Rate per Hour: **\$5.04**

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$14.75**

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Supplemental Benefit Rate per Hour: **\$5.22**

Security Guard (Unarmed) 13 - 18 months - (Hired before 1/1/2016)

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$14.80**

Supplemental Benefit Rate per Hour: **\$5.04**

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$15.25**

Supplemental Benefit Rate per Hour: **\$5.22**

Security Guard (Unarmed) 19 - 24 months - (Hired before 1/1/2016)

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$15.30**

Supplemental Benefit Rate per Hour: **\$5.04**

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$15.75**

Supplemental Benefit Rate per Hour: **\$5.22**

Security Guard (Unarmed) 25 - 30 months - (Hired before 1/1/2016)

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$15.80**

Supplemental Benefit Rate per Hour: **\$5.48**

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$16.25**

Supplemental Benefit Rate per Hour: **\$5.66**

Security Guard (Unarmed) 31 months or more - (Hired before 1/1/2016)

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$16.45**

Supplemental Benefit Rate per Hour: **\$5.48**

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$16.90**

Supplemental Benefit Rate per Hour: **\$5.66**

Months of employment shall be defined as an Employee's length of service with the Employer or at the Facility, whichever is greater.

Overtime Description

If President's Day is not observed, then the employer may substitute another holiday not listed below. If an employer observes a holiday not listed they may substitute said holiday with one on the list.

A guard is eligible for Paid Holidays after one year of continuous employment.

A guard who works a holiday is paid the regular rate plus receives the paid holiday.

Supplemental Benefits shall be paid for each hour paid, up to forty (40) paid hours per week.

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Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular hourly rate after 40 hours in any work week.

Paid Holidays

New Year's Day

President's Day

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

Christmas Day

Personal Day

Vacation

Months on payroll	Vacation with Pay
6	3 days
12	1 week
24	2 weeks
60	3 weeks
180	4 weeks
300	5 weeks

Sick Leave

0 - 120 days of employment, employees will accumulate one (1) hour for every thirty (30) hours worked

121 days - 36 months of employment, employees will receive five (5) paid sick days

36 months or more of employment, employees will receive six (6) paid sick days

(Local #32B/J)

WINDOW CLEANER

Window Cleaner

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$28.10**

Supplemental Benefit Rate per Hour: **\$11.00**

Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: **\$28.70**

Supplemental Benefit Rate per Hour: **\$11.56**

Power Operated Scaffolds, Manual Scaffolds, and Boatswain Chairs

Effective Period: 7/1/2016 - 12/31/2016

Wage Rate per Hour: **\$30.66**

Supplemental Benefit Rate per Hour: **\$11.00**

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Effective Period: 1/1/2017 - 6/30/2017
Wage Rate per Hour: **\$31.33**
Supplemental Benefit Rate per Hour: **\$11.56**

Window Cleaner Apprentice (0 - 3 months)

Effective Period: 7/1/2016 - 12/31/2016
Wage Rate per Hour: **\$20.73**
Supplemental Benefit Rate per Hour: None

Effective Period: 1/1/2017 - 6/30/2017
Wage Rate per Hour: **\$21.24**
Supplemental Benefit Rate per Hour: None

Window Cleaner Apprentice (4 - 7 months)

Effective Period: 7/1/2016 - 12/31/2016
Wage Rate per Hour: **\$22.41**
Supplemental Benefit Rate per Hour: **\$11.00**

Effective Period: 1/1/2017 - 6/30/2017
Wage Rate per Hour: **\$22.96**
Supplemental Benefit Rate per Hour: **\$11.56**

Window Cleaner Apprentice (8 - 11 months)

Effective Period: 7/1/2016 - 12/31/2016
Wage Rate per Hour: **\$23.75**
Supplemental Benefit Rate per Hour: **\$11.00**

Effective Period: 1/1/2017 - 6/30/2017
Wage Rate per Hour: **\$24.34**
Supplemental Benefit Rate per Hour: **\$11.56**

Window Cleaner Apprentice (12 - 15 months)

Effective Period: 7/1/2016 - 12/31/2016
Wage Rate per Hour: **\$25.12**
Supplemental Benefit Rate per Hour: **\$11.00**

Effective Period: 1/1/2017 - 6/30/2017
Wage Rate per Hour: **\$25.74**
Supplemental Benefit Rate per Hour: **\$11.56**

Window Cleaner Apprentice (16 - 17 months)

Effective Period: 7/1/2016 - 12/31/2016
Wage Rate per Hour: **\$26.47**
Supplemental Benefit Rate per Hour: **\$11.00**

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Effective Period: 1/1/2017 - 6/30/2017

Wage Rate per Hour: \$27.12

Supplemental Benefit Rate per Hour: \$11.56

Months of employment shall be defined as an Employee's length of service with the Employer or at the Facility, whichever is greater.

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular rate for Saturday.

Double time the regular rate for Sunday.

Time and one half the regular rate for work on a holiday plus the day's pay.

Paid Holidays

New Year's Day

Martin Luther King Jr. Day

President's Day

Good Friday

Memorial Day

Independence Day

Labor Day

Columbus Day

Thanksgiving Day

Day after Thanksgiving

Christmas Day

Personal Day

Vacation

After 7 months but less than 1 year of service.....five (5) days

1 year but less than 5 years of service.....ten (10) days

5 years of service but less than 15 years of service.....fifteen (15) days

15 years of service but less than 21 years of service.....twenty (20) days

21 years.....twenty-one (21) days

22 years.....twenty-two (22) days

23 years.....twenty-three (23) days

24 years.....twenty-four (24) days

25 years or more of service.....twenty-five (25) days

Plus 1 day per year for medical visit

SICK LEAVE:

10 days after one year worked. Unused sick days to be paid in cash.

(Local #32 B/J)