

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK
§6-109 PREVAILING WAGE SCHEDULE

NYC ADMINISTRATIVE CODE § 6-109 SCHEDULE OF “LIVING WAGES”

Contractors who provide the following services to the City of New York must post a copy of this Living Wage Schedule at their work site(s) as required by New York City Administrative Code § 6-109:

- Building Services,
- Day Care Services,
- Food Services,
- Head Start Services,
- Homecare Services,
- Services to Persons with Cerebral Palsy, and
- Temporary Services.

In accordance with NYC Administrative Code § 6-109, the Comptroller of the City of New York promulgated this schedule of living wages for the above services on contracts for non-emergency work in excess of the small purchase limit set by the procurement policy board; contracting agencies must annex this schedule to such contract.

A city service contractor or subcontractor that provides homecare services, day care services, head start services or services to persons with cerebral palsy must pay its covered employees that directly render such services in performance of the city service contract or subcontract no less than the living wage and must provide its employees health benefits* or must supplement their hourly wage rate by an amount no less than the health benefits* supplement rate. This requirement applies for each hour that the employee works performing the city service contract or subcontract.

A city service contractor or subcontractor that provides building services, food services or temporary services must pay its employees that are engaged in performing the city service contract or subcontract no less than the living wage or the prevailing wage, whichever is greater. Where the living wage is greater than the prevailing wage, the city service contractor or subcontractor must either provide its employees health benefits* or must supplement their hourly wage rate by an amount no less than the health benefits* supplement rate. Where the prevailing wage is greater than the living wage, the city service contractor or subcontractor must provide its employees the prevailing wage and supplements. These requirements apply for each hour that the employee works performing the city service contract or subcontract.

The appropriate schedule of living wages must be posted at all work sites pursuant to NYC Administrative Code 6-109.

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The schedule is applicable for work performed during the effective period, unless otherwise noted. You will be notified of any changes to this schedule by addenda published on our web site www.comptroller.nyc.gov. Schedules for future one-year periods will be published annually in the City Record on or about July 1st of each succeeding year and on our web site www.comptroller.nyc.gov.

The living wage rate and the health benefit* supplement rate are known through June 30, therefore, those rates are listed in this schedule.

The living wage rates listed in this schedule may not include all hourly wage calculations for overtime, shift differential, Holiday, Saturday, Sunday or other premium time work. Similarly, this schedule does not set forth every living wage practice with which employers must comply.

Answers to questions concerning prevailing wage practices may be obtained from the Classification Unit by calling (212) 669-4437. Please direct all other compliance issues to; Bureau of Labor Law, Attn: Wasyl Kinach, P.E., Office of the Comptroller, 1 Centre Street, Room 1122, New York, N.Y. 10007; Fax (212) 669-4002.

Contractors are solely responsible for maintaining original payroll records, which delineate, among other things, the hours each employee worked within a given classification. Contractors using rates and/or classifications not promulgated by the Comptroller do so at their own risk. Additionally, prior to bid, an agency's chief contracting officer must contact the Bureau of Labor Law to obtain a wage determination for a work classification not published in this schedule.

The information listed below is intended to assist you in meeting your living wage and prevailing wage obligation. Contractors are advised to review the Comptroller's Living Wage Schedule prior to submitting a bid for City work. Any wage rate error made by the contracting agency in the contract documents will not preclude a finding against the contractor for an underpayment of the applicable living wage or the applicable prevailing wage.

This schedule sets forth the living wage and benefit rates required to be annexed to and form part of the contract specifications for work covered by New York City Administrative Code § 6-109. Contractors performing such work are required to pay not less than the rates specified in this schedule for the applicable trade or occupation.

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

*See Supplemental Benefit Rate in schedule

NOTE: Benefits are paid for **EACH HOUR WORKED** unless otherwise noted.

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CLEANER (OFFICE)

(THIS CLASSIFICATION IS SUBJECT TO NEW YORK STATE LABOR LAW SECTION 230.)

(These classifications include, but are not limited to, cleaning and disinfecting of curtains, rugs, and drapes, janitorial and custodial services (other than school custodian), washing and waxing floors.)

Office Building Class "A" - Cleaner/Porter (Over 280,000 square feet gross area)

Effective Period: 7/1/2009 - 12/31/2009

Wage Rate per Hour: **\$21.00**

Supplemental Benefit Rate per Hour: **\$7.96**

Supplemental Note: New employee supplemental benefit rate per hour: \$5.77

NEW HIRE: Porter/Cleaner, may be paid a starting rate of eighty percent (80%) of the hourly rate published above. Upon completion of thirty (30) 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: 1/1/2010 - 6/30/2010

Wage Rate per Hour: **\$21.80**

Supplemental Benefit Rate per Hour: **\$8.36**

Supplemental Note: New employee supplemental benefit rate per hour: \$6.07

NEW HIRE: Porter/Cleaner, may be paid a starting rate of eighty percent (80%) of the hourly rate published above. Upon completion of thirty (30) 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.

Office Building Class "B" - Cleaner/Porter (Between 120,000 and 280,000 square feet gross area)

Effective Period: 7/1/2009 - 12/31/2009

Wage Rate per Hour: **\$20.97**

Supplemental Benefit Rate per Hour: **\$7.96**

Supplemental Note: New employee supplemental benefit rate per hour: \$5.77

NEW HIRE: Porter/Cleaner, may be paid a starting rate of eighty percent (80%) of the hourly rate published above. Upon completion of thirty (30) 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: 1/1/2010 - 6/30/2010

Wage Rate per Hour: **\$21.77**

Supplemental Benefit Rate per Hour: **\$8.36**

Supplemental Note: New employee supplemental benefit rate per hour: \$6.07

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NEW HIRE: Porter/Cleaner, may be paid a starting rate of eighty percent (80%) of the hourly rate published above. Upon completion of thirty (30) 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.

Office Building Class "C" - Cleaner/Porter (Less than 120,000 square feet gross area)

Effective Period: 7/1/2009 - 12/31/2009

Wage Rate per Hour: **\$20.92**

Supplemental Benefit Rate per Hour: **\$7.96**

Supplemental Note: New employee supplemental benefit rate per hour: \$5.77

NEW HIRE: Porter/Cleaner, may be paid a starting rate of eighty percent (80%) of the hourly rate published above. Upon completion of thirty (30) 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: 1/1/2010 - 6/30/2010

Wage Rate per Hour: **\$21.72**

Supplemental Benefit Rate per Hour: **\$8.36**

Supplemental Note: New employee supplemental benefit rate per hour: \$6.07

NEW HIRE: Porter/Cleaner, may be paid a starting rate of eighty percent (80%) of the hourly rate published above. Upon completion of thirty (30) 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.

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

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

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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)

CLEANER (PARKING LOT) - FLOOR PERSON
(THIS CLASSIFICATION IS SUBJECT TO NEW YORK STATE LABOR LAW
SECTION 230.)

"A" Level Worker

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: \$14.81

Supplemental Benefit Rate per Hour: \$2.17

"B" Level Worker

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: \$10.00

Supplemental Benefit Rate per Hour: \$1.50

Supplemental Note: The above rate is for a "B" Level Worker that has less than 3 years employment.

For "B" worker after three years of employment: \$2.17

"B" Level Worker paid at least the Living Wage as per section 6-109 of the NYC Administrative Code.

Overtime

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

Vacation

Full time employees shall be entitled to:

5 days per year during each of the first two (2) years of employment.

10 days per year during each of the third (3rd) through fifth (5th) years of employment.

15 days per year during each of the sixth (6th) through tenth (10th) years of employment.

20 days per year during each of the eleventh (11th) and each succeeding year of employment.

BENEFIT DAYS:

6 days during each of the first (1st) through fifth (5th) years of employment.

12 days during the sixth (6th) and each succeeding year of employment.

(Local #272)

CLEANER (RESIDENTIAL)

(THIS CLASSIFICATION IS SUBJECT TO NEW YORK STATE LABOR LAW SECTION 230.)

(These classifications include, but are not limited to, cleaning and disinfecting of curtains, rugs, and drapes, janitorial and custodial services (other than school custodian), washing and waxing floors.)

Residential Building Class "A" Cleaner/Porter

Residential Building Class "A": buildings where the assessed value of the land and building, based upon the 1935 assessment, divided by the number of rooms in the building, gives an assessed value of over \$4000.00 a room.

Effective Period: 7/1/2009 - 10/20/2009

Wage Rate per Hour: **\$19.20**

Supplemental Benefit Rate per Hour: **\$7.08**

Effective Period: 10/21/2009 - 6/30/2010

Wage Rate per Hour: **\$19.47**

Supplemental Benefit Rate per Hour: **\$7.08**

Residential Building Class "B" Cleaner/Porter

Residential Building Class "B": buildings where the assessed value of the land and building, based upon the 1935 assessment, divided by the number of rooms in the building, gives an assessed value of over \$2000.00 a room and not over \$4000.00 a room.

Effective Period: 7/1/2009 - 10/20/2009

Wage Rate per Hour: **\$19.15**

Supplemental Benefit Rate per Hour: **\$7.08**

Effective Period: 10/21/2009 - 6/30/2010

Wage Rate per Hour: **\$19.41**

Supplemental Benefit Rate per Hour: **\$7.08**

Residential Building Class "C" Cleaner/Porter

Residential Building Class "C": buildings where the assessed value of the land and building, based upon the 1935 assessment, divided by the number of rooms in the building, gives An assessed value of \$2000.00 or less a room.

Effective Period: 7/1/2009 - 10/20/2009

Wage Rate per Hour: **\$19.09**

Supplemental Benefit Rate per Hour: **\$7.08**

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Effective Period: 10/21/2009 - 6/30/2010

Wage Rate per Hour: **\$19.35**

Supplemental Benefit Rate per Hour: **\$7.08**

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 #32B/J)

DAY CARE SERVICES

Day Care Services

'Day Care Services' means provision of day care services through the city's center-based day care program administered under contract with the city's Administration for Children's Services. No other day care programs shall be covered, including family-based day care programs administered by city-contracted day care centers.

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: **\$10.00**

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Supplemental Benefit Rate per Hour: **\$1.50**

EXTERMINATOR

**(THIS CLASSIFICATION IS SUBJECT TO NEW YORK STATE LABOR LAW
SECTION 230.)**

Exterminator

Effective Period: 7/1/2009 - 12/31/2009

Wage Rate per Hour: **\$21.67**

Supplemental Benefit Rate per Hour: **\$7.96**

Effective Period: 1/1/2010 - 1/31/2010

Wage Rate per Hour: **\$21.67**

Supplemental Benefit Rate per Hour: **\$8.36**

Exterminator

Effective Period: 2/1/2010 - 6/30/2010

Wage Rate per Hour: **\$22.72**

Supplemental Benefit Rate per Hour: **\$8.36**

Overtime Description

If an employee works six consecutive days, the sixth day is paid at time and one half. All work performed before regular starting time, or after eight hours on any day, or on the sixth day of the regular work week, shall be paid for at time one-half the regular rate of pay. All work performed on Sunday shall be paid for at double the rate of pay except that employees hired on or after September 5, 1993 can be assigned any five consecutive day work week without the requirement of double-time for Sunday.

Overtime

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

Paid Holidays

New Year's Day

Washington's Birthday

Memorial Day

Independence Day

Labor Day

Columbus Day

Thanksgiving Day

Christmas Day

Employee's Birthday

Two (2) additional holidays as floating holidays

One (1) additional day either for Martin Luther King's Birthday or Yom Kippur

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All employees hired on or after February 1, 2001 shall not be entitled to floating holidays or a day off for their Birthday.

Shift Rates

Regular Work Day: shall be any eight (8) consecutive hours from 6:00 A.M. - 8:00 P.M. with one hour off for lunch. On a second shift the employee is paid an additional sixteen dollars (\$16.00) per week.

The Regular Work Week of day workers shall consist of forty (40) hours in any five (5) consecutive days Monday through Saturday, with two (2) consecutive days off. If a day worker works a split week by working one (1) or more days and one (1) or more nights, time and one half shall be paid for each night's work. If a day worker splits a week by working one (1) day and one or more nights, time and one-half shall be paid for each nights work.

The regular workweek of night workers shall consist of five (5) consecutive nights totaling forty (40) hours. Any employee required to work between 5:00 P.M. and 7:00 A.M. for any given eight (8) hours consecutively shall receive an additional forty (\$0.40) cents per hour above the employees' regular straight time hourly rate. If a night worker works a split week by working one or more nights and one or more days, time and one-half the night rate shall be paid for each day worked. A night worker required to work on Saturday night shall be paid at time one half regardless of the number of nights the employee has worked during his regular workweek.

Vacation

All employees hired before February 1, 2001 shall be entitled to paid vacations as follows;

During the employee's first 52 weeks of employment.....	five (5) days
During the employee's second 52 weeks of employment.....	ten (10) days
After 5 years employment.....	fifteen (15) days
After 15years employment.....	twenty (20) days
After 21 years employment.....	twenty-one (21) days
After 22 years employment	twenty-two (22) days
After 23 years employment.....	twenty-three (23) days
After 24 years employment.....	twenty-four (24) days
After 25 years employment.....	twenty-five (25) days

Employees hired on or after February 1, 2001 shall receive the following vacation benefits:

During the first 52 weeks of employment.....	five (5) days
During the second 52 weeks of employment and thereafter.....	ten (10) days
After 10 years of employment.....	fifteen (15) days

SICK LEAVE:

10 paid sick days in each calendar year after one (1) year of service.
Unused sick leave paid in cash in January of each calendar year.

(Local #32 B/J)

FOOD SERVICE EMPLOYEES

Cook (Level 1)

Under supervision performs non-supervisory work of moderate difficulty and responsibility, or supervisory work of ordinary difficulty and responsibility in the preparation, distribution and service of pre-prepared meals, sandwiches, etc.

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Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: \$18.56

Supplemental Benefit Rate per Hour: \$4.54

Assistant Cook (Level 1)

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: \$11.88

Supplemental Benefit Rate per Hour: \$2.91

Cook (Level 2)

Under general supervision, performs non-supervisory work of a difficult and responsible nature, or supervisory work of moderate difficulty and responsibility in the preparation, distribution, and service of meals using standard procedures and quantity recipes where less than 1200 meals per day are prepared

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: \$20.35

Supplemental Benefit Rate per Hour: \$4.98

Assistant Cook (Level 2)

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: \$18.56

Supplemental Benefit Rate per Hour: \$4.54

Cook (Level 3)

Under general supervision, performs supervisory work of a difficult and responsible nature in the preparation, distribution, and service of meals, using standard procedure and quantity recipes where in excess of 1199 meals per day are prepared

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: \$21.57

Supplemental Benefit Rate per Hour: \$5.28

Assistant Cook (Level 3)

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: \$20.28

Supplemental Benefit Rate per Hour: \$4.96

Cafeteria/Counter Attendant

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: \$11.88

Supplemental Benefit Rate per Hour: \$2.91

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Kitchen Helper

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: \$11.51

Supplemental Benefit Rate per Hour: \$2.82

Overtime

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

(Local #372; DC 37)

GARDENER

Gardener (Above 6 years experience)

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: \$22.00

Supplemental Benefit Rate per Hour: \$7.55

Gardener (3 - 6 years experience)

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: \$21.00

Supplemental Benefit Rate per Hour: \$7.55

Gardener (1 - 3 years experience)

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: \$18.50

Supplemental Benefit Rate per Hour: \$7.55

Overtime Description

Supplemental Benefits shall include an additional seventy-five cents (\$0.75) per hour for all overtime work performed.

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

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Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day

Shift Rates

Work performed on a 4pm to 12am shift has a fifteen percent (15%) differential. Work performed on a 12am to 8am shift has a twenty percent (20%) differential.

(Local #175)

HEAD START SERVICES

Head Start Services

'Head Start Services' means provision of head start services through the city's center-based head start program administered under contract with the city's Administration for Children's Services. No other head start programs shall be covered.

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: **\$10.00**

Supplemental Benefit Rate per Hour: **\$1.50**

HEMOCARE SERVICES

Home Care Services

'Homecare Services' means the provision of homecare services under the city's Medicaid Personal Care/Home Attendant or Housekeeping Programs, including but not limited to the In-Home Services for the Elderly Programs administered by the Department for the Aging.

For homecare services provided under the Personal Care Services program, the wage and supplemental benefit rate above shall apply only as long as the state and federal government maintain their combined aggregate proportionate share of funding and approved rates for homecare services in effect as of the date of the enactment of this section.

For contractors or subcontractors providing homecare services, the supplemental benefit rate may be waived by the terms of a bona fide collective bargaining agreement with respect to employees who have never worked a minimum of eighty (80) hours per month for two consecutive months for that covered employer, but such provision may not be waived for any employee once a minimum of eighty (80) hours for two consecutive months has been achieved.

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: **\$10.00**

Supplemental Benefit Rate per Hour: **\$1.50**

SECURITY GUARD (ARMED)

Security Guard (Armed)

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: **\$25.41**

Supplemental Benefit Rate per Hour: **\$2.19**

Overtime Description

Any work in excess of eight hours within any twenty four hour period and work in excess of forty hours in a week is overtime, and must be compensated at time and one half the hourly wage and straight time for the supplemental benefit rate.

SECURITY GUARD (UNARMED)

Security Guard (Unarmed) 0 - 6 months

Effective Period: 7/1/2009 - 12/31/2009

Wage Rate per Hour: **\$11.25**

Supplemental Benefit Rate per Hour: **\$4.36**

Effective Period: 1/1/2010 - 6/30/2010

Wage Rate per Hour: **\$11.75**

Supplemental Benefit Rate per Hour: **\$4.46**

Security Guard (Unarmed) 7 - 12 months

Effective Period: 7/1/2009 - 12/31/2009

Wage Rate per Hour: **\$11.75**

Supplemental Benefit Rate per Hour: **\$4.36**

Effective Period: 1/1/2010 - 6/30/2010

Wage Rate per Hour: **\$12.25**

Supplemental Benefit Rate per Hour: **\$4.46**

Security Guard (Unarmed) 13 - 18 months

Effective Period: 7/1/2009 - 12/31/2009

Wage Rate per Hour: **\$12.25**

Supplemental Benefit Rate per Hour: **\$4.36**

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Effective Period: 1/1/2010 - 6/30/2010

Wage Rate per Hour: **\$12.75**

Supplemental Benefit Rate per Hour: **\$4.46**

Security Guard (Unarmed) 19 - 24 months

Effective Period: 7/1/2009 - 12/31/2009

Wage Rate per Hour: **\$12.75**

Supplemental Benefit Rate per Hour: **\$4.36**

Effective Period: 1/1/2010 - 6/30/2010

Wage Rate per Hour: **\$13.25**

Supplemental Benefit Rate per Hour: **\$4.46**

Security Guard (Unarmed) more than 24 months

Effective Period: 7/1/2009 - 12/31/2009

Wage Rate per Hour: **\$13.25**

Supplemental Benefit Rate per Hour: **\$4.36**

Effective Period: 1/1/2010 - 6/30/2010

Wage Rate per Hour: **\$13.75**

Supplemental Benefit Rate per Hour: **\$4.46**

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

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.

Paid Holidays

New Year's Day

President's Day

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

Christmas Day

Vacation

Months on payroll

Vacation with Pay

6

3 days

12

5 days

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24	10 days
60	15 days
180	20 days
300	25 days

Sick Leave

Employees accrue paid sick leave at the rate of one (1) sick day for every six (6) months worked, up to a maximum of six (6) days a year.

(Local #32B/J)

SERVICES TO PERSONS WITH CEREBRAL PALSY

Services To Person With Cerebral Palsy

'Services to Persons with Cerebral Palsy' means provision of services which enable persons with cerebral palsy and related disabilities to lead independent and productive lives through an agency that provides health care, education, employment, housing and technology resources to such persons under contract with the city or the department of education.

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: **\$10.00**

Supplemental Benefit Rate per Hour: **\$1.50**

TEMPORARY OFFICE SERVICES

Cashier

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: **\$10.00**

Supplemental Benefit Rate per Hour: **\$1.50**

Clerk (various)

Effective Period: 7/1/2009 – 9/30/2009

Wage Rate per Hour: **\$12.89**

Supplemental Benefit Rate per Hour: **\$0.09**

Effective Period: 10/1/2009 - 6/30/2010

Wage Rate per Hour: **\$14.82**

Supplemental Benefit Rate per Hour: **\$0.00**

Data Entry Operator

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Effective Period: 7/1/2009 – 9/30/2009

Wage Rate per Hour: \$13.60

Supplemental Benefit Rate per Hour: \$0.14

Effective Period: 10/1/2009 - 6/30/2010

Wage Rate per Hour: \$14.10

Supplemental Benefit Rate per Hour: \$0.00

Messenger

Effective Period: 7/1/2009 – 9/30/2009

Wage Rate per Hour: \$10.00

Supplemental Benefit Rate per Hour: \$1.50

Effective Period: 10/1/2009 - 6/30/2010

Wage Rate per Hour: \$11.97

Supplemental Benefit Rate per Hour: \$0.00

Secretary (various)

Effective Period: 7/1/2009 – 9/30/2009

Wage Rate per Hour: \$16.54

Supplemental Benefit Rate per Hour: \$0.02

Effective Period: 10/1/2009 - 6/30/2010

Wage Rate per Hour: \$21.18

Supplemental Benefit Rate per Hour: \$0.00

Stenographer

Effective Period: 7/1/2009 - 6/30/2010

Wage Rate per Hour: \$10.00

Supplemental Benefit Rate per Hour: \$1.50

Typist / Word Processing Machine Operator / Data Entry Clerk

Effective Period: 7/1/2009 – 9/30/2009

Wage Rate per Hour: \$13.60

Supplemental Benefit Rate per Hour: \$0.14

Effective Period: 10/1/2009 - 6/30/2010

See Data Entry Operator and/or Word Processor

Word Processor

Effective Period: 7/1/2009 – 9/30/2009

Wage Rate per Hour: \$13.60

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Supplemental Benefit Rate per Hour: **\$0.14**

Effective Period: 10/1/2009 - 6/30/2010

Wage Rate per Hour: **\$17.46**

Supplemental Benefit Rate per Hour: **\$0.00**

Overtime

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

WINDOW CLEANER

Window Cleaner

Effective Period: 7/1/2009 - 2/28/2010

Wage Rate per Hour: **\$24.36**

Supplemental Benefit Rate per Hour: **\$7.89**

Supplemental Note: Effective 1/1/2010 - \$8.29

Effective Period: 3/1/2010 - 6/30/2010

Wage Rate per Hour: **\$25.21**

Supplemental Benefit Rate per Hour: **\$8.29**

Power Operated Scaffolds, Manual Scaffolds, and Boatswain Chairs

Effective Period: 7/1/2009 - 2/28/2010

Wage Rate per Hour: **\$26.24**

Supplemental Benefit Rate per Hour: **\$7.89**

Supplemental Note: Effective 1/1/2010 - \$8.29

Effective Period: 3/1/2010 - 6/30/2010

Wage Rate per Hour: **\$27.21**

Supplemental Benefit Rate per Hour: **\$8.29**

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

Washington's Birthday

Good Friday

Memorial Day

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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. An employee who is entitled to and receive a payment of ten days of unused sick days shall also receive a hundred-dollar (\$100) bonus.

(Local #32B/J)