Introduction to the Prevailing Rate Schedule

Introduction

The Labor Law requires public work contractors and subcontractors to pay a service employee under a contract for building service work for a public agency, a wage of not less than the prevailing wage and supplements (fringe benefits) in the locality for the craft, trade, or occupation of the service employee. Such a public work building service contract must be in excess of one thousand five hundred dollars ($1,500).

Requesting a Wage Schedule

For every building service contract, the public agency must file a statement identifying the types of employees and work to be performed by submitting a Request for Wage and Supplement Information form (PW 39) to the Bureau of Public Work, either online, by fax, or by mail. The Commissioner of Labor makes an annual determination of the prevailing rates. This determination is in effect from July 1st through June 30th of the following year. The Public Agency must include the specifications for each building service contract the PRC number assigned to such contract and stipulation obligating the contractor to pay not less than the wage rates set forth in the Prevailing Wage Schedule issued under that PRC number.

Hours

A building service employee, employed by a contractor, shall work up to eight (8) hours in any one day and up to forty (40) hours in any workweek for the appropriate posted prevailing wage rates. A building service employee who works more than eight (8) hours in any one day or more than forty (40) hours in any workweek shall be paid wages for such overtime at a rate not less than one-and-one-half (1.5) times the prevailing basic cash hourly rate.

Wages and Supplements

The wages and supplements to be paid and/or provided to a building service employee, employed on a public work contract shall be not less than those listed in the Prevailing Rate Schedule.

Payrolls and Payroll Records

Every contractor and subcontractor MUST keep original payrolls or transcripts subscribed and affirmed as true under penalty of perjury. Payrolls must be maintained for at least three (3) years from the projects date of completion.

At a minimum, payrolls must show the following information for each person employed on a public work project: name; social security number; the craft, trade or occupation in which the worker was employed; hourly wage rate(s) paid; supplements paid or provided; and daily and weekly number or hours worked in each craft, trade or occupation.

NOTE: For more detailed information regarding Article 9 prevailing wage contracts, please refer to "General Provisions of Laws Covering Workers on Article 9 Public Work Building Service Contracts".

If you have any questions concerning the attached schedule or would like additional information, please write to:

New York State Department of Labor
Bureau of Public Work
State Office Campus, Bldg. 12
Albany, NY 12240

OR

Contact the nearest BUREAU of PUBLIC WORK District Office

District Office Locations: Telephone # FAX #
Bureau of Public Work - Buffalo 716-847-7159 716-847-7650
Bureau of Public Work - Garden City 516-228-3915 516-794-3518
Bureau of Public Work - Newburgh 845-568-5287 845-568-5332
Bureau of Public Work - New York City 212-352-6088 212-352-6580
| Bureau of Public Work - Patchogue | 631-687-4883 | 631-687-4904 |
| Bureau of Public Work - Rochester | 585-258-4505 | 585-258-4708 |
| Bureau of Public Work - Syracuse | 315-428-4056 | 315-428-4671 |
| Bureau of Public Work - Utica | 315-793-2314 | 315-793-2514 |
| Bureau of Public Work - White Plains | 914-997-9507 | 914-997-9523 |
| Bureau of Public Work - Central Office | 518-457-5589 | 518-485-1870 |
Albany County Article 9

Exterminators, Fumigators

**JOB DESCRIPTION** Exterminators, Fumigators

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**
Per hour: 07/01/2011

$14.15

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

**JOB DESCRIPTION** Fuel Oil Delivery

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**
Per hour: 07/01/11

$20.30

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

**JOB DESCRIPTION** Guards, Watchmen

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**
Per hour: 07/01/11

$13.93
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION
Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Schoharie

WAGES

07/01/2011
Janitorial Start $9.25
After 90 Days 9.75
Floor Maintenance +.50

NOTE:

DUCT CLEANING IS BROKEN DOWN INTO TWO SEPERATE FUNCTIONS

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Supplements:

Note: Full time 31 or more regularly scheduled hrs per week
Part Time 30 or less regularly scheduled hrs per week

Health Care:

FULL TIME ONLY: Only on first 40 hrs a week.

07/01/2011

$ 3.58

Vacation with pay based upon employees anniversary date or hire as follows:
1 year of work 5 working days
3 years of work 10 working days
4 years of work 11 working days
6 years of work 12 working days
10 years of work 15 working days
Sick days are earned after 90 day probationary period at the following rate:
Full time employees accrue 1 sick day for every 4 months worked up to a maximum of 6 sick days.
Part time employees accrue 1 sick day for every 6 months worked up to a maximum of 4 sick days.

**OVERTIME PAY**
See (B, B2, R) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
Plus Employees Birthday
Note: Above Holidays paid after 3 months with employer
Plus after one year of service Full Time employees receive 3 Floating Holidays and Part Time receive one Floating Holiday.

Additional supplements are not required.
Holidays that fall on weekends are observed on Friday or Monday.

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**Landscape Maintenance**

**JOB DESCRIPTION**  Landscape Maintenance

**DISTRICT**  1

**ENTIRE COUNTIES**

**WAGES**

Per hour: 07/01/11

$12.61

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

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**Moving Furniture and Equipment**

**JOB DESCRIPTION**  Moving Furniture and Equipment

**DISTRICT**  1

**ENTIRE COUNTIES**

**WAGES**

Per hour: 07/01/11

Driver $20.30

Helper $13.70

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour paid: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

JOB DESCRIPTION
Stationary Engineer

ENTIRE COUNTIES

WAGES
Per hour: 07/01/11
$24.30

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal

JOB DESCRIPTION
Trash and Refuse Removal

ENTIRE COUNTIES

WAGES
Per hour: 7/01/2011

Chauffer/Truck Driver
(CDL only) $15.95*

Helper
(NON-CDL Only) $14.87*

*Probationary (First 75 working days) receive $1.00 less for both rates.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Benefits paid to non-probationary employees:

7/01/2011

Single $3.06

Two in family $5.91

Three or more in family $8.04
In addition to above amounts per hour (up to 40 hrs a week) for all employees including probationary employees:

$1.06

Vacation is earned by employees working at least 150 days in the last 12 consecutive months:

<table>
<thead>
<tr>
<th>Completion Period</th>
<th>Vacation Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 Months of service (1 yr)</td>
<td>1 Week</td>
</tr>
<tr>
<td>36 Months of service (3 yrs)</td>
<td>2 Weeks</td>
</tr>
<tr>
<td>120 Months of service (10 yrs)</td>
<td>3 Weeks</td>
</tr>
<tr>
<td>180 Months of service (15 yrs)</td>
<td>3 Weeks 1 Day</td>
</tr>
<tr>
<td>192 Months of service (16 yrs)</td>
<td>3 Weeks 2 Day's</td>
</tr>
<tr>
<td>204 Months of service (17 yrs)</td>
<td>3 Weeks 3 Day's</td>
</tr>
<tr>
<td>216 Months of service (18 yrs)</td>
<td>3 Weeks 4 Day's</td>
</tr>
<tr>
<td>228 Months of service (19 yrs)</td>
<td>4 Weeks</td>
</tr>
</tbody>
</table>

*Vacation weekly pay shall be determined by taking the employees previous years W-2 Gross reported earnings and multiplying by 2.0%*

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Must work the last regularly scheduled day before and after holiday.

Holidays on a Saturday are observed on Friday, Holidays on a Sunday are observed on Monday.

Employee's working at least 12 consecutive months and having worked 200 days will receive 5 floating holidays.

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**Trash and Refuse Removal**

**JOB DESCRIPTION**  Trash and Refuse Removal

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**

For use with Transfer Station Operation.

<table>
<thead>
<tr>
<th>Position</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$16.31</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$13.70</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$15.33</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

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**Window Cleaners**

**JOB DESCRIPTION**  Window Cleaners

**DISTRICT** 1

**ENTIRE COUNTIES**
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Washington
WAGES
Per hour: 07/01/11
$12.45

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS R&S
# Exterminators, Fumigators

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Exterminators, Fumigators</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Allegany, Cattaraugus, Chautauqua, Erie, Niagara</td>
</tr>
</tbody>
</table>

## WAGES

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 15.07</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**

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## SUPPLEMENTAL BENEFITS

| Per hour worked: | $ 1.75 |

## OVERTIME PAY

See (B, B2) on OVERTIME PAGE

## HOLIDAY

Paid: See (1) on HOLIDAY PAGE

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# Fuel Oil Delivery

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Fuel Oil Delivery</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Allegany, Cattaraugus, Chautauqua, Erie, Niagara</td>
</tr>
</tbody>
</table>

## WAGES

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 20.43</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

## SUPPLEMENTAL BENEFITS

| Per hour worked: | $ 1.75 |

## OVERTIME PAY

See (B, B2) on OVERTIME PAGE

## HOLIDAY

Paid: See (1) on HOLIDAY PAGE

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# Guards, Watchmen

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Guards, Watchmen</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Allegany, Cattaraugus, Chautauqua, Erie, Niagara</td>
</tr>
</tbody>
</table>

## WAGES

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/11</th>
</tr>
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<tbody>
<tr>
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<td></td>
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</tbody>
</table>
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Niagara

WAGES
Per hour: 07/01/11

$11.93

Note: Duct cleaning is broken down into two separate functions.
1. The Disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11

$12.34

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
Moving Furniture and Equipment 06/01/2012

JOB DESCRIPTION Moving Furniture and Equipment

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11

Driver $20.43

Helper $11.97

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11

$22.67

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11

$22.67
JOB DESCRIPTION  Trash and Refuse Removal

ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

DISTRICT 1

WAGES

07/01/2011

Trash, Recycling
Roll-Off and
Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

07/01/2011

$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY

See (B, B2, K) on OVERTIME PAGE

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

1-317

JOB DESCRIPTION  Trash and Refuse Removal

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

DISTRICT 1

WAGES

For use with Transfer Station Operation.

07/01/2011

Indus. Truck Driver/Tractor Operator

$16.40

Laborer/ non-Construction

$11.97

Conveyor operators and tenders
IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners

JOB DESCRIPTION Window Cleaners

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per Hour: 07/01/11

$11.93

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
JOB DESCRIPTION
Exterminators, Fumigators

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES
EXTERMINATOR

Effective Period: 7/1/2011
Wage Rate per Hour: $23.82

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 ($18.00) 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.

IMPORTANT INFORMATION:

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SUPPLEMENTAL BENEFITS

This is an additional required amount.
All supplements are based on a 40 hour work week and start after 90 days.

Per Hour:
Employees regularly scheduled more than 16 hours in a week: $6.37
Employees regularly scheduled more than 20 hours in a week: $8.76

Vacation

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

<table>
<thead>
<tr>
<th>Employment Period</th>
<th>Days Entitled</th>
</tr>
</thead>
<tbody>
<tr>
<td>During the employee's first 52 weeks of employment</td>
<td>five (5) days</td>
</tr>
<tr>
<td>After the employee's first 52 weeks of employment</td>
<td>ten (10) days</td>
</tr>
<tr>
<td>After 5 years employment</td>
<td>fifteen (15) days</td>
</tr>
<tr>
<td>After 15 years employment</td>
<td>twenty (20) days</td>
</tr>
<tr>
<td>After 21 years employment</td>
<td>twenty-one (21) days</td>
</tr>
<tr>
<td>After 22 years employment</td>
<td>twenty-two (22) days</td>
</tr>
<tr>
<td>After 23 years employment</td>
<td>twenty-three (23) days</td>
</tr>
<tr>
<td>After 24 years employment</td>
<td>twenty-four (24) days</td>
</tr>
<tr>
<td>After 25 years employment</td>
<td>twenty-five (25) days</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Employment Period</th>
<th>Days Entitled</th>
</tr>
</thead>
<tbody>
<tr>
<td>During the first 52 weeks of employment</td>
<td>five (5) days</td>
</tr>
<tr>
<td>After the first 52 weeks of employment</td>
<td>ten (10) days</td>
</tr>
<tr>
<td>After 10 years of employment</td>
<td>fifteen (15) days</td>
</tr>
</tbody>
</table>
SICK LEAVE:

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

OVERTIME PAY
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.

HOLIDAY
Paid:
See (5, 6, 10, 11) on HOLIDAY PAGE

Employee's Birthday
Two (2) additional holidays as floating holidays
One (1) additional day either for Martin Luther King's Birthday or Yom Kippur

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

---

Fire Safety Director - NYC Only

JOB DESCRIPTION
Fire Safety Director - NYC Only

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES

****IMPORTANT****
Fire Safety Director rates for use in NYC ONLY.

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

Wage Rate per Hour: 07/01/2011
Class A $22.65*
Class B $22.62*
Class C $22.57*

*Additional lump-sum bonus of $500.00 per year.

NEW HIRE: 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.

Any employee who was employed in the industry as of February 3, 1996 shall receive the full minimum rate from the date of hire.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
This is an additional required amount.

All supplements start after 3 months.

Employees regularly scheduled more than 16 hours a week: $6.37
Employees regularly scheduled more than 20 hours a week: 8.76

New hires regularly scheduled more than 20 hours a week
After 3rd month-12th month:
6.37

after 12th month-24th month:

8.44

after 24 months:

8.76

Vacation

Less than 6 months work  no vacation
6 months of work  three days
1 year of work  ten days
5 years of work  fifteen days
15 years of work  twenty days
21 years of work  twenty-one days
22 years of work  twenty-two days
23 years of work  twenty-three days
24 years of work  twenty-four days
25 years or more  twenty-five days

Plus 2 Personal Days per year.

Plus 10 Sick Days per year after one full year with employer based on a 40 hour work week.

OVERTIME PAY

See (B, B2, F) on OVERTIME PAGE

Holidays are paid days off and are additional to above amounts.

HOLIDAY

Paid:  See (5, 6, 8, 11, 16, 25) on HOLIDAY PAGE

Holidays that fall on Saturday are observed the previous Friday. Those that fall on Sunday are observed the next Monday.

Fuel Oil Delivery

JOB DESCRIPTION  Fuel Oil Delivery

ENTIRE COUNTIES

Bronx, Kings, New York, Queens, Richmond

WAGES

Rate Per Hour:

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur

<table>
<thead>
<tr>
<th></th>
<th>07/01/2011</th>
<th>12/16/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hired before January 1, 2011</td>
<td>$ 29.61</td>
<td>$ 30.11</td>
</tr>
<tr>
<td>Hired on or after January 1, 2011</td>
<td>$ 21.00</td>
<td>$ 21.50</td>
</tr>
<tr>
<td>1st Year</td>
<td>23.00</td>
<td>23.50</td>
</tr>
<tr>
<td>2nd Year</td>
<td>25.00</td>
<td>25.50</td>
</tr>
<tr>
<td>3rd Year</td>
<td>27.00</td>
<td>27.50</td>
</tr>
<tr>
<td>4th Year</td>
<td>29.61</td>
<td>30.11</td>
</tr>
</tbody>
</table>

Serviceperson 'Class A'

<table>
<thead>
<tr>
<th></th>
<th>07/01/2011</th>
<th>12/16/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 29.86</td>
<td>$ 30.36</td>
</tr>
</tbody>
</table>

NOTE: Night work rate - Additional $10.00 per night forty-five (45) days after hire.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal fficer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

These are additional to the wages above for both Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur and Serviceperson.

Rate Per Hour:
Guards, Watchmen

06/01/2012

**JOB DESCRIPTION**    Guards, Watchmen

**ENTIRE COUNTIES**    Bronx, Kings, New York, Queens, Richmond

**WAGES**

Per Hour:    7/1/2011

**SECURITY GUARD (ARMED)**    $27.50

**SECURITY GUARD (UNARMED)**

<table>
<thead>
<tr>
<th>Time Period</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 6 months</td>
<td>$12.35</td>
</tr>
<tr>
<td>7 - 12 months</td>
<td>$12.85</td>
</tr>
<tr>
<td>13 - 18 months</td>
<td>$13.35</td>
</tr>
<tr>
<td>19 - 24 months</td>
<td>$13.85</td>
</tr>
<tr>
<td>more than 24 months</td>
<td>$14.35</td>
</tr>
</tbody>
</table>

All Time is considered as:

Months of employment shall be defined as an Employee's length of service with the Employer.

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
This is required in addition to the wage above:
Supplemental Benefits shall be paid for each hour paid, up to forty (40) paid hours per week.

Effective Period: 07/01/2011
Work more than 2 days a week $ 3.92
Additional after 30 days with employer .28
Additional after 2 years with employer .36
Work less than 2 days per week after
30 days with employer .28

Vacation

Months on payroll - Vacation with Pay

<table>
<thead>
<tr>
<th>Months</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>12</td>
<td>5</td>
</tr>
<tr>
<td>24</td>
<td>10</td>
</tr>
<tr>
<td>60</td>
<td>15</td>
</tr>
<tr>
<td>180</td>
<td>20</td>
</tr>
<tr>
<td>300</td>
<td>25</td>
</tr>
</tbody>
</table>

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.

OVERTIME PAY
Overtime - Armed and Unarmed

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

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.

HOLIDAY
Paid: See (5, 6, 25) on HOLIDAY PAGE
Paid Holidays (non-probationary)

Employee must work their last regularly scheduled day before and next regularly scheduled day after.

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES
Office Building Class "A" Cleaner/Porter, Elevator Operator(Over 280,000 square feet gross area)
Office Building Class "B" Cleaner/Porter, Elevator Operator (Over 120,000 and less than 280,000 square feet gross area)
Office Building Class "C" Cleaner/Porter, Elevator Operator (Less than 120,000 square feet gross area)

Wage Rate per Hour: 07/01/2011
Class A $ 22.65
Class B 22.62
Class C 22.57

NEW HIRE: 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.

Any employee who was employed in the industry as of February 3, 1996 shall receive the full minimum rate from the date of hire.

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

NOTE: Duct cleaning is broken down into two separate functions.
1. The Disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9
IMPORTANT INFORMATION:
Article 9 §230.6. “Prevailing wage” means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
This is an additional required amount.

All supplements start after 3 months.

Employees regularly scheduled more than 16 hours a week:
$ 6.37

Employees regularly scheduled more than 20 hours a week:
8.76

New hires regularly scheduled more than 20 hours a week
After 3rd month-12th month:
6.37

after 12th month-24th month:
8.44

after 24 months:
8.76

Vacation

Less than 6 months of work... no vacation
6 months of work........three days
1 year of work........ten days
5 years of work........fifteen days
15 years of work......twenty days
21 years of work.....twenty-one days
22 years of work......twenty-two days
23 years of work...twenty-three days
24 years of work.....twenty-four days
25 years or more twenty-five days

Plus two Personal Days per year.

Plus 10 Sick Days per year after one full year with employer based on a 40 hour work week.

OVERTIME PAY
See (B, B2, F) on OVERTIME PAGE

Holidays are paid days off and are additional to above amounts.

HOLIDAY
Paid:
See (5, 6, 8, 11, 16, 25) on HOLIDAY PAGE

Holidays that fall on Saturday are observed the previous Friday. Those that fall on Sunday are observed the next Monday.

1-32 BJ

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES Bronx, Kings, New York, Queens, Richmond

WAGES
Per hour: 07/01/11
$16.52

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**

---

**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment

**ENTIRE COUNTIES**
Bronx, Kings, New York, Queens, Richmond

**DISTRIBUTION** 1

**WAGES**

<table>
<thead>
<tr>
<th>Per Hour: 07/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Furniture Mover</td>
</tr>
<tr>
<td>Driver - Tractor Trailer $22.70</td>
</tr>
<tr>
<td>Driver - Straight Truck 22.53</td>
</tr>
<tr>
<td>Driver - Casual 13.00</td>
</tr>
<tr>
<td>Mover Assistant 20.93</td>
</tr>
<tr>
<td>Mover Assistant Casual 12.00</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

| Per Hour: |
| Driver - Tractor Trailer and Straight Truck and Furniture Mover Assistant $10.91 |

**SUPPLEMENTAL NOTE:** Casual workers shall include only those workers who have worked less than 600 hours during the previous calendar year. Casual workers do not receive travel time, paid vacations, or paid holidays. Any casual worker who works more than 600 hours in a calendar year will be considered a Furniture Mover effective May 1st of the following year and thereafter and will be eligible for benefits.

**Vacation**

<table>
<thead>
<tr>
<th>Days Work</th>
<th>Vacation Earned (Per day worked)</th>
</tr>
</thead>
<tbody>
<tr>
<td>30 to 124 days</td>
<td>0.0333</td>
</tr>
<tr>
<td>125 to 144 days</td>
<td>0.0400</td>
</tr>
<tr>
<td>145 to 154 days</td>
<td>0.0483</td>
</tr>
<tr>
<td>155 to 174 days</td>
<td>0.0516</td>
</tr>
<tr>
<td>175 days</td>
<td>0.0571</td>
</tr>
</tbody>
</table>

(Maximum ten days)

**OVERTIME PAY**

Overtime Description:
- 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.

**HOLIDAY**

Paid Holidays:

Workers with more than five years are paid for the following Holidays: New Year's Day, Memorial Day, Independence's Day, Labor Day, Thanksgiving Day, Christmas Day.

Workers who have worked three days during the calendar week in which a Holiday occurs are paid for the following Holidays: Martin Luther King Jr. Day, Washington's Birthday, Good Friday, Veteran's Day, Day after Thanksgiving.
## JOB DESCRIPTION

### Stationary Engineer

### DISTRICT 1

### ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

### WAGES

#### STATIONARY ENGINEER

<table>
<thead>
<tr>
<th>Effective Period</th>
<th>Wage Rate Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2011 - 01/01/2012</td>
<td>$33.48 - $34.15</td>
</tr>
</tbody>
</table>

Stationary Engineer Helper

**Helper (Fireperson):** Assists the Engineer operating, maintaining and repairing heating, ventilating and air conditioning equipment and other equipment incidental to the operation of the building.

<table>
<thead>
<tr>
<th>Effective Period</th>
<th>Wage Rate Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2011 - 01/01/2012</td>
<td>$26.07 - $26.59</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

### SUPPLEMENTAL BENEFITS

#### STATIONARY ENGINEER

<table>
<thead>
<tr>
<th>Effective Period</th>
<th>Supplemental Benefit Rate Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2011 - 01/01/2012</td>
<td>$14.91 - $15.44</td>
</tr>
</tbody>
</table>

Stationary Engineer Helper

**Helper (Fireperson):** Assists the Engineer operating, maintaining and repairing heating, ventilating and air conditioning equipment and other equipment incidental to the operation of the building.

<table>
<thead>
<tr>
<th>Effective Period</th>
<th>Supplemental Benefit Rate Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2011 - 01/01/2012</td>
<td>$14.57 - $15.09</td>
</tr>
</tbody>
</table>

### Vacation:

<table>
<thead>
<tr>
<th>Years</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>3 Days</td>
</tr>
<tr>
<td>1 Year</td>
<td>10 Days</td>
</tr>
<tr>
<td>5 Years</td>
<td>15 Days</td>
</tr>
<tr>
<td>15 Years</td>
<td>20 Days</td>
</tr>
<tr>
<td>21 Years</td>
<td>21 Days</td>
</tr>
<tr>
<td>22 Years</td>
<td>22 Days</td>
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<tr>
<td>23 Years</td>
<td>23 Days</td>
</tr>
<tr>
<td>24 Years</td>
<td>24 Days</td>
</tr>
<tr>
<td>25 Years</td>
<td>25 Days</td>
</tr>
</tbody>
</table>

### OVERTIME PAY

**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

### HOLIDAY

**Paid:**

See (5, 6) on HOLIDAY PAGE

**Paid Holidays:**

- Plus six (6) floating holidays

---

**Trash and Refuse Removal**

<table>
<thead>
<tr>
<th>Effective Period</th>
<th>06/01/2012</th>
</tr>
</thead>
</table>

**JOB DESCRIPTION**

### Trash and Refuse Removal

### DISTRICT 1

---

Page 21
ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES

Group #1 Rubbish & Garbage Trucks
1A: On closed body trucks with self-contained with self-contained loading unit up to and including 22 yard
1B: On open trucks, rack body, or trucks which have no self-contained mechanical loading device up to 22 yard capacity
1C: On one-container tractor hoist
1D: On 10-wheel, open trucks, container loaders, dino-master, over-cab loaders, rack body trucks, or any trucks 22 yards to and including 25 yards capacity
1E: On rubbish and garbage trucks (except as provided in Group 2 below) 26 yards to and including 31 yards capacity

Group #2 Roll-Off Trucks
2A: Single axle working non-compactor containers up to 15 yards capacity on rubbish and garbage removal only
2B: Roll-Off trucks other than those described in 2A up to and including 42 yards capacity
2C: On any Roll-Off truck with more than 42 yards capacity or any tractor trailer trucks

Wages Per Hour 07/01/2011

<table>
<thead>
<tr>
<th>Group</th>
<th>Chauffer</th>
<th>Helper</th>
</tr>
</thead>
<tbody>
<tr>
<td>1A</td>
<td>$26.60</td>
<td>26.36</td>
</tr>
<tr>
<td>1B</td>
<td>26.91</td>
<td>26.70</td>
</tr>
<tr>
<td>1C</td>
<td>26.91</td>
<td></td>
</tr>
<tr>
<td>1D</td>
<td>27.06</td>
<td>26.70</td>
</tr>
<tr>
<td>1E</td>
<td>27.43</td>
<td>26.70</td>
</tr>
<tr>
<td>2A</td>
<td>27.62</td>
<td>25.73</td>
</tr>
<tr>
<td>2B</td>
<td>28.60</td>
<td>27.99</td>
</tr>
<tr>
<td>2C</td>
<td>29.83</td>
<td>27.99</td>
</tr>
</tbody>
</table>

IMPORTANT NOTES:
- New Hire Drivers (hired after 11/30/05) shall be paid 80% of the Chauffer Wage for 1st year of employment and 90% of the Chauffer wage for the 2nd year of employment, full rate is paid after 2nd year of employment
- New Hire non CDL Helpers (hired after 11/30/05) shall be paid 75% of the Helper Wage for 1st year of employment, 80% of the Helper Wage for the 2nd year of employment, then 85% of the Helper Wage for all other years of employment
- Previous work experience in industry is considered when determining starting rate for Drivers
- Any Chauffer (except Group 1C) on a one-man route will receive an extra 2.5% increase in his base wage

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
FOR ALL CLASSIFICATIONS
Per hour paid up to 40 hours per week.

7/01/2011

All Employees: $10.74

VACATION
Annual vacations with pay in advance on the pay day before the vacation shall be given by the Employer to each employee as follows (not less than 40 hours for each week) at the Employee's regular rate of pay:
Time Served | Vacation with Pay
---|---
0-1 Year | 0 Weeks
1-2 Years | 1 Week
2-5 Years | 2 Weeks
5-15 Years | 3 Weeks
15-25 Years | 4 Weeks
25+ Years | 5 Weeks

SICK LEAVE
Employees with 2 or more years of service shall earn 7 days Sick Leave every December 1st. All New Hire Employees (hired after 11/30/05) will earn Sick Leave at the rates listed below until they have completed 2 years of service.

New Hire Employee accrual schedule:
<table>
<thead>
<tr>
<th>Time Served</th>
<th>Sick Accrued</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>2 days</td>
</tr>
<tr>
<td>12 Months</td>
<td>3 days</td>
</tr>
<tr>
<td>18 Months</td>
<td>3 days</td>
</tr>
<tr>
<td>24 Months</td>
<td>See above</td>
</tr>
</tbody>
</table>

PERSONAL DAYS
All employees | 2 days

OVERTIME PAY
See (B, "E", "O") on OVERTIME PAGE
(*) After eight (8) hours on Saturday, Double time is paid
(**) For holidays 11, 25, and 26, the 1st eight (8) hours are paid at time and one-half, then double time
Note:
- An employee working a Tue-Sat schedule will receive time and one half on Monday work up to eight (8) hours, then double time.

HOLIDAY
Paid: See (5, 6, 11, 25, 26) on HOLIDAY PAGE
Overtime: See (5, 6, 11, 25, 26) on HOLIDAY PAGE
Must work regularly scheduled workday before and after to be entitled to holiday pay.

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Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal   DISTRICT 1

ENTIRE COUNTIES
Bronx, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Suffolk, Westchester

WAGES
Per Hour: 07/01/2011

MEDICAL WASTE REMOVAL

Driver (Chauffeur) $ 20.30
Helper $ 16.00
Tractor Trailer Driver $ 22.80
Roll off Driver $ 22.80
Line Haul Driver $ 20.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
The following is required addition to the wages.

Rate per Hour: 07/01/2011
$ 7.45

Vacation:
1 year of service
but less than five years (10) days
5 years of service
but less than ten years (15) days
10 years of service (16) days
11 years of service (17) days
12 years of service (18) days
13 years of service (19) days
14 years of service (20) days
20 years of service (21) days
21 years of service (22) days
22 years of service (23) days
23 years of service (24) days
24 years of service (25) days

Plus 5 Personal Days

OVERTIME PAY
Overtime Description:

The sixth day of work in a work week is paid at time and one-half the regular hourly rate, the seventh day of work in a work week is paid at double time the regular hourly rate. Time and one-half the regular rate for work on a holiday plus days pay for below paid holidays.

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

HOLIDAY
Paid Holidays:

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

Window Cleaners

JOB DESCRIPTION	Window Cleaners

ENTIRE COUNTIES	Bronx, Kings, New York, Queens, Richmond

WAGES
Window Cleaner

Effective Period: 7/01/2011
Wage Rate per Hour: $26.12

Power Operated Scaffolds, Manual Scaffolds, and Boatswain Chairs

Effective Period: 7/01/2011
Wage Rate per Hour: $28.37

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Window Cleaner/Power Operated Scaffolds, Manual Scaffolds, and Boatswain Chairs

Effective Period: 7/1/2011
Supplemental Benefit Rate per Hour: $8.68

Vacation
After 7 months but less than 1 year five (5) days
1 year but less than 5 years ten (10) days
5 years of service but less than 15 years
15 years of service but less than 21 years
21 years
22 years
23 years
24 years
25 years or more
Plus 1 day per year for medical visit

SICK LEAVE:
10 days after one year worked.

OVERTIME PAY
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.

HOLIDAY
Paid: See (5, 6, 8, 10, 11, 16, 26) on HOLIDAY PAGE
Plus one Personal Day
Must work 2 days in week of Holiday for employer

REGISTERED APPRENTICES

1-32 BJ
Broome County Article 9

Exterminators, Fumigators

JOB DESCRIPTION  Exterminators, Fumigators

DISTRICT 1

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11

$16.28

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per Hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S

Fuel Oil Delivery

JOB DESCRIPTION  Fuel Oil Delivery

DISTRICT 1

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11

$18.35

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S

Guards, Watchmen

JOB DESCRIPTION  Guards, Watchmen

DISTRICT 1

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11

$15.96

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour: 07/01/2011

$ 10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)

Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$ 2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50
Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

- 1 year of work: 1 week of vacation
- 2 years of work: 2 weeks of vacation
- 3 years of work: 2 weeks and 1 day vacation
- 4 years of work: 2 weeks and 2 days vacation
- 5 years of work: 2 weeks and 3 days vacation
- 6 years of work: 2 weeks and 4 days vacation
- 7 years of work: 3 weeks

Sick days are paid after 30 days probationary period.
- Full time employees: 3 sick days per year
- Part time employees: 2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**

See (B, B2, K) on OVERTIME PAGE

Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**

Paid: See (*5, **6) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

PLUS 4 floating holidays

(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer

Any work on a paid Holiday is paid at time and one half plus the wage for the holiday. Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

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**Landscape Maintenance**

**JOB DESCRIPTION**  Landscape Maintenance

**DISTRICT**  1

**ENTIRE COUNTIES**
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

**WAGES**

Per hour: 07/01/11
$11.89

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

---

**Moving Furniture and Equipment**

**JOB DESCRIPTION**  Moving Furniture and Equipment

**DISTRICT**  1

**ENTIRE COUNTIES**
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

**WAGES**

Per hour: 07/01/11

Driver $18.35
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer

DISTRICT 1

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11

$24.34

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 1

ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES

07/01/2011

Trash, Recycling
Roll-Off and Brush Drivers $14.00

Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

07/01/2011

$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY

See (B, B2, K) on OVERTIME PAGE

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

Trash and Refuse Removal

06/01/2012

JOB DESCRIPTION

Trash and Refuse Removal

DISTRICT 1

ENTIRE COUNTIES

Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES

For use with Transfer Station Operation.

Per Hour: 07/01/11

Indus. Truck Driver/Tractor Operator

$14.28

Laborer/ non-construction

$11.98

Conveyor operators and tenders

$14.81

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE
JOB DESCRIPTION  Window Cleaners

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Otsego, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11
$11.72

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Cattaraugus County Article 9

Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION  Exterminators, Fumigators

ENTIRE COUNTIES  Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/2011

$ 15.07

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $ 1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION  Fuel Oil Delivery

ENTIRE COUNTIES  Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11

$ 20.43

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION  Guards, Watchmen

ENTIRE COUNTIES  Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11
$14.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Niagara

WAGES
Per hour: 07/01/11
$11.93

Note: Duct cleaning is broken down into two separate functions.
1. The disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11
$12.34

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment 06/01/2012

JOB DESCRIPTION Moving Furniture and Equipment

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11

Driver $20.43
Helper $11.97

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11

$22.67

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES

WAGES

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
JOB DESCRIPTION  Trash and Refuse Removal

ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES

07/01/2011

Trash, Recycling
Roll-Off and
Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

07/01/2011

$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:
After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

Trash and Refuse Removal

06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
For use with Transfer Station Operation.

Per hour: 07/01/11

Indus. Truck Driver/Tractor Operator
$16.40

Laborer/ non-construction
$11.97

Conveyor operators and tenders
$14.18

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

<table>
<thead>
<tr>
<th>Window Cleaners</th>
<th>06/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>JOB DESCRIPTION</td>
<td>Window Cleaners</td>
</tr>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Allegany, Cattaraugus, Chautauqua, Erie, Niagara</td>
</tr>
<tr>
<td>WAGES</td>
<td>07/01/11</td>
</tr>
<tr>
<td>Per Hour:</td>
<td>$11.93</td>
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</tbody>
</table>

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
## Exterminators, Fumigators

**JOB DESCRIPTION**

Exterminators, Fumigators

**ENTIRE COUNTIES**

Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**

Per hour: 07/01/11

$18.82

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

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## Fuel Oil Delivery

**JOB DESCRIPTION**

Fuel Oil Delivery

**ENTIRE COUNTIES**

Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**

Per hour: 07/01/11

$19.28

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

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## Guards, Watchmen

**JOB DESCRIPTION**

Guards, Watchmen

**ENTIRE COUNTIES**

Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**

Per hour: 07/01/11

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IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION
Janitor, Porter, Cleaners, Elevator Operator

DISTRIBUT 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:

07/01/2011
$ 10.40 per hr.

New Hire Rate:
First 180 days only
9.40 per hr.

FULL TIME FLOOR ONLY:
+ 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)

Full Time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly scheduled hours in a week

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</tr>
<tr>
<td>New hire first 180 days for Individual or Family</td>
<td>0.50*</td>
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*If hours worked less than 20 hours in a week deduct $0.50

Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

1 year of work 1 week of vacation
2 years of work 2 weeks of vacation
3 years of work 2 weeks and 1 day vacation
4 years of work 2 weeks and 2 days vacation
5 years of work 2 weeks and 3 days vacation
6 years of work 2 weeks and 4 days vacation
7 years of work 3 weeks

Sick days are paid after 30 days probationary period.

Full time employees 3 sick days per year
Part time employees 2 sick days per year

2 paid personal days per year.

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE

Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

HOLIDAY
Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
PLUS 4 floating holidays
(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

1-200 UNITED

LANDSCAPE MAINTENANCE

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour: 07/01/11

$11.45

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

MOVING FURNITURE AND EQUIPMENT

JOB DESCRIPTION Moving Furniture and Equipment

ENTIRE COUNTIES Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour: 07/01/11

Driver $19.28

Helper $12.56
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer
DISTRICT 1

ENTIRE COUNTIES
Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour: 07/01/11
$26.07

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal
DISTRICT 1

ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroé, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES
07/01/2011
Trash, Recycling
Roll-Off and Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
07/01/2011
$5.34*
Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

**OVERTIME PAY**

See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**

Paid: See (5, 6) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

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**Trash and Refuse Removal** 06/01/2012

**JOB DESCRIPTION**  Trash and Refuse Removal

**ENTIRE COUNTIES**  Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**  For use with Transfer Station Operation.

Per hour: 07/01/11

- Indus. Truck Driver/Tractor Operator  $15.09
- Laborer/ non-construction  $12.56
- Conveyor operators and tenders  $12.84

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour paid: (ALL)  $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

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Window Cleaners 06/01/2012

**JOB DESCRIPTION**  Window Cleaners

**ENTIRE COUNTIES**  Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**
Per hour: $12.15

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Chautauqua County Article 9

Exterminators, Fumigators

**JOB DESCRIPTION** Exterminators, Fumigators

**ENTIRE COUNTIES**
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

**WAGES**
Per hour: 07/01/2011

$ 15.07

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $ 1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

**JOB DESCRIPTION** Fuel Oil Delivery

**ENTIRE COUNTIES**
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

**WAGES**
Per hour: 07/01/2011

$ 20.43

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $ 1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

**JOB DESCRIPTION** Guards, Watchmen

**ENTIRE COUNTIES**
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

**WAGES**
Per hour: 07/01/2011
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator
ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Niagara
WAGES
Per hour: 07/01/11
$ 11.93

Note: Duct cleaning is broken down into two separate functions.
1. The Disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance
ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara
WAGES
Per hour: 07/01/11
$12.34

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
Moving Furniture and Equipment

JOB DESCRIPTION  Moving Furniture and Equipment

ENTIRE COUNTIES  Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES

Per hour: 07/01/11

Driver  $20.43

Helper  $11.97

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

Stationary Engineer

JOB DESCRIPTION  Stationary Engineer

ENTIRE COUNTIES  Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES

Per hour: 07/01/11

$22.67

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

Trash and Refuse Removal

JOB DESCRIPTION  Trash and Refuse Removal

ENTIRE COUNTIES  Allegany, Cattaraugus, Chautauqua, Erie, Niagara
JOB DESCRIPTION  Trash and Refuse Removal  DISTRICT 1

ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES  07/01/2011
Trash, Recycling
Roll-Off and
Brush Drivers  $14.00
Thrower Helper  $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS  07/01/2011
$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:
After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE

HOLIDAY
Paid:  See (5, 6) on HOLIDAY PAGE
Overtime:  See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

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Trash and Refuse Removal  06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal  DISTRICT 1

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
For use with Transfer Station Operation.

Per hour  07/01/11
Indus. Truck Driver/Tractor Operator  $16.40
Laborer/ non-construction  $11.97

Conveyor operators and tenders
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners 06/01/2012

JOB DESCRIPTION  Window Cleaners

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per Hour: 07/01/11

$11.93

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Exterminators, Fumigators

**JOB DESCRIPTION** Exterminators, Fumigators

**DISTRICT** 1

**ENTIRE COUNTIES**
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

**WAGES**
Per hour: 07/01/11

$16.28

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per Hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

**JOB DESCRIPTION** Fuel Oil Delivery

**DISTRICT** 1

**ENTIRE COUNTIES**
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

**WAGES**
Per hour: 07/01/11

$18.35

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

**JOB DESCRIPTION** Guards, Watchmen

**DISTRICT** 1

**ENTIRE COUNTIES**
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

**WAGES**

Page 48
Per hour: $15.96

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION

Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES

Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES

Per hour:

07/01/2011

$ 10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)

Full Time
Individual $ 2.93*
Family 3.02*
New hire first 180 days for Individual or Family 0.50*
Part Time
Individual $0.62*
Family 0.71*
New hire first 180 days for Individual or Family 0.50*

*If hours worked less than 20 hours in a week deduct $0.50
Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.
1 year of work 1 week of vacation
2 years of work 2 weeks of vacation
3 years of work 2 weeks and 1 day vacation
4 years of work 2 weeks and 2 days vacation
5 years of work 2 weeks and 3 days vacation
6 years of work 2 weeks and 4 days vacation
7 years of work 3 weeks

Sick days are paid after 30 days probationary period.
Full time employees 3 sick days per year
Part time employees 2 sick days per year

2 paid personal days per year.

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE
Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

HOLIDAY
Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
PLUS 4 floating holidays
(*,**): An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

** Landscape Maintenance 06/01/2012 **

** JOB DESCRIPTION ** Landscape Maintenance

** DISTRICT ** 1

** ENTIRE COUNTIES **
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

** WAGES **
Per hour: 07/01/11
$11.89

** SUPPLEMENTAL BENEFITS **
Per hour worked: $1.75

** OVERTIME PAY **
See (B, B2) on OVERTIME PAGE

** HOLIDAY **
Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S

** Moving Furniture and Equipment 06/01/2012 **

** JOB DESCRIPTION ** Moving Furniture and Equipment

** DISTRICT ** 1

** ENTIRE COUNTIES **
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

** WAGES **
Per hour: 07/01/11
Driver $18.35
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11
$24.34

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES
07/01/2011
Trash, Recycling Roll-Off and
Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

07/01/2011

$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY

See (B, B2, K) on OVERTIME PAGE

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

Trash and Refuse Removal

06/01/2012

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES

Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES

For use with Transfer Station Operation.

Per Hour: 07/01/11

Indus. Truck Driver/Tractor Operator

$14.28

Laborer/ non-construction

$11.98

Conveyor operators and tenders

$14.81

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE
Window Cleaners

JOB DESCRIPTION Window Cleaners

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Otsego, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11
$11.72

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Chenango County Article 9

Exterminators, Fumigators

06/01/2012

JOB DESCRIPTION Exterminators, Fumigators

DISTRICT 1

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11

$16.28

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per Hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

06/01/2012

JOB DESCRIPTION Fuel Oil Delivery

DISTRICT 1

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11

$18.35

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

06/01/2012

JOB DESCRIPTION Guards, Watchmen

DISTRICT 1

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11

$15.96

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:

07/01/2011

$ 10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)
Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly schedules hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$ 2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50
Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

<table>
<thead>
<tr>
<th>Years of Work</th>
<th>Vacation Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1 week of vacation</td>
</tr>
<tr>
<td>2</td>
<td>2 weeks of vacation</td>
</tr>
<tr>
<td>3</td>
<td>2 weeks and 1 day vacation</td>
</tr>
<tr>
<td>4</td>
<td>2 weeks and 2 days vacation</td>
</tr>
<tr>
<td>5</td>
<td>2 weeks and 3 days vacation</td>
</tr>
<tr>
<td>6</td>
<td>2 weeks and 4 days vacation</td>
</tr>
<tr>
<td>7</td>
<td>3 weeks</td>
</tr>
</tbody>
</table>

Sick days are paid after 30 days probationary period.

Full time employees 3 sick days per year
Part time employees 2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**
Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
PLUS 4 floating holidays

(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11
$24.34

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES
07/01/2011
Trash, Recycling Roll-Off and Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

<table>
<thead>
<tr>
<th>Date</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2011</td>
<td>$5.34*</td>
</tr>
</tbody>
</table>

* Applies the 1st of the month after 30 days of service.

Vacation pay:

- After one year of service: 5 days per year
- After four years of service: 10 days per year
- After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

**OVERTIME PAY**

See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**

Paid: See (5, 6) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

**JOB DESCRIPTION**

Trash and Refuse Removal

**DISTRICT**

1

**ENTIRE COUNTIES**

Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

**WAGES**

For use with Transfer Station Operation.

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/11</td>
<td></td>
</tr>
</tbody>
</table>

Indus. Truck Driver/Tractor Operator

$14.28

Laborer/ non-construction

$11.98

Conveyor operators and tenders

$14.81

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE
Window Cleaners

JOB DESCRIPTION  Window Cleaners

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Otsego, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11
$11.72

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Clinton County Article 9

**Exterminators, Fumigators** 06/01/2012

**JOB DESCRIPTION**  Exterminators, Fumigators  
**DISTRICT** 1  
**ENTIRE COUNTIES**  
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence  
**WAGES**  
Per hour:  
07/01/11  
16.30

**IMPORTANT INFORMATION:**  
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.  
**SUPPLEMENTAL BENEFITS**  
Per hour worked:  
$1.75  
**OVERTIME PAY**  
See (B, B2) on OVERTIME PAGE  
**HOLIDAY**  
Paid:  
See (1) on HOLIDAY PAGE  
1-NYS/R&S

**Fuel Oil Delivery** 06/01/2012

**JOB DESCRIPTION**  Fuel Oil Delivery  
**DISTRICT** 1  
**ENTIRE COUNTIES**  
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence  
**WAGES**  
Per hour:  
07/01/11  
17.98

**IMPORTANT INFORMATION:**  
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.  
**SUPPLEMENTAL BENEFITS**  
Per hour worked:  
$1.75  
**OVERTIME PAY**  
See (B, B2) on OVERTIME PAGE  
**HOLIDAY**  
Paid:  
See (1) on HOLIDAY PAGE  
1-NYS/R&S

**Guards, Watchmen** 06/01/2012

**JOB DESCRIPTION**  Guards, Watchmen  
**DISTRICT** 1  
**ENTIRE COUNTIES**  
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence  
**WAGES**  
Per hour:  
07/01/11  
13.38
IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES

Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES

Per hour:

07/01/2011

$10.40 per hr.

New Hire Rate:

First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)

Note: Full time 30 or more regularly scheduled hours in a week

Part time up to 30 regularly schedules hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50

Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

1 year of work 1 week of vacation

2 years of work 2 weeks of vacation

3 years of work 2 weeks and 1 day vacation

4 years of work 2 weeks and 2 days vacation

5 years of work 2 weeks and 3 days vacation
6 years of work 2 weeks and 4 days vacation
7 years of work 3 weeks

Sick days are paid after 30 days probationary period.
Full time employees 3 sick days per year
Part time employees 2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**
Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
PLUS 4 floating holidays
(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

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**Landscape Maintenance**

**JOB DESCRIPTION** Landscape Maintenance  
**DISTRICT** 1  
**ENTIRE COUNTIES** Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**
Per hour: 07/01/11

$12.98

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

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**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment  
**DISTRICT** 1  
**ENTIRE COUNTIES** Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**
Per hour: 07/01/11

Driver $17.98

Helper $12.36
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES
Per hour: 07/01/11
$23.74

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES Clinton, Essex, Hamilton

WAGES
Per hour: 07/01/11
Driver $13.29
Helper $12.36

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour paid: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S
Trash and Refuse Removal  

**JOB DESCRIPTION**  
Trash and Refuse Removal

**ENTIRE COUNTIES**  
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**  
For use with Transfer Station Operation.

Per hour:  
07/01/11

Indus. Truck Driver/Tractor Operator  
$15.40

Laborer/ non-construction  
$12.36

Conveyor operators and tenders  
$13.65

**IMPORTANT INFORMATION:**  
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**  
Per hour worked:  
$1.75

**OVERTIME PAY**  
See (B, B2) on OVERTIME PAGE

**HOLIDAY**  
Paid:  
See (1) on HOLIDAY PAGE

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Window Cleaners  

**JOB DESCRIPTION**  
Window Cleaners

**ENTIRE COUNTIES**  
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**  
Per hour:  
07/01/11

$11.95

**IMPORTANT INFORMATION:**  
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**  
Per hour worked:  
$1.75

**OVERTIME PAY**  
See (B, B2) on OVERTIME PAGE

**HOLIDAY**  
Paid:  
See (1) on HOLIDAY PAGE
Columbia County Article 9

Exterminators, Fumigators

JOB DESCRIPTION
Exterminators, Fumigators

DISTRICT
1

ENTIRE COUNTIES

WAGES
Per hour:
07/01/2011
$ 14.15

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked:
$ 1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:
See (1) on HOLIDAY PAGE

Fuel Oil Delivery

JOB DESCRIPTION
Fuel Oil Delivery

DISTRICT
1

ENTIRE COUNTIES

WAGES
Per hour:
07/01/11
$20.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked:
$1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:
See (1) on HOLIDAY PAGE

Guards, Watchmen

JOB DESCRIPTION
Guards, Watchmen

DISTRICT
1

ENTIRE COUNTIES

WAGES
Per hour:
07/01/11
$13.93
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator
DISTRICT 1

ENTIRE COUNTIES
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Schoharie

WAGES
07/01/2011

Janitorial Start $9.25
After 90 Days 9.75
Floor Maintenance +.50

NOTE:
DUCT CLEANING IS BROKEN DOWN INTO TWO SEPERATE FUNCTIONS

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8

2. The actual cleaning of the duct which is covered by Article 9

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Supplements:

Note: Full time 31 or more regularly scheduled hrs per week
Part Time 30 or less regularly scheduled hrs per week

Health Care:

FULL TIME ONLY: Only on first 40 hrs a week.

07/01/2011

$ 3.58

Vacation with pay based upon employees anniversary date or hire as follows:
1 year of work 5 working days
3 years of work 10 working days
4 years of work 11 working days
6 years of work 12 working days
10 years of work 15 working days
Sick days are earned after 90 day probationary period at the following rate:
Full time employees accrue 1 sick day for every 4 months worked up to a maximum of 6 sick days.
Part time employees accrue 1 sick day for every 6 months worked up to a maximum of 4 sick days.

**OVERTIME PAY**
See (B, B2, R) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

Plus Employees Birthday
Note: Above Holidays paid after 3 months with employer
Plus after one year of service Full Time employees receive 3 Floating Holidays and Part Time receive one Floating Holiday.

Additional supplements are not required.
Holidays that fall on weekends are observed on Friday or Monday.

---

**Landscape Maintenance**

**JOB DESCRIPTION**  
Landscape Maintenance

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**

Per hour: 07/01/11

$12.61

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

---

**Moving Furniture and Equipment**

**JOB DESCRIPTION**  
Moving Furniture and Equipment

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**

Per hour: 07/01/11

Driver $20.30

Helper $13.70

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour paid: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer


WAGES
Per hour. 07/01/11

$24.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal


WAGES
Per hour: 7/01/2011

Chauffer/Truck Driver (CDL only) $15.95*
Helper (NON-CDL Only) $14.87*

*Probationary (First 75 working days) receive $1.00 less for both rates.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Benefits paid to non-probationary employees:

Single 7/01/2011 $3.06
Two in family $5.91
Three or more in family $8.04
In addition to above amounts per hour (up to 40 hrs a week) for all employees including probationary employees:

$1.06

Vacation is earned by employees working at least 150 days in the last 12 consecutive months:

After completing 12 Months of service (1 yr) 1 Week
After completing 36 Months of service (3 yrs) 2 Weeks
After completing 120 Months of service (10 yrs) 3 Weeks
After completing 180 Months of service (15 yrs) 3 Weeks 1 Day
After completing 192 Months of service (16 yrs) 3 Weeks 2 Day's
After completing 204 Months of service (17 yrs) 3 Weeks 3 Day's
After completing 216 Months of service (18 yrs) 3 Weeks 4 Day's
After completing 228 Months of service (19 yrs) 4 Weeks

*Vacation weekly pay shall be determined by taking the employees previous years W-2 Gross reported earnings and multiplying by 2.0%

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Must work the last regularly scheduled day before and after holiday.

Holidays on a Saturday are observed on Friday, Holidays on a Sunday are observed on Monday.

Employee’s working at least 12 consecutive months and having worked 200 days will receive 5 floating holidays.
WAGES
Per hour: 07/01/11

$12.45

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Exterminators, Fumigators  06/01/2012

JOB DESCRIPTION  Exterminators, Fumigators

ENTIRE COUNTIES  Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour:  07/01/11

$18.82

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked:  $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:  See (1) on HOLIDAY PAGE

Fuel Oil Delivery  06/01/2012

JOB DESCRIPTION  Fuel Oil Delivery

ENTIRE COUNTIES  Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour:  07/01/11

$19.28

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked:  $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:  See (1) on HOLIDAY PAGE

Guards, Watchmen  06/01/2012

JOB DESCRIPTION  Guards, Watchmen

ENTIRE COUNTIES  Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour:  07/01/11
IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES

Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES

Per hour:

07/01/2011

$ 10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)

Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$ 2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50

Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

1 year of work 1 week of vacation
2 years of work 2 weeks of vacation
3 years of work 2 weeks and 1 day vacation
4 years of work 2 weeks and 2 days vacation
5 years of work 2 weeks and 3 days vacation
6 years of work 2 weeks and 4 days vacation
7 years of work 3 weeks

Sick days are paid after 30 days probationary period.
Full time employees 3 sick days per year
Part time employees 2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE
Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**
Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
PLUS 4 floating holidays
(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

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**Landscape Maintenance**

**JOB DESCRIPTION** Landscape Maintenance

**ENTIRE COUNTIES**
Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**
Per hour: 07/01/11

$11.45

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked:

$1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

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**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment

**ENTIRE COUNTIES**
Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**
Per hour: 07/01/11

Driver $19.28

Helper $12.56
IMPORTANT INFORMATION:
Article 9 §230.6. “Prevailing wage” means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: (Both occupations) $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION  Stationary Engineer  
ENTIRE COUNTIES  Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
07/01/11  $26.07

Trash and Refuse Removal

JOB DESCRIPTION  Trash and Refuse Removal  
ENTIRE COUNTIES  Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES
07/01/2011
Trash, Recycling $14.00
Roll-Off and
Brush Drivers
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. “Prevailing wage” means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
07/01/2011
$5.34*
* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**
See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

---

**Trash and Refuse Removal**

**JOB DESCRIPTION**  Trash and Refuse Removal

**DISTRICT**  1

**ENTIRE COUNTIES**
Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**
For use with Transfer Station Operation.

Per hour: 07/01/11

Indus. Truck Driver/Tractor Operator
$15.09

Laborer/ non-construction
$12.56

Conveyor operators and tenders
$12.84

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour paid:

(ALL)  $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

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**Window Cleaners**

**JOB DESCRIPTION**  Window Cleaners

**DISTRICT**  1

**ENTIRE COUNTIES**
Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**
7/01/2011

Per hour: $12.15

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS R&S
Delaware County Article 9

Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11
$16.28

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION Fuel Oil Delivery

ENTIRE COUNTIES Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11
$18.35

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION Guards, Watchmen

ENTIRE COUNTIES Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES

Page 77
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11
$11.72

NOTE: Duct cleaning is broken down into two separate functions.
1. The disassembly, re-assembly and modification of duct, is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked:

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:

1-NYS/R&S

Moving Furniture and Equipment 06/01/2012

JOB DESCRIPTION Moving Furniture and Equipment

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour:
07/01/11

Driver
$18.35

Helper
$11.98

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked:

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:

1-NYS/R&S

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour:
07/01/11

$24.34

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal  
ENTIRE COUNTIES Delaware

WAGES
Per hour: 08/01/10

Driver $12.70
Helper $11.98

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal  
ENTIRE COUNTIES Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
For use with Transfer Station Operation.

Per Hour: 07/01/11

Indus. Truck Driver/Tractor Operator $14.28
Laborer/ non-construction $11.98
Conveyor operators and tenders $14.81

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

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**Window Cleaners**

**JOB DESCRIPTION** Window Cleaners

**ENTIRE COUNTIES**
Broome, Chemung, Chenango, Delaware, Otsego, Schuyler, Steuben, Tioga, Tompkins

**WAGES**
Per hour: 07/01/11

$11.72

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**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
**Exterminators, Fumigators** 06/01/2012

**JOB DESCRIPTION** Exterminators, Fumigators

**ENTIRE COUNTIES** Dutchess, Nassau, Orange, Putnam, Rockland, Suffolk, Sullivan, Westchester

**WAGES**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 19.08</td>
<td></td>
</tr>
</tbody>
</table>

All work between 5pm and 7am an additional .40 per hour

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

The following are additional to the wage.

All supplements are based on 40hrs a week and start after 90 days.

Per hour worked:

- Employees regularly scheduled more than 16 hours in a week: $ 6.37
- Employees regularly scheduled more than 20 hours in a week: $ 8.76

After 1 full year with employer 10 sick days.

If hired before Feb 1, 2001 the following paid days off are required:

- 5 years - 15 years with employer: 15 Days
- 15 + years: 20 Days
- additional day each year there after.

If hired after Feb. 1, 2001 the following paid days off are required:

- During first 52 weeks with employer: 5 Days
- After first 52 weeks with employer: 10 Days
- After 10 years with employer: 15 Days

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

Hours worked on 6th consecutive day in week paid 1.5 times wage

Make-up day allowed if day missed during week without overtime pay required.

**HOLIDAY**

- Paid: See (5, 6, 10, 11) on HOLIDAY PAGE
- Overtime: See (5, 6, 10, 11) on HOLIDAY PAGE

If hired before Feb. 1, 2001

- Employees Birthday
  - 2 floating holidays and either Martin Luther King Day OR Yom Kippur

Employees hired after Feb 1, 2001 do not receive their birthday off and do not receive 2 floating holidays.

All work on Holiday at 1.5 times rate plus Holiday pay.

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**Fuel Oil Delivery** 06/01/2012

**JOB DESCRIPTION** Fuel Oil Delivery

**ENTIRE COUNTIES** Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

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Page 82
### Guards, Watchmen

**JOB DESCRIPTION** Guards, Watchmen

**DISTRICT** 1

**ENTIRE COUNTIES** Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

**WAGES**

Per hour: 07/01/11

$13.66

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

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### Janitor, Porter, Cleaners, Elevator Operator

**JOB DESCRIPTION** Janitor, Porter, Cleaners, Elevator Operator

**DISTRICT** 1

**ENTIRE COUNTIES** Dutchess, Orange, Putnam, Rockland, Sullivan, Westchester

**WAGES**

07/01/2011

**Janitor** $12.50 hr

**NOTE:** Duct cleaning is broken down into two separate functions.
1. The Disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9
IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Note: Employees retained by an Employer at a newly contracted location shall be given credit for length of service with predecessor employer(s) for all purpose including but not limited to Monetary Benefit entitlement, Vacation entitlement, Holiday entitlement, and Sick Leave entitlement.

MONETARY BENEFIT*

<table>
<thead>
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<tbody>
<tr>
<td>Full Time**</td>
<td>$ 3.66</td>
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<tr>
<td>Part Time(hired after 12/31/07)</td>
<td>.63</td>
</tr>
<tr>
<td>Part Time(hired prior 01/01/08)</td>
<td>1.72</td>
</tr>
</tbody>
</table>

(*) Amounts are payable after 6 months employment and only on first 40 hrs unless note above applies to employee.

(**) FULL TIME defined employees regularly scheduled to work a minimum of 27.5 hours per week

SICK LEAVE

Beginning with an employee’s seventh month of employment, all FULL-TIME employees are entitled to seven (7) sick days per calendar year, except in employee’s first year of employment when he shall be entitled to a prorated number of sick days for the time between the first day of his seventh month of employment to the end of the calendar year. All PART-TIME employees shall be entitled to five (5) sick days per calendar year.

VACATION LEAVE

<table>
<thead>
<tr>
<th>Time employed</th>
<th>Vacation Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>3 Days</td>
</tr>
<tr>
<td>1 Year</td>
<td>1 Week</td>
</tr>
<tr>
<td>2 Years</td>
<td>2 Weeks</td>
</tr>
<tr>
<td>5 Years</td>
<td>3 Weeks</td>
</tr>
<tr>
<td>15 Years</td>
<td>4 Weeks</td>
</tr>
<tr>
<td>25 Years</td>
<td>5 Weeks</td>
</tr>
</tbody>
</table>

Vacation pay is based upon the employee’s regularly scheduled straight time hours in the 8 weeks immediately preceding the vacation period.

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

All work on 6th consecutive day paid at 1.5 times rate

All work on 7th consecutive day paid at 2 times rate

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE

Plus choice of either Presidents Day (25) or Martin Luther King, Jr. Day (26)

Plus an additional 2 Floating Holidays

In order to be eligible for holiday pay, an employee must work 2 days in week prior to the holiday and complete 60 day probation period. When any of the stated holidays shall fall on Saturday or Sunday, it shall be observed on the following Monday or preceding Friday, depending upon when the building is closed.

1-32 BJ

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES

Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES

Per hour: 07/01/11

$14.82

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment 06/01/2012

JOB DESCRIPTION Moving Furniture and Equipment DISTRICT 1
ENTIRE COUNTIES Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES Per hour: 07/01/11
Driver $23.47
Helper $13.02

IMPORTANT INFORMATION:

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer DISTRICT 1
ENTIRE COUNTIES Dutchess, Orange, Putnam, Sullivan, Ulster, Westchester

WAGES Per Hour: 07/01/2011 1/1/2012
Chief Engineer $57.89 59.62
Engineer $45.05 46.40
Mechanic $40.27 41.47

Additional 2% of rate for work done 3pm to 7 am.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS

Benefits paid after 30 days

<table>
<thead>
<tr>
<th>Date</th>
<th>Amount1</th>
<th>Amount2</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2011</td>
<td>16.94</td>
<td>17.72</td>
</tr>
</tbody>
</table>

(Paid up to 40 hrs a week)

Paid Time off:
13 paid days off each year - additional to Holidays or Other days off

Additional Days off paid (Time is with employer)

<table>
<thead>
<tr>
<th>Time Period</th>
<th>Days Entitled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than (6) months</td>
<td>No entitlement</td>
</tr>
<tr>
<td>(6) months but less than (1) year</td>
<td>5 Days</td>
</tr>
<tr>
<td>(1) year but less than (5) years</td>
<td>15 Days</td>
</tr>
<tr>
<td>(5) years but less than (10) years</td>
<td>20 Days</td>
</tr>
<tr>
<td>(10) years but less than (20) years</td>
<td>25 Days</td>
</tr>
<tr>
<td>(1) additional day every 2 years</td>
<td></td>
</tr>
</tbody>
</table>

OVERTIME PAY

See (B, B2, F) on OVERTIME PAGE

1. 2 times wage for 7th consecutive day
2. 2 times wage for work in excess of 12 hours a day

HOLIDAY

Paid: See (5, 6, 9, 11, 12, 15, 25) on HOLIDAY PAGE

Overtime: See (5, 6, 9, 11, 12, 15, 25) on HOLIDAY PAGE

Holidays are additional paid days off.

If worked: 1.5 times wage plus Holiday straight rate.

Must work regularly scheduled day before and regularly scheduled day after Holiday to be paid for holiday.

Holidays that fall on Saturday are observed Friday, those that fall on Sunday are observed Monday. Paid on Observed day.

REGISTERED APPRENTICES

<table>
<thead>
<tr>
<th>Time Period</th>
<th>Wage Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hire</td>
<td>$14.00</td>
</tr>
<tr>
<td>after 6 months</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 1 year</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 18 months</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 2 years</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 30 months</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>42 months</td>
<td>Full Rate</td>
</tr>
</tbody>
</table>

Trash and Refuse Removal

<table>
<thead>
<tr>
<th>Description</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash and Refuse Removal</td>
<td>06/01/2012</td>
</tr>
</tbody>
</table>

JOB DESCRIPTION
Trash and Refuse Removal

ENTIRE COUNTIES
Dutchess

WAGES

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver</td>
<td>$21.98</td>
</tr>
<tr>
<td>Helper</td>
<td>$13.02</td>
</tr>
</tbody>
</table>

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S
Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
For use with Transfer Station Operation.

Per hour: 07/01/11

Indus. Truck Driver/Tractor Operator  $17.82
Laborer/ non-construction  $13.02
Conveyor operators and tenders  $13.65

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

---

Window Cleaners 06/01/2012

JOB DESCRIPTION  Window Cleaners

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Westchester

WAGES

07/01/2011

Window Cleaner  $17.83 hr

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Note: Employees retained by an Employer at a newly contracted location shall be given credit for length of service with predecessor employer(s) for all purpose including but not limited to Monetary Benefit entitlement, Vacation entitlement, Holiday entitlement, and Sick Leave entitlement.

MONETARY BENEFIT*

07/01/2011

Full Time**  $3.66
Part Time(hired after 12/31/07) .63
Part Time(hired prior 01/01/08) 1.72

(*)Amounts are payable after 6 months employment and only on first 40 hrs unless note above applies to employee.
(**)FULL TIME defined employees regularly scheduled to work a minimum of 27.5 hours per week

SICK LEAVE

Beginning with an employee's seventh month of employment, all FULL-TIME employees are entitled to seven (7) sick days per calendar year, except in employee's first year of employment when he shall be entitled to a pro rated number of sick days for the time between the first day of his seventh month of employment to the end of the calendar year. All PART-TIME employees shall be entitled to five (5) sick days per calendar year.
VACATION LEAVE

<table>
<thead>
<tr>
<th>Time employed</th>
<th>Vacation Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>3 Days</td>
</tr>
<tr>
<td>1 Year</td>
<td>1 Week</td>
</tr>
<tr>
<td>2 Years</td>
<td>2 Weeks</td>
</tr>
<tr>
<td>5 Years</td>
<td>3 Weeks</td>
</tr>
<tr>
<td>15 Years</td>
<td>4 Weeks</td>
</tr>
<tr>
<td>25 Years</td>
<td>5 Weeks</td>
</tr>
</tbody>
</table>

Vacation pay is based upon the employee’s regularly scheduled straight time hours in the 8 weeks immediately preceding the vacation period.

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

All work on 6th consecutive day paid at 1.5 times rate
All work on 7th consecutive day paid at 2 times rate

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE

Plus choice of either Presidents Day(25) or Martin Luther King, Jr. Day(26)

Plus an additional 2 Floating Holidays

In order to be eligible for holiday pay, an employee must work 2 days in week prior to the holiday and complete 60 day probation period. When any of the stated holidays shall fall on Saturday or Sunday, it shall be observed on the following Monday or preceding Friday, depending upon when the building is closed.

1-32 BJ
Erie County Article 9

Exterminators, Fumigators

JOB DESCRIPTION  Exterminators, Fumigators

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/2011
$ 15.07

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $ 1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

JOB DESCRIPTION  Fuel Oil Delivery

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11
$ 20.43

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

JOB DESCRIPTION  Guards, Watchmen

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Erie

WAGES
Wages: 07/01/11
$ 8.90

NEW HIRE RATE:
First 180 days only $ 8.40

NOTE:
DUCT CLEANING IS BROKEN DOWN INTO TWO SEPARATE FUNCTIONS
1. The disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
07/01/2011

Per HOUR PAID (up to 40 hours/week):
$ 0.50

Additional amount after 60 days (per hour paid)

<table>
<thead>
<tr>
<th>Individual</th>
<th>Individual + 1</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 0.67</td>
<td>$ 0.74</td>
<td>$ 0.79</td>
</tr>
</tbody>
</table>

Vacation Days
Employees hired after October 15, 1992:

<table>
<thead>
<tr>
<th>Length of Service</th>
<th>Paid Vacation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 year but less than 3 years of work</td>
<td>1 week</td>
</tr>
<tr>
<td>3 years but less than 7 years of work</td>
<td>2 weeks</td>
</tr>
<tr>
<td>7 years of work or more</td>
<td>3 weeks</td>
</tr>
</tbody>
</table>

Employees hired on or before October 15, 1992:
Length of Service | Paid Vacation
--- | ---
1 year but less than 2 years of work | 1 week
2 years but less than 7 years of work | 2 weeks
7 years but less than 15 years of work | 3 weeks
15 years but less than 20 years of work | 4 weeks
20 years or more | 5 weeks

Sick Days
Length of Service | Paid Sick Leave
--- | ---
0-6 months | 0 days per year
6-24 months | 2 days per year
2-4 years | 3 days per year
4-5 years | 4 days per year
5+ years* | 5 days per year

*Employees hired on or before April 15, 2001 receive 6 sick days on their 6th year of service and 7 sick days on their 7th year of service.

OVERTIME PAY
See (B, B2) on OVERTIME PAGE
Work done on 7th consecutive day is paid time and one half.

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (1) on HOLIDAY PAGE
Floating holidays
Length of service | Floating Holidays
--- | ---
0-6 months | 0 days per year
6-24 months | 1 day per year
24-36 months | 2 days per year
36+ months | 3 days per year

*Holiday pay is applicable for employees who have been employed a minimum of 60 days.
*Holiday pay is a separate and additional amount due in addition to wages and all other supplements.
*Holiday pay is based upon the number of hours regularly scheduled to work.
*Must work the last regularly scheduled day before the Holiday and the next regularly scheduled day after the holiday unless death in immediate family, sickness (Doctor's note), or emergency.
*Holidays are PAID days off, if work is done, additional pay is due.

1-200 UNITED

Landscaping Maintenance

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11
$12.34

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment

06/01/2012
MOVING FURNITURE AND EQUIPMENT

DISTRICT 1

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11
Driver $20.43
Helper $11.97

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

06/01/2012

STATIONARY ENGINEER

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11
$22.67

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

06/01/2012

TRASH AND REFUSE REMOVAL

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES
Trash, Recycling Roll-Off and Brush Drivers 07/01/11 $14.00

1-NYS/R&S
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
07/01/2011

$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:
After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
For use with Transfer Station Operation.

Per hour: 07/01/11

Indus. Truck Driver/Tractor Operator
$16.40

Laborer/ non-construction
$11.97

Conveyor operators and tenders
$14.18

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75
Window Cleaners

**JOB DESCRIPTION**
Window Cleaners

**ENTIRE COUNTIES**
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

**WAGES**

<table>
<thead>
<tr>
<th>Per Hour:</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>$11.93</td>
<td></td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

| Per hour worked: | $1.75 |

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S - Trans.Station.Ops

06/01/2012
Exterminators, Fumigators

**JOB DESCRIPTION** Exterminators, Fumigators

**ENTIRE COUNTIES** Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**

Per hour: 07/01/11

$16.30

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE


Fuel Oil Delivery

**JOB DESCRIPTION** Fuel Oil Delivery

**ENTIRE COUNTIES** Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**

Per hour: 07/01/11

$17.98

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE


Guards, Watchmen

**JOB DESCRIPTION** Guards, Watchmen

**ENTIRE COUNTIES** Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**

Per hour: 07/01/11

$13.38
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Essex

WAGES
Per hour: 07/01/11
$11.95

NOTE: Duct cleaning is broken down into two separate functions.
1. The disassembly, re-assembly and modification of duct, is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES
Per hour: 07/01/11
$12.98

IMPORTANT INFORMATION:
### Moving Furniture and Equipment

**JOB DESCRIPTION**  Moving Furniture and Equipment

**ENTIRE COUNTIES**  Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**

<table>
<thead>
<tr>
<th>Role</th>
<th>Per hour:</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver</td>
<td>$17.98</td>
<td>07/01/11</td>
</tr>
<tr>
<td>Helper</td>
<td>$12.36</td>
<td></td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**

Per hour worked: **$1.75**

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

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### Stationary Engineer

**JOB DESCRIPTION**  Stationary Engineer

**ENTIRE COUNTIES**  Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**

<table>
<thead>
<tr>
<th>Role</th>
<th>Per hour:</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$23.74</td>
<td>07/01/11</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**

Per hour worked: **$1.75**

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE
trash and refuse removal

job description: trash and refuse removal
district: 1

entire counties:
clinton, essex, franklin, hamilton, jefferson, lewis, st. lawrence

wages:

per hour: 07/01/11

indus. truck driver/tractor operator
$15.40

laborer/ non-construction
$12.36

conveyor operators and tenders
$13.65

important information:
article 9 §230.6. "prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. in no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

supplemental benefits:
per hour worked: $1.75

overtime pay:
see (b, b2) on overtime page

holiday:
paid: see (1) on holiday page
Window Cleaners

JOB DESCRIPTION  Window Cleaners

ENTIRE COUNTIES  Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES  Per hour: 07/01/11

$11.95

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS  Per hour worked: $1.75

OVERTIME PAY  See (B, B2) on OVERTIME PAGE

HOLIDAY  Paid: See (1) on HOLIDAY PAGE
Franklin County Article 9

Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES

Per hour: 07/01/11

$16.30

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION Fuel Oil Delivery

ENTIRE COUNTIES Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES

Per hour: 07/01/11

$17.98

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S

Guards, Watchmen 06/01/2012

JOB DESCRIPTION Guards, Watchmen

ENTIRE COUNTIES Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES

Per hour: 07/01/11

$13.38
IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRIBUTION 1

ENTIRE COUNTIES

Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES

Per hour:

07/01/2011

$10.40 per hr.

New Hire Rate:

First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)

Note: Full time 30 or more regularly scheduled hours in a week

Part time up to 30 regularly schedules hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$ 2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50

Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

1 year of work 1 week of vacation
2 years of work 2 weeks of vacation
3 years of work 2 weeks and 1 day vacation
4 years of work 2 weeks and 2 days vacation
5 years of work 2 weeks and 3 days vacation
6 years of work 2 weeks and 4 days vacation
7 years of work 3 weeks

Sick days are paid after 30 days probationary period.
Full time employees 3 sick days per year
Part time employees 2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**
Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
PLUS 4 floating holidays
(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

**1-200 UNITED**

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**Landscape Maintenance**

**JOB DESCRIPTION** Landscape Maintenance
**DISTRICT** 1

**ENTIRE COUNTIES**
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**

Per hour: 07/01/11
$12.98

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

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**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment
**DISTRICT** 1

**ENTIRE COUNTIES**
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**

Per hour: 07/01/11
Driver $17.98
Helper $12.36
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES
Per hour: 07/01/11
$23.74

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES
Trash, Recycling
Roll-Off and
Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
07/01/2011
* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES For use with Transfer Station Operation.

Per hour 07/01/11

Indus. Truck Driver/Tractor Operator

$15.40

Laborer/ non-construction

$12.36

Conveyor operators and tenders

$13.65

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners 06/01/2012

JOB DESCRIPTION Window Cleaners

ENTIRE COUNTIES Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

1-NYS/R&S - Trans.Station.Ops
WAGES
Per hour: 07/01/11
$11.95

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Exterminators, Fumigators

JOB DESCRIPTION  Exterminators, Fumigators  

ENTIRE COUNTIES  Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie  

WAGES  
Per hour:  07/01/11  
$12.30  

IMPORTANT INFORMATION:  
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.  

SUPPLEMENTAL BENEFITS  
Per hour worked:  $1.75  

OVERTIME PAY  
See (B, B2) on OVERTIME PAGE  

HOLIDAY  
Paid:  See (1) on HOLIDAY PAGE  

Fuel Oil Delivery

JOB DESCRIPTION  Fuel Oil Delivery  

ENTIRE COUNTIES  Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie  

WAGES  
Per hour:  07/01/11  
$17.21  

SUPPLEMENTAL BENEFITS  
Per hour worked:  $1.75  

OVERTIME PAY  
See (B, B2) on OVERTIME PAGE  

HOLIDAY  
Paid:  See (1) on HOLIDAY PAGE  

Guards, Watchmen

JOB DESCRIPTION  Guards, Watchmen  

ENTIRE COUNTIES  Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie  

WAGES  
Per hour:  07/01/11  
$14.65  

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator
ENTIRE COUNTIES  Fulton, Montgomery
WAGES
Per hour: 07/01/11
$11.78

NOTE: Duct cleaning is broken down into two separate functions.

1. The disassembly, re-assembly and modification of duct, is covered under Article 8.

2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance

JOB DESCRIPTION  Landscape Maintenance
ENTIRE COUNTIES  Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie
WAGES
Per hour: 07/01/11
$11.86
### Moving Furniture and Equipment

**JOB DESCRIPTION** Moving Furniture and Equipment

**ENTIRE COUNTIES** Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

**WAGES**

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Driver</td>
<td>$17.21</td>
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<tr>
<td>Helper</td>
<td>$13.01</td>
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</table>

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**Stationary Engineer**

**JOB DESCRIPTION** Stationary Engineer

**ENTIRE COUNTIES** Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

**WAGES**

<table>
<thead>
<tr>
<th></th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>$23.99</td>
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</tr>
</tbody>
</table>

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE
JOB DESCRIPTION: Trash and Refuse Removal

ENTIRE COUNTIES:

WAGES:
Per hour: 7/01/2011

Chauffer/Truck Driver (CDL only): $15.95*
Helper (NON-CDL Only): $14.87*

*Probationary (First 75 working days) receive $1.00 less for both rates.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS:
Benefits paid to non-probationary employees:

Single: $3.06
Two in family: $5.91
Three or more in family: $8.04

In addition to above amounts per hour (up to 40 hrs a week) for all employees including probationary employees: $1.06

Vacation is earned by employees working at least 150 days in the last 12 consecutive months:
- After completing 12 Months of service (1 yr): 1 Week
- After completing 36 Months of service (3 yrs): 2 Weeks
- After completing 120 Months of service (10 yrs): 3 Weeks
- After completing 180 Months of service (15 yrs): 3 Weeks 1 Day
- After completing 192 Months of service (16 yrs): 3 Weeks 2 Days
- After completing 204 Months of service (17 yrs): 3 Weeks 3 Days
- After completing 216 Months of service (18 yrs): 3 Weeks 4 Days
- After completing 228 Months of service (19 yrs): 4 Weeks

*Vacation weekly pay shall be determined by taking the employees previous years W-2 Gross reported earnings and multiplying by 2.0%

OVERTIME PAY:
See (B, B2, K) on OVERTIME PAGE

HOLIDAY:
Paid: See (5, 6) on HOLIDAY PAGE
Must work the last regularly scheduled day before and after holiday.

Holidays on a Saturday are observed on Friday, Holidays on a Sunday are observed on Monday.

Employee's working at least 12 consecutive months and having worked 200 days will receive 5 floating holidays.
Wages: 07/01/11

Indus. Truck Driver/Tractor Operator

$14.42

Laborer/ non-construction

$13.01

Conveyor operators and tenders

$13.65

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour paid: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners 06/01/2012

JOB DESCRIPTION Window Cleaners

ENTIRE COUNTIES Fulton, Herkimer, Madison, Montgomery, Oneida, Schoharie

WAGES
Per hour: 07/01/11

$11.78

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Genesee County Article 9

Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION  Exterminators, Fumigators DISTRICT 1
ENTIRE COUNTIES  Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates
WAGES
Per hour:  07/01/11
$13.28

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked:  $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:  See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION  Fuel Oil Delivery DISTRICT 1
ENTIRE COUNTIES  Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates
WAGES
Per hour:  07/01/11
$17.52

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked:  $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:  See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION  Guards, Watchmen DISTRICT 1
ENTIRE COUNTIES  Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates
WAGES
Per hour:  07/01/11
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Genesee, Orleans, Wyoming

WAGES
Per hour: 07/01/11
$11.87

-------------------------------------------------------------------------------------------------

NOTE: Duct cleaning is broken down into two separate functions.

1. The Disassembly, re-assembly and modification of duct, which is covered under Article 8.

2. The actual cleaning of the duct which is covered by Article 9

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$12.12
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S

Moving Furniture and Equipment 06/01/2012

JOB DESCRIPTION Moving Furniture and Equipment
ENTIRE COUNTIES Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
Driver $17.52
Helper $12.08

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer
ENTIRE COUNTIES Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
Driver $25.06

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

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Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 1

ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES

Trash, Recycling Roll-Off and Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

07/01/2011

$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

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Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 1

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
For use with Transfer Station Operation.

Wages: 07/01/11

Indus. Truck Driver/Tractor Operator

$15.12

Laborer/ non-construction

$12.08

Conveyor operators and tenders

$14.51

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

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Window Cleaners 06/01/2012

JOB DESCRIPTION Window Cleaners

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11

$11.87

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

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Greene County Article 9

Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION  Exterminators, Fumigators
DISTRICT  1

ENTIRE COUNTIES

WAGES
Per hour: 07/01/2011

$14.15

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION  Fuel Oil Delivery
DISTRICT  1

ENTIRE COUNTIES

WAGES
Per hour: 07/01/11

$20.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION  Guards, Watchmen
DISTRICT  1

ENTIRE COUNTIES

WAGES
Per hour: 07/01/11

$13.93
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Schoharie

WAGES

07/01/2011

Janitorial Start $9.25
After 90 Days 9.75
Floor Maintenance +.50

NOTE:

DUCT CLEANING IS BROKEN DOWN INTO TWO SEPERATE FUNCTIONS

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Supplements:

Note: Full time 31 or more regularly scheduled hrs per week
Part Time 30 or less regularly scheduled hrs per week

Health Care:

FULL TIME ONLY: Only on first 40 hrs a week.

07/01/2011

$ 3.58

Vacation with pay based upon employees anniversary date or hire as follows:
1 year of work 5 working days
3 years of work 10 working days
4 years of work 11 working days
6 years of work 12 working days
10 years of work 15 working days
Sick days are earned after a 90-day probationary period at the following rate:
Full time employees accrue 1 sick day for every 4 months worked up to a maximum of 6 sick days.
Part time employees accrue 1 sick day for every 6 months worked up to a maximum of 4 sick days.

**OVERTIME PAY**
See (B, B2, R) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

Plus Employees Birthday
Note: Above Holidays paid after 3 months with employer
Plus after one year of service Full Time employees receive 3 Floating Holidays and Part Time receive one Floating Holiday.

Additional supplements are not required.
Holidays that fall on weekends are observed on Friday or Monday.

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**Landscape Maintenance**

**JOB DESCRIPTION** Landscape Maintenance

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**
Per hour: 07/01/11
$12.61

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

---

**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**
Per hour: 07/01/11

- **Driver**
  $20.30

- **Helper**
  $13.70

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour paid: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

DISTRICT 1

ENTIRE COUNTIES

WAGES
Per hour: 07/01/11
$24.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 1

ENTIRE COUNTIES

WAGES
Per hour: 7/01/2011
Chauffer/Truck Driver (CDL only) $15.95*
Helper (NON-CDL Only) $14.87*

*Probationary (First 75 working days) receive $1.00 less for both rates.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Benefits paid to non-probationary employees:

Single $3.06
Two in family $5.91
Three or more in family $8.04
In addition to above amounts per hour (up to 40 hrs a week) for all employees including probationary employees:

$1.06

Vacation is earned by employees working at least 150 days in the last 12 consecutive months:

<table>
<thead>
<tr>
<th>Service Duration</th>
<th>Vacation Entitlement</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 Months</td>
<td>1 Week</td>
</tr>
<tr>
<td>36 Months</td>
<td>2 Weeks</td>
</tr>
<tr>
<td>120 Months</td>
<td>3 Weeks</td>
</tr>
<tr>
<td>180 Months</td>
<td>3 Weeks 1 Day</td>
</tr>
<tr>
<td>192 Months</td>
<td>3 Weeks 2 Days</td>
</tr>
<tr>
<td>204 Months</td>
<td>3 Weeks 3 Days</td>
</tr>
<tr>
<td>216 Months</td>
<td>3 Weeks 4 Days</td>
</tr>
<tr>
<td>228 Months</td>
<td>4 Weeks</td>
</tr>
</tbody>
</table>

*Vacation weekly pay shall be determined by taking the employees previous years W-2 Gross reported earnings and multiplying by 2.0%*

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Must work the last regularly scheduled day before and after holiday.

Holidays on a Saturday are observed on Friday, Holidays on a Sunday are observed on Monday.

Employee's working at least 12 consecutive months and having worked 200 days will receive 5 floating holidays.

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**Trash and Refuse Removal** 06/01/2012

**JOB DESCRIPTION** Trash and Refuse Removal

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**
For use with Transfer Station Operation.

<table>
<thead>
<tr>
<th>Job Category</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$16.31</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$13.70</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$15.33</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

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**Window Cleaners** 06/01/2012

**JOB DESCRIPTION** Window Cleaners

**DISTRICT** 1

**ENTIRE COUNTIES**
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Washington
WAGES
Per hour: 07/01/11
$12.45

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Hamilton County Article 9

Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators

DISTRICT 1

ENTIRE COUNTIES Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES
Per hour: 07/01/11
$16.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

JOB DESCRIPTION Fuel Oil Delivery

DISTRICT 1

ENTIRE COUNTIES Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES
Per hour: 07/01/11
$17.98

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

JOB DESCRIPTION Guards, Watchmen

DISTRICT 1

ENTIRE COUNTIES Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES
Per hour: 07/01/11
$13.38
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION
Janitor, Porter, Cleaners, Elevator Operator

DISTRIBUTION 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:

07/01/2011
$10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)
Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly schedules hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50

Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

1 year of work 1 week of vacation
2 years of work 2 weeks of vacation
3 years of work 2 weeks and 1 day vacation
4 years of work 2 weeks and 2 days vacation
5 years of work 2 weeks and 3 days vacation
6 years of work  2 weeks and 4 days vacation
7 years of work  3 weeks

Sick days are paid after 30 days probationary period.
Full time employees  3 sick days per year
Part time employees  2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE
Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**
Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
PLUS 4 floating holidays
(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

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**Landscape Maintenance**

**JOB DESCRIPTION** Landscape Maintenance

**DISTRICT** 1

**ENTIRE COUNTIES**
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**
Per hour: 07/01/11
$12.98

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

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**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 1

**ENTIRE COUNTIES**
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**
Per hour: 07/01/11
Driver $17.98
Helper $12.36
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES
Per hour: 07/01/11

$23.74

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
Clinton, Essex, Hamilton

WAGES
Per hour: 07/01/11

Driver $13.29
Helper $12.36

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour paid: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Trash and Refuse Removal

JOB DESCRIPTION
Trash and Refuse Removal

DISTRICT 1

ENTIRE COUNTIES
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES
For use with Transfer Station Operation.

Per hour: 07/01/11

Indus. Truck Driver/Tractor Operator
$15.40

Laborer/ non-construction
$12.36

Conveyor operators and tenders
$13.65

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners

JOB DESCRIPTION
Window Cleaners

DISTRICT 1

ENTIRE COUNTIES
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES

Per hour: 07/01/11

$11.95

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Herkimer County Article 9

### Exterminators, Fumigators

**JOB DESCRIPTION**  Exterminators, Fumigators

**ENTIRE COUNTIES** Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

**WAGES**

<table>
<thead>
<tr>
<th>Date</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/11</td>
<td>$12.30</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

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### Fuel Oil Delivery

**JOB DESCRIPTION**  Fuel Oil Delivery

**ENTIRE COUNTIES** Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

**WAGES**

<table>
<thead>
<tr>
<th>Date</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/11</td>
<td>$17.21</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

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### Guards, Watchmen

**JOB DESCRIPTION**  Guards, Watchmen

**ENTIRE COUNTIES** Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

**WAGES**

<table>
<thead>
<tr>
<th>Date</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/11</td>
<td>$14.65</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:

07/01/2011
$10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:
1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)
Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly schedules hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
<tr>
<td>Individual or Family</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50

Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

1 year of work 1 week of vacation
2 years of work 2 weeks of vacation
3 years of work 2 weeks and 1 day vacation
4 years of work 2 weeks and 2 days vacation
5 years of work 2 weeks and 3 days vacation
6 years of work 2 weeks and 4 days vacation
7 years of work 3 weeks

Sick days are paid after 30 days probationary period.
Full time employees 3 sick days per year
Part time employees 2 sick days per year

2 paid personal days per year.

OVER TIME PAY
See (B, B2, K) on OVERTIME PAGE
Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

HOLIDAY
Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
PLUS 4 floating holidays
(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

1-200 UNITED

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance
DISTRICT 1
ENTIRE COUNTIES Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

WAGES
Per hour: 07/01/11

$11.86

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVER TIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S

Moving Furniture and Equipment 06/01/2012

JOB DESCRIPTION Moving Furniture and Equipment
DISTRICT 1
ENTIRE COUNTIES Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

WAGES
Per hour: 07/01/11

Driver $17.21
Helper $13.01

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

---

**Stationary Engineer**

**JOB DESCRIPTION** Stationary Engineer

**ENTIRE COUNTIES**
Herkimer, Montgomery, Oneida, Otsego, Schoharie

**WAGES**
Per hour: 07/01/11

$23.99

---

**Trash and Refuse Removal**

**JOB DESCRIPTION** Trash and Refuse Removal

**ENTIRE COUNTIES** Herkimer

**WAGES**
Per Hour:

<table>
<thead>
<tr>
<th>Role</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver</td>
<td>$14.08</td>
</tr>
<tr>
<td>Helper</td>
<td>$13.01</td>
</tr>
</tbody>
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---

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
JOB DESCRIPTION  Trash and Refuse Removal

ENTIRE COUNTIES
Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

WAGES
For use with Transfer Station Operation.

Wages: 07/01/11

Indus. Truck Driver/Tractor Operator
$14.42

Laborer/ non-construction
$13.01

Conveyor operators and tenders
$13.65

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour paid: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners

JOB DESCRIPTION  Window Cleaners

ENTIRE COUNTIES
Fulton, Herkimer, Madison, Montgomery, Oneida, Schoharie

WAGES
Per hour: 07/01/11
$11.78

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Jefferson County Article 9

Exterminators, Fumigators 06/01/2012

**JOB DESCRIPTION** Exterminators, Fumigators

**DISTRICT** 1

**ENTIRE COUNTIES** Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**

Per hour: 07/01/11

$16.30

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2012

**JOB DESCRIPTION** Fuel Oil Delivery

**DISTRICT** 1

**ENTIRE COUNTIES** Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**

Per hour: 07/01/11

$17.98

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

**JOB DESCRIPTION** Guards, Watchmen

**DISTRICT** 1

**ENTIRE COUNTIES** Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**

Per hour: 07/01/11

$13.38
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:

07/01/2011
$ 10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:
1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)
Note:

Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
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<td>3.02*</td>
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<tr>
<td>New hire first 180 days for</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50

Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

1 year of work 1 week of vacation
2 years of work 2 weeks of vacation
3 years of work 2 weeks and 1 day vacation
4 years of work 2 weeks and 2 days vacation
5 years of work 2 weeks and 3 days vacation
6 years of work  2 weeks and 4 days vacation
7 years of work  3 weeks

Sick days are paid after 30 days probationary period.

Full time employees  3 sick days per year
Part time employees  2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE
Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**
Paid:  See (*5, **6) on HOLIDAY PAGE
Overtime:  See (5, 6) on HOLIDAY PAGE
PLUS 4 floating holidays
(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

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**Landscape Maintenance**

**JOB DESCRIPTION**  Landscape Maintenance

**ENTIRE COUNTRIES**  Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**
Per hour:  07/01/11
$12.98

**SUPPLEMENTAL BENEFITS**
Per hour worked:  $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid:  See (1) on HOLIDAY PAGE

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**Moving Furniture and Equipment**

**JOB DESCRIPTION**  Moving Furniture and Equipment

**ENTIRE COUNTRIES**  Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**
Per hour:  07/01/11
Driver  $17.98
Helper  $12.36
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES
Per hour: 07/01/11
$23.74

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES
07/01/2011
Trash, Recycling
Roll-Off and Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

1-317

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**Trash and Refuse Removal**

**JOB DESCRIPTION**  Trash and Refuse Removal

**DISTRICT**  1

**ENTIRE COUNTIES**
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**
For use with Transfer Station Operation.

Per hour: 07/01/11

Indus. Truck Driver/Tractor Operator

$15.40

Laborer/ non-construction

$12.36

Conveyor operators and tenders

$13.65

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S - Trans.Station.Ops

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**Window Cleaners**

**JOB DESCRIPTION**  Window Cleaners

**DISTRICT**  1

**ENTIRE COUNTIES**
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

136
WAGES
Per hour: 07/01/11
$11.95

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS R&S
JOB DESCRIPTION
Exterminators, Fumigators

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES
EXTERMINATOR

Effective Period: 7/1/2011
Wage Rate per Hour: $23.82

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 ($18.00) 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.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

This is an additional required amount. All supplements are based on a 40 hour work week and start after 90 days.

Per Hour:
Employees regularly scheduled more than 16 hours in a week:
$ 6.37

Employees regularly scheduled more than 20 hours in a week:
$ 8.76

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
After the employee's first 52 weeks of employment ten (10) days

After 5 years employment fifteen (15) days
After 15 years 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
After the first 52 weeks of employment 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.

OVERTIME PAY

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.

HOLIDAY

Paid: See (5, 6, 10, 11) on HOLIDAY PAGE

Employee's Birthday
Two (2) additional holidays as floating holidays
One (1) additional day either for Martin Luther King's Birthday or Yom Kippur
All employees hired on or after February 1, 2001 shall not be entitled to floating holidays or a day off for their Birthday.
after 12th month-24th month: 8.44
after 24 months: 8.76

Vacation

<table>
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<tr>
<th>Experience</th>
<th>Days Off</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 6 months</td>
<td>no vacation</td>
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<tr>
<td>6 months</td>
<td>three days</td>
</tr>
<tr>
<td>1 year</td>
<td>ten days</td>
</tr>
<tr>
<td>5 years</td>
<td>fifteen days</td>
</tr>
<tr>
<td>15 years</td>
<td>twenty days</td>
</tr>
<tr>
<td>21 years</td>
<td>twenty-one days</td>
</tr>
<tr>
<td>22 years</td>
<td>twenty-two days</td>
</tr>
<tr>
<td>23 years</td>
<td>twenty-three days</td>
</tr>
<tr>
<td>24 years</td>
<td>twenty-four days</td>
</tr>
<tr>
<td>25 years or more</td>
<td>twenty-five days</td>
</tr>
</tbody>
</table>

Plus 2 Personal Days per year.

Plus 10 Sick Days per year after one full year with employer based on a 40 hour work week.

**OVERTIME PAY**
See (B, B2, F) on OVERTIME PAGE
Holidays are paid days off and are additional to above amounts.

**HOLIDAY**
Paid: See (5, 6, 8, 11, 16, 25) on HOLIDAY PAGE
Holidays that fall on Saturday are observed the previous Friday. Those that fall on Sunday are observed the next Monday.

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**Fuel Oil Delivery**

**JOB DESCRIPTION** Fuel Oil Delivery

**ENTIRE COUNTIES**
Bronx, Kings, New York, Queens, Richmond

**WAGES**
Rate Per Hour:

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur

<table>
<thead>
<tr>
<th>Period</th>
<th>Rate Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2011</td>
<td>$29.61</td>
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<tr>
<td>12/16/2011</td>
<td>$30.11</td>
</tr>
</tbody>
</table>

Hired before January 1, 2011

Hired on or after January 1, 2011

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate Per Hour</th>
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<tbody>
<tr>
<td>1st Year</td>
<td>$21.00</td>
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<tr>
<td>2nd Year</td>
<td>$23.00</td>
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<tr>
<td>3rd Year</td>
<td>$25.00</td>
</tr>
<tr>
<td>4th Year</td>
<td>$27.00</td>
</tr>
<tr>
<td>5th Year +</td>
<td>$29.61</td>
</tr>
</tbody>
</table>

Serviceperson ‘Class A’

<table>
<thead>
<tr>
<th>Period</th>
<th>Rate Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2011</td>
<td>$29.86</td>
</tr>
<tr>
<td>12/16/2011</td>
<td>$30.36</td>
</tr>
</tbody>
</table>

NOTE: Night work rate - Additional $10.00 per night forty-five (45) days after hire.

**IMPORANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal fficer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
These are additional to the wages above for both Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur and Serviceperson.

Rate Per Hour:
Prevailing Wage Rates for 07/01/2011 - 06/30/2012

Hired on or after 12/16/2004
After 12 months $14.92 $16.20
After 24 months 16.42 17.70
After 36 months 17.92 19.20

VACATION:

1 to 9 Years
Worked 75 days in preceding 12 months 07/01/2011 5 days
Worked 110 days in preceding 12 months 10 days

10 Consecutive Years
Worked 75 days in preceding 12 months 10 days
Worked 90 days in preceding 12 months 15 days

15 Consecutive Years
Worked 100 continuous days in preceding 12 months 20 days

SICK:
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.

OVERTIME PAY
See (B, E, P) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 7, 11, 12, 26) on HOLIDAY PAGE
NOTE: Must work 2 days in week of paid holiday.

Guards, Watchmen

JOB DESCRIPTION Guards, Watchmen
ENTIRE COUNTIES Bronx, Kings, New York, Queens, Richmond
WAGES
Per Hour: 7/1/2011
SECURITY GUARD (ARMED) $27.50
SECURITY GUARD (UNARMED)
0 - 6 months $12.35
7 - 12 months $12.85
13 - 18 months $13.35
19 - 24 months $13.85
more than 24 months $14.35

All Time is considered as:
Months of employment shall be defined as an Employee's length of service with the Employer.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Page 141
This is required in addition to the wage above:
Supplemental Benefits shall be paid for each hour paid, up to forty (40) paid hours per week.

Effective Period: 07/01/2011

Work more than 2 days a week $ 3.92
Additional after 30 days with employer .28
Additional after 2 years with employer .36
Work less than 2 days per week after 30 days with employer .28

Vacation

Months on payroll - Vacation with Pay

<table>
<thead>
<tr>
<th>Months</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>12</td>
<td>5</td>
</tr>
<tr>
<td>24</td>
<td>10</td>
</tr>
<tr>
<td>60</td>
<td>15</td>
</tr>
<tr>
<td>180</td>
<td>20</td>
</tr>
<tr>
<td>300</td>
<td>25</td>
</tr>
</tbody>
</table>

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.

**OVERTIME PAY**

Overtime - Armed and Unarmed

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

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.

**HOLIDAY**

Paid: See (5, 6, 25) on HOLIDAY PAGE
Paid Holidays (non-probationary)

Employee must work their last regularly scheduled day before and next regularly scheduled day after.

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

**JOB DESCRIPTION** Janitor, Porter, Cleaners, Elevator Operator

**ENTIRE COUNTIES** Bronx, Kings, New York, Queens, Richmond

**WAGES**

Office Building Class "A" Cleaner/Porter, Elevator Operator(Over 280,000 square feet gross area)
Office Building Class "B" Cleaner/Porter, Elevator Operator (Over 120,000 and less than 280,000 square feet gross area)
Office Building Class "C" Cleaner/Porter, Elevator Operator (Less than 120,000 square feet gross area)

<table>
<thead>
<tr>
<th>Wage Rate per Hour: 07/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class A $ 22.65</td>
</tr>
<tr>
<td>Class B $ 22.62</td>
</tr>
<tr>
<td>Class C $ 22.57</td>
</tr>
</tbody>
</table>

NEW HIRE: 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.

Any employee who was employed in the industry as of February 3, 1996 shall receive the full minimum rate from the date of hire.

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

NOTE: Duct cleaning is broken down into two separate functions.
1. The Disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
This is an additional required amount.

All supplements start after 3 months.

Employees regularly scheduled more than 16 hours a week: $6.37
Employees regularly scheduled more than 20 hours a week: 8.76

New hires regularly scheduled more than 20 hours a week
After 3rd month-12th month: 6.37
After 12th month-24th month: 8.44
After 24 months: 8.76

Vacation
Less than 6 months of work... no vacation
6 months of work.........three days
1 year of work..........ten days
5 years of work........fifteen days
15 years of work.......twenty days
21 years of work.....twenty-one days
22 years of work.....twenty-two days
23 years of work...twenty-three days
24 years of work....twenty-four days
25 years or more twenty-five days

Plus two Personal Days per year.

Plus 10 Sick Days per year after one full year with employer based on a 40 hour work week.

OVERTIME PAY
See (B, B2, F) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 8, 11, 16, 25) on HOLIDAY PAGE

Holidays that fall on Saturday are observed the previous Friday. Those that fall on Sunday are observed the next Monday.

Landscape Maintenance

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES Bronx, Kings, New York, Queens, Richmond

WAGES
Per hour: 07/01/11

$16.52

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**

---

**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment

**ENTIRE COUNTIES**
Bronx, Kings, New York, Queens, Richmond

**WAGES**

Per Hour: 07/01/2011

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver - Tractor Trailer</td>
<td>$22.70</td>
</tr>
<tr>
<td>Driver - Straight Truck</td>
<td>22.53</td>
</tr>
<tr>
<td>Driver - Casual</td>
<td>13.00</td>
</tr>
<tr>
<td>Mover Assistant</td>
<td>20.93</td>
</tr>
<tr>
<td>Mover Assistant Casual</td>
<td>12.00</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per Hour:

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver - Tractor Trailer and Straight Truck and Furniture Mover Assistant</td>
<td>$10.91</td>
</tr>
</tbody>
</table>

Supplemental Note: Casual workers shall include only those workers who have worked less than 600 hours during the previous calendar year. Casual workers do not receive travel time, paid vacations, or paid holidays. Any casual worker who works more than 600 hours in a calendar year will be considered a Furniture Mover effective May 1st of the following year and thereafter and will be eligible for benefits.

**Vacation**

<table>
<thead>
<tr>
<th>Days Work</th>
<th>Vacation Earned (Per day worked)</th>
</tr>
</thead>
<tbody>
<tr>
<td>30 to 124 days</td>
<td>.0333</td>
</tr>
<tr>
<td>125 to 144 days</td>
<td>.0400</td>
</tr>
<tr>
<td>145 to 154 days</td>
<td>.0483</td>
</tr>
<tr>
<td>155 to 174 days</td>
<td>.0516</td>
</tr>
<tr>
<td>175 days</td>
<td>.0571</td>
</tr>
</tbody>
</table>

(Maximum ten days)

**OVERTIME PAY**

Overtime Description:
- 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.

**HOLIDAY**

Paid Holidays:

Workers with more than five years are paid for the following Holidays: New Year's Day, Memorial Day, Independence's Day, Labor Day, Thanksgiving Day, Christmas Day.

Workers who have worked three days during the calendar week in which a Holiday occurs are paid for the following Holidays: Martin Luther King Jr. Day, Washington's Birthday, Good Friday, Veteran's Day, Day after Thanksgiving.
JOB DESCRIPTION  Stationary Engineer  

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES
STATIONARY ENGINEER

<table>
<thead>
<tr>
<th>Effective Period</th>
<th>Wage Rate Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2011</td>
<td>$33.48</td>
</tr>
<tr>
<td>01/01/2012</td>
<td>$34.15</td>
</tr>
</tbody>
</table>

Stationary Engineer Helper
Helper (Fireperson): Assists the Engineer operating, maintaining and repairing heating, ventilating and air conditioning equipment and other equipment incidental to the operation of the building.

<table>
<thead>
<tr>
<th>Effective Period</th>
<th>Wage Rate Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2011</td>
<td>$26.07</td>
</tr>
<tr>
<td>01/01/2012</td>
<td>$26.59</td>
</tr>
</tbody>
</table>

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
STATIONARY ENGINEER

<table>
<thead>
<tr>
<th>Effective Period</th>
<th>Supplemental Benefit Rate Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2011</td>
<td>$14.91</td>
</tr>
<tr>
<td>01/01/2012</td>
<td>$15.44</td>
</tr>
</tbody>
</table>

Stationary Engineer Helper
Helper (Fireperson): Assists the Engineer operating, maintaining and repairing heating, ventilating and air conditioning equipment and other equipment incidental to the operation of the building.

<table>
<thead>
<tr>
<th>Effective Period</th>
<th>Supplemental Benefit Rate Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2011</td>
<td>$14.57</td>
</tr>
<tr>
<td>01/01/2012</td>
<td>$15.09</td>
</tr>
</tbody>
</table>

Vacation:
- 6 Months: 3 Days
- 1 Year: 10 Days
- 5 Years: 15 Days
- 15 Years: 20 Days
- 21 Years: 21 Days
- 22 Years: 22 Days
- 23 Years: 23 Days
- 24 Years: 24 Days
- 25 Years: 25 Days

OVERTIME PAY
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

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Paid Holidays:
Plus six (6) floating holidays

Trash and Refuse Removal

JOB DESCRIPTION  Trash and Refuse Removal  

DISTRICT 1

Page 145
ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES
Group #1 Rubbish & Garbage Trucks
1A: On closed body trucks with self-contained with self-contained loading unit up to and including 22 yard
1B: On open trucks, rack body, or trucks which have no self-contained mechanical loading device up to 22 yard capacity
1C: On one-container tractor hoist
1D: On 10-wheel, open trucks, container loaders, dino-master, over-cab loaders, rack body trucks, or any trucks 22 yards to and including 25 yards capacity
1E: On rubbish and garbage trucks (except as provided in Group 2 below) 26 yards to and including 31 yards capacity

Group #2 Roll-Off Trucks
2A: Single axle working non-compactor containers up to 15 yards capacity on rubbish and garbage removal only
2B: Roll-Off trucks other than those described in 2A up to and including 42 yards capacity
2C: On any Roll-Off truck with more than 42 yards capacity or any tractor trailer trucks

Wages Per Hour
07/01/2011

<table>
<thead>
<tr>
<th>Group</th>
<th>Chauffer</th>
<th>Helper</th>
</tr>
</thead>
<tbody>
<tr>
<td>1A</td>
<td>$26.60</td>
<td>26.36</td>
</tr>
<tr>
<td>1B</td>
<td>26.91</td>
<td>26.70</td>
</tr>
<tr>
<td>1C</td>
<td>26.91</td>
<td></td>
</tr>
<tr>
<td>1D</td>
<td>27.06</td>
<td>26.70</td>
</tr>
<tr>
<td>1E</td>
<td>27.43</td>
<td>26.70</td>
</tr>
<tr>
<td>2A</td>
<td>27.62</td>
<td>25.73</td>
</tr>
<tr>
<td>2B</td>
<td>28.60</td>
<td>27.99</td>
</tr>
<tr>
<td>2C</td>
<td>29.83</td>
<td>27.99</td>
</tr>
</tbody>
</table>

IMPORTANT NOTES:
- New Hire Drivers (hired after 11/30/05) shall be paid 80% of the Chauffer Wage for 1st year of employment and 90% of the Chauffer wage for the 2nd year of employment, full rate is paid after 2nd year of employment
- New Hire non CDL Helpers (hired after 11/30/05) shall be paid 75% of the Helper Wage for 1st year of employment, 80% of the Helper Wage for the 2nd year of employment, then 85% of the Helper Wage for all other years of employment
- Previous work experience in industry is considered when determining starting rate for Drivers
- Any Chauffer (except Group 1C) on a one-man route will receive an extra 2.5% increase in his base wage

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
FOR ALL CLASSIFICATIONS
Per hour paid up to 40 hours per week.

7/01/2011

| All Employees | $ 10.74 |

VACATION
Annual vacations with pay in advance on the pay day before the vacation shall be given by the Employer to each employee as follows (not less than 40 hours for each week) at the Employee's regular rate of pay:
Time Served | Vacation with Pay
---|---
0-1 Year | 0 Weeks
1-2 Years | 1 Week
2-5 Years | 2 Weeks
5-15 Years | 3 Weeks
15-25 Years | 4 Weeks
25+ Years | 5 Weeks

SICK LEAVE
Employees with 2 or more years of service shall earn 7 days Sick Leave every December 1st. All New Hire Employees (hired after 11/30/05) will earn Sick Leave at the rates listed below until they have completed 2 years of service.

New Hire Employee accrual schedule:
<table>
<thead>
<tr>
<th>Time Served</th>
<th>Sick Accrued</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>2 days</td>
</tr>
<tr>
<td>12 Months</td>
<td>3 days</td>
</tr>
<tr>
<td>18 Months</td>
<td>3 days</td>
</tr>
<tr>
<td>24 Months</td>
<td>See above</td>
</tr>
</tbody>
</table>

PERSONAL DAYS
All employees | 2 days

OVERTIME PAY
See (B, *E, **Q) on OVERTIME PAGE
(*) After eight (8) hours on Saturday, Double time is paid
(**) For holidays 11, 25, and 26, the 1st eight (8) hours are paid at time and one-half, then double time
Note:
- An employee working a Tue-Sat schedule will receive time and one half on Monday work up to eight (8) hours, then double time.

HOLIDAY
Paid: See (5, 6, 11, 25, 26) on HOLIDAY PAGE
Overtime: See (5, 6, 11, 25, 26) on HOLIDAY PAGE
Must work regularly scheduled workday before and after to be entitled to holiday pay.

TRASH AND REFUSE REMOVAL

JOB DESCRIPTION | Trash and Refuse Removal
DISTRICT | 1

ENTIRE COUNTIES
Bronx, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Suffolk, Westchester

WAGES
Per Hour: 07/01/2011
Effective Period: 07/01/2011

MEDICAL WASTE REMOVAL

- Driver (Chauffeur) | $20.30
- Helper | $16.00
- Tractor Trailer Driver | $22.80
- Roll off Driver | $22.80
- Line Haul Driver | $20.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
The following is required addition to the wages.

Rate per Hour: 07/01/2011
Rate per Hour: $7.45
Vacation:
1 year of service but less than five years (10) days
5 years of service but less than ten years (15) days
10 years of service (16) days
11 years of service (17) days
12 years of service (18) days
13 years of service (19) days
14 years of service (20) days
20 years of service (21) days
21 years of service (22) days
22 years of service (23) days
23 years of service (24) days
24 years of service (25) days

Plus 5 Personal Days

OVERTIME PAY
Overtime Description:

The sixth day of work in a work week is paid at time and one-half the regular hourly rate, the seventh day of work in a work week is paid at double time the regular hourly rate. Time and one-half the regular rate for work on a holiday plus days pay for below paid holidays.

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

HOLIDAY
Paid Holidays:

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

1-813 MW

Window Cleaners

JOB DESCRIPTION Window Cleaners
ENTIRE COUNTIES Bronx, Kings, New York, Queens, Richmond
WAGES
Window Cleaner
Effective Period: 7/01/2011
Wage Rate per Hour: $26.12

Power Operated Scaffolds, Manual Scaffolds, and Boatswain Chairs
Effective Period: 7/01/2011
Wage Rate per Hour: $28.37

IMPORANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Window Cleaner/Power Operated Scaffolds, Manual Scaffolds, and Boatswain Chairs
Effective Period: 7/1/2011
Supplemental Benefit Rate per Hour: $8.68

Vacation
After 7 months but less than 1 year five (5) days
1 year but less than 5 years ten (10) days
5 years of service but less than 15 years
15 years of service but less than 21 years
21 years
22 years
23 years
24 years
25 years or more
Plus 1 day per year for medical visit

SICK LEAVE:
10 days after one year worked.

OVERTIME PAY
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.

HOLIDAY
Paid: See (5, 6, 8, 10, 11, 16, 26) on HOLIDAY PAGE
Plus one Personal Day
Must work 2 days in week of Holiday for employer

REGISTERED APPRENTICES

1-32 BJ
Lea County Article 9

**Exterminators, Fumigators**

**JOB DESCRIPTION** Exterminators, Fumigators

**ENTIRE COUNTIES** Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**
Per hour: 07/01/11

$16.30

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

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**Fuel Oil Delivery**

**JOB DESCRIPTION** Fuel Oil Delivery

**ENTIRE COUNTIES** Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**
Per hour: 07/01/11

$17.98

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

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**Guards, Watchmen**

**JOB DESCRIPTION** Guards, Watchmen

**ENTIRE COUNTIES** Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**
Per hour: 07/01/11

$13.38
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

---------------------------
Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION
Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:

07/01/2011
$10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)
Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly schedules hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50

Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

1 year of work 1 week of vacation
2 years of work 2 weeks of vacation
3 years of work 2 weeks and 1 day vacation
4 years of work 2 weeks and 2 days vacation
5 years of work 2 weeks and 3 days vacation
6 years of work  2 weeks and 4 days vacation
7 years of work  3 weeks

Sick days are paid after 30 days probationary period.
Full time employees  3 sick days per year
Part time employees  2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**

See (B, B2, K) on OVERTIME PAGE

Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**

Paid:  See (*5, **6) on HOLIDAY PAGE
Overtime:  See (5, 6) on HOLIDAY PAGE

PLUS 4 floating holidays

(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer

Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.

Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

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**Landscape Maintenance** 06/01/2012

**JOB DESCRIPTION**  Landscape Maintenance

**DISTRICT 1**

**ENTIRE COUNTIES**
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**

Per hour:  07/01/11

$12.98

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**SUPPLEMENTAL BENEFITS**

Per hour worked:  $1.75

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**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid:  See (1) on HOLIDAY PAGE

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**Moving Furniture and Equipment** 06/01/2012

**JOB DESCRIPTION**  Moving Furniture and Equipment

**DISTRICT 1**

**ENTIRE COUNTIES**
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**

Per hour:  07/01/11

Driver  $17.98

Helper  $12.36
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

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Stationary Engineer

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES
Per hour: 07/01/11
$23.74

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Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
 Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES

Trash, Recycling
Roll-Off and
Brush Drivers $14.00

Thrower Helper $10.00

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IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
07/01/2011
Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

Trash and Refuse Removal

JOB DESCRIPTION  Trash and Refuse Removal  DISTRICT 1

ENTIRE COUNTIES
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES
For use with Transfer Station Operation.

Per hour: 07/01/11

Indus. Truck Driver/Tractor Operator

$15.40

Laborer/ non-construction

$12.36

Conveyor operators and tenders

$13.65

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners

JOB DESCRIPTION  Window Cleaners  DISTRICT 1

ENTIRE COUNTIES
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

Page 154
WAGES
Per hour: 07/01/11
$11.95

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Livingston County Article 9

Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION  Exterminators, Fumigators

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11

$13.28

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION  Fuel Oil Delivery

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11

$17.52

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION  Guards, Watchmen

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11

$13.28

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
IMPORTANT INFORMATION:
Article 9 §230.6. “Prevailing wage” means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour: 07/01/2011 $10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:
1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)
Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly scheduled hours in a week

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<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
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</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$2.93*</td>
<td>$0.62*</td>
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<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50
Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

- 1 year of work: 1 week of vacation
- 2 years of work: 2 weeks of vacation
- 3 years of work: 2 weeks and 1 day vacation
- 4 years of work: 2 weeks and 2 days vacation
- 5 years of work: 2 weeks and 3 days vacation
- 6 years of work: 2 weeks and 4 days vacation
- 7 years of work: 3 weeks

Sick days are paid after 30 days probationary period.
- Full time employees: 3 sick days per year
- Part time employees: 2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**

Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

PLUS 4 floating holidays

(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

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**Landscape Maintenance**

**JOB DESCRIPTION** Landscape Maintenance

**DISTRICT** 1

**ENTIRE COUNTIES**
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**

- Per hour: 07/01/11
  - $12.12

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

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**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 1

**ENTIRE COUNTIES**
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**

- Per hour: 07/01/11
Driver $17.52

Helper $12.08

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION  Stationary Engineer
DISTRICT  1

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$25.06

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal
DISTRICT  1

ENTIRE COUNTIES
 Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES 07/01/2011
Trash, Recycling
Roll-Off and Brush Drivers $14.00

Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

07/01/2011

$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

**OVERTIME PAY**

See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**

Paid: See (5, 6) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

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**Trash and Refuse Removal**

06/01/2012

**JOB DESCRIPTION**  Trash and Refuse Removal

**DISTRICT**  1

**ENTIRE COUNTIES**

Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**

For use with Transfer Station Operation.

Wages: 07/01/11

Indus. Truck Driver/Tractor Operator

$15.12

Laborer/ non-construction

$12.08

Conveyor operators and tenders

$14.51

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked:  $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE
WINDOW CLEANERS

JOB DESCRIPTION  Window Cleaners

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11

$11.87

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION  Exterminators, Fumigators

ENTIRE COUNTIES
Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour: 07/01/11
$18.82

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION  Fuel Oil Delivery

ENTIRE COUNTIES
Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour: 07/01/11
$19.28

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION  Guards, Watchmen

ENTIRE COUNTIES
Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour: 07/01/11

Page 162
IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES

Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES

Per hour:

07/01/2011

$ 10.40 per hr.

New Hire Rate:

First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)

Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly schedules hours in a week

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<th></th>
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<th>Part Time</th>
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<td>$ 2.93*</td>
<td>$0.62*</td>
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<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
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<tr>
<td>New hire first 180 days for Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50

Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

1 year of work 1 week of vacation
2 years of work 2 weeks of vacation
3 years of work 2 weeks and 1 day vacation
4 years of work 2 weeks and 2 days vacation
5 years of work 2 weeks and 3 days vacation
6 years of work 2 weeks and 4 days vacation
7 years of work 3 weeks

Sick days are paid after 30 days probationary period.
Full time employees 3 sick days per year
Part time employees 2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE
Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**
Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
PLUS 4 floating holidays
(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

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**Landscape Maintenance**

**JOB DESCRIPTION** Landscape Maintenance

**DISTRICT** 1

**ENTIRE COUNTIES**
Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**

Per hour:

$11.45

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**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked:

$1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

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**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 1

**ENTIRE COUNTIES**
Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**

Per hour:

Driver
$19.28

Helper
$12.56
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour: 07/01/11 $26.07

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
 Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroé, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES
Trash, Recycling Roll-Off and Brush Drivers
07/01/11 $14.00

Thrower Helper
$10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

07/01/2011
$5.34

Page 165
* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

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**Trash and Refuse Removal**

**JOB DESCRIPTION**
Trash and Refuse Removal

**ENTIRE COUNTIES**
Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**
For use with Transfer Station Operation.

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<th>Per hour:</th>
<th>07/01/11</th>
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<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$15.09</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$12.56</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$12.84</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour paid:
(ALL) $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

---

**Window Cleaners**

**JOB DESCRIPTION**
Window Cleaners

**ENTIRE COUNTIES**
Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**
7/01/2011

Per hour: $12.15

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners 06/01/2012

JOB DESCRIPTION Window Cleaners

ENTIRE COUNTIES Fulton, Herkimer, Madison, Montgomery, Oneida, Schoharie

WAGES
Per hour: 07/01/11

$11.78

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Monroe County Article 9

Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION  Exterminators, Fumigators
DISTRICT 1

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$13.28

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked:  
$1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION  Fuel Oil Delivery
DISTRICT 1

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$17.52

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked:  
$1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S

Guards, Watchmen 06/01/2012

JOB DESCRIPTION  Guards, Watchmen
DISTRICT 1

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11

Page 168
$12.93

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator
DISTRIBUTION 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:

07/01/2011
$ 10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)
Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$ 2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50
Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

- 1 year of work: 1 week of vacation
- 2 years of work: 2 weeks of vacation
- 3 years of work: 2 weeks and 1 day vacation
- 4 years of work: 2 weeks and 2 days vacation
- 5 years of work: 2 weeks and 3 days vacation
- 6 years of work: 2 weeks and 4 days vacation
- 7 years of work: 3 weeks

Sick days are paid after 30 days probationary period.
- Full time employees: 3 sick days per year
- Part time employees: 2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE
Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**
Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
PLUS 4 floating holidays
(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

**Landscape Maintenance**

**JOB DESCRIPTION** Landscape Maintenance

**ENTIRE COUNTIES**
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**
Per hour: 07/01/11
$12.12

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment

**ENTIRE COUNTIES**
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**
Per hour: 07/01/11

---

Page 170
Driver $17.52

Helper $12.08

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE 1-NYS/R&S

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer DISTRICT 1

ENTIRE COUNTIES Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES Per hour: 07/01/11

$25.06

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE 1-NYS/R&S

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal DISTRICT 1

ENTIRE COUNTIES Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES 07/01/2011

Trash, Recycling Roll-Off and Brush Drivers $14.00

Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

07/01/2011

$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY

See (B, B2, K) on OVERTIME PAGE

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

Trash and Refuse Removal

06/01/2012

JOB DESCRIPTION      Trash and Refuse Removal

ENTIRE COUNTIES

Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES

For use with Transfer Station Operation.

Wages: 07/01/11

Indus. Truck Driver/Tractor Operator

$15.12

Laborer/ non-construction

$12.08

Conveyor operators and tenders

$14.51

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE
Window Cleaners

JOB DESCRIPTION  Window Cleaners

DISTRICT  1

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11

$11.87

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS R&S
Montgomery County Article 9

Exterminators, Fumigators

**JOB DESCRIPTION**  Exterminators, Fumigators                      **DISTRICT**  1

**ENTIRE COUNTIES**  Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

**WAGES**
Per hour: 07/01/11
$12.30

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked:  $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

**JOB DESCRIPTION**  Fuel Oil Delivery                      **DISTRICT**  1

**ENTIRE COUNTIES**  Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

**WAGES**
Per hour: 07/01/11
$17.21

**SUPPLEMENTAL BENEFITS**
Per hour worked:  $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

**JOB DESCRIPTION**  Guards, Watchmen                      **DISTRICT**  1

**ENTIRE COUNTIES**  Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

**WAGES**
Per hour: 07/01/11
$14.65

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

### SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

### OVERTIME PAY
See (B, B2) on OVERTIME PAGE

### HOLIDAY
Paid: See (1) on HOLIDAY PAGE

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**Janitor, Porter, Cleaners, Elevator Operator**

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Janitor, Porter, Cleaners, Elevator Operator</th>
</tr>
</thead>
<tbody>
<tr>
<td>DISTRICT</td>
<td>1</td>
</tr>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Fulton, Montgomery</td>
</tr>
</tbody>
</table>

#### WAGES
Per hour:

- 07/01/11
  - $11.78

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Note: Duct cleaning is broken down into two separate functions.

1. The disassembly, re-assembly and modification of duct, is covered under Article 8.

2. The actual cleaning of the duct which is covered by Article 9.

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**Landscape Maintenance**

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Landscape Maintenance</th>
</tr>
</thead>
<tbody>
<tr>
<td>DISTRICT</td>
<td>1</td>
</tr>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie</td>
</tr>
</tbody>
</table>

#### WAGES
Per hour:

- 07/01/11
  - $11.86

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IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment 06/01/2012

JOB DESCRIPTION Moving Furniture and Equipment

ENTIRE COUNTIES Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

WAGES
Per hour: 07/01/11

Driver $17.21

Helper $13.01

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

WAGES
Per hour: 07/01/11

$23.99
JOB DESCRIPTION  Trash and Refuse Removal

ENTIRE COUNTIES

WAGES
Per hour: 7/01/2011

Chauffer/Truck Driver  
(CDL only)  
$15.95*

Helper  
(NON-CDL Only)  
$14.87*

*Probationary (First 75 working days) receive $1.00 less for both rates.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Benefits paid to non-probationary employees:

Single  
$3.06

Two in family  
$5.91

Three or more in family  
$8.04

In addition to above amounts per hour(up to 40 hrs a week) for all employees including probationary employees:

$1.06

Vacation is earned by employees working at least 150 days in the last 12 consecutive months:

After completing 12 Months of service (1 yr)  
1 Week

After completing 36 Months of service (3 yrs)  
2 Weeks

After completing 120 Months of service (10 yrs)  
3 Weeks

After completing 180 Months of service (15 yrs)  
3 Weeks 1 Day

After completing 192 Months of service (16 yrs)  
3 Weeks 2 Day’s

After completing 204 Months of service (17 yrs)  
3 Weeks 3 Day’s

After completing 216 Months of service (18 yrs)  
3 Weeks 4 Day’s

After completing 228 Months of service (19 yrs)  
4 Weeks

*Vacation weekly pay shall be determined by taking the employees previous years W-2 Gross reported earnings and multiplying by 2.0%

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE

HOLIDAY
Paid:  
See (5, 6) on HOLIDAY PAGE

Must work the last regularly scheduled day before and after holiday.

Holidays on a Saturday are observed on Friday, Holidays on a Sunday are observed on Monday.

Employee’s working at least 12 consecutive months and having worked 200 days will receive 5 floating holidays.
Wages: 07/01/11

Indus. Truck Driver/Tractor Operator
$14.42

Laborer/ non-construction
$13.01

Conveyor operators and tenders
$13.65

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour paid: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners 06/01/2012

JOB DESCRIPTION Window Cleaners

ENTIRE COUNTIES
Fulton, Herkimer, Madison, Montgomery, Oneida, Schoharie

WAGES
Per hour: 07/01/11
$11.78

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Nassau County Article 9

Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION  Exterminators, Fumigators

DISTRICT  1

ENTIRE COUNTIES
Dutchess, Nassau, Orange, Putnam, Rockland, Suffolk, Sullivan, Westchester

WAGES
Per hour:  07/01/2011

$ 19.08

All work between 5pm and 7am an additional .40 per hour

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
The following are additional to the wage.

All supplements are based on 40hrs a week and start after 90 days.

Per hour worked:
Employees regularly scheduled more than 16 hours in a week:  $ 6.37
Employees regularly scheduled more than 20 hours in a week:  $ 8.76

After 1 full year with employer 10 sick days.

If hired before Feb 1, 2001 the following paid days off are required:

5 years - 15 years with employer  15 Days
15 + years  20 Days
additional day each year there after.

If hired after Feb. 1, 2001 the following paid days off are required:

During first 52 weeks with employer  5 Days
After first 52 weeks with employer  10 Days
After 10 years with employer  15 Days

OVERTIME PAY
See (B, B2) on OVERTIME PAGE
Hours worked on 6th consecutive day in week paid 1.5 times wage

Make-up day allowed if day missed during week without overtime pay required.

HOLIDAY
Paid:  See (5, 6, 10, 11) on HOLIDAY PAGE
Overtime:  See (5, 6, 10, 11) on HOLIDAY PAGE
If hired before Feb. 1, 2001

Employees Birthday
2 floating holidays and either Martin Luther King Day OR Yom Kippur

Employees hired after Feb 1, 2001 do not receive their birthday off and do not receive 2 floating holidays.

All work on Holiday at 1.5 times rate plus Holiday pay.

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION  Fuel Oil Delivery

DISTRICT  1

ENTIRE COUNTIES
Nassau, Suffolk
WAGES
Per hour: 07/01/11
$22.29

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION Guards, Watchmen
ENTIRE COUNTIES Nassau, Suffolk
WAGES
Per hour: 07/01/11
$15.70

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator
ENTIRE COUNTIES Nassau, Suffolk
WAGES
Janitors/Porters
07/01/2011
$11.35

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

The following benefits are in addition to the wage.

Benefits start after first 6 months with employer.

27.5 hrs or more a week worked  $4.00 hr
Less than 27.5 hrs weekly (normally scheduled)  .96 hr

SICK DAYS

10 days pay or 10 days off with pay. (After first year with employer)
This is based on 40 hrs a week, lesser hrs would be prorated.

VACATION DAYS

The following days off are after time with the employer,

<table>
<thead>
<tr>
<th>months with employer</th>
<th>days off with pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>1 yr with employer</td>
<td>6</td>
</tr>
<tr>
<td>2 yrs with employer</td>
<td>11</td>
</tr>
<tr>
<td>5 yrs with employer</td>
<td>16</td>
</tr>
<tr>
<td>10 yrs with employer</td>
<td>21</td>
</tr>
<tr>
<td>25 yrs with employer</td>
<td>26</td>
</tr>
</tbody>
</table>

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

Any holidays worked will be paid at time and one half plus the holiday pay
1 1/2 times regular pay on the sixth consecutive day of work
2 times regular pay on the seventh consecutive day of work

HOLIDAY

Paid: See (5, 6, 9, 10, 11, 12, 26) on HOLIDAY PAGE

If holiday falls on weekend the Monday or Friday are observed. If any work done on observed Holiday then Time and one half for work plus Holiday straight time is due.

Landscape Maintenance

JOB DESCRIPTION  Landscape Maintenance

ENTIRE COUNTIES  Nassau, Suffolk

WAGES

Per hour: 07/01/11

$14.47

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment

06/01/2012
### JOB DESCRIPTION
**Moving Furniture and Equipment**

**ENTIRE COUNTIES**
Nassau, Suffolk

#### WAGES

<table>
<thead>
<tr>
<th>Role</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver</td>
<td>$22.29</td>
</tr>
<tr>
<td>Helper</td>
<td>$13.25</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

---

**SUPPLEMENTAL BENEFITS**

Per hour worked: 

<table>
<thead>
<tr>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1.75</td>
</tr>
</tbody>
</table>

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

---

### JOB DESCRIPTION
**Stationary Engineer**

**ENTIRE COUNTIES**
Nassau, Suffolk

#### WAGES

<table>
<thead>
<tr>
<th>Role</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief Engineer</td>
<td>$47.52</td>
</tr>
<tr>
<td>Asst. Chief Engineer</td>
<td>44.31</td>
</tr>
<tr>
<td>Engineer</td>
<td>41.08</td>
</tr>
<tr>
<td>I &amp; C Tech</td>
<td>41.08</td>
</tr>
<tr>
<td>Mechanic</td>
<td>35.60</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

#### SUPPLEMENTAL BENEFITS

(PAIRED ON ALL HOURS PAID)

<table>
<thead>
<tr>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$18.23</td>
</tr>
</tbody>
</table>

Must work at least 24 hours a week

**Additional Paid Time Off:**

16 paid days off each year - not including Holidays or Vacations

<table>
<thead>
<tr>
<th>Years WITH SAME EMPLOYER</th>
<th>Vacation Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than (6) months (1) year</td>
<td>No entitlement</td>
</tr>
<tr>
<td>(5) years</td>
<td>15 Days</td>
</tr>
<tr>
<td>(10) years</td>
<td>20 Days</td>
</tr>
</tbody>
</table>
(15+) years 20 days plus 1 additional day every 2 years

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (2, 4, 6, 11, 12, 15, 25) on HOLIDAY PAGE
Overtime: See (2, 4, 6, 11, 12, 15, 25) on HOLIDAY PAGE
Employees must regularly work at least 40 hours per week to receive paid Holidays.
Employees must work their scheduled day immediately prior to and immediately following the designated Holiday to qualify.

These are additional paid days off.
If any day worked - 1.5 times wage plus Holiday straight rate.

REGISTERED APPRENTICES

<table>
<thead>
<tr>
<th>Hire</th>
<th>$12.50</th>
</tr>
</thead>
<tbody>
<tr>
<td>6-12 MONTHS</td>
<td>50% of Mechanic hourly rate</td>
</tr>
<tr>
<td>12-24 MONTHS</td>
<td>60% of Mechanic hourly rate</td>
</tr>
<tr>
<td>24-36 MONTHS</td>
<td>70% of Mechanic hourly rate</td>
</tr>
<tr>
<td>36-42 MONTHS</td>
<td>75% of Mechanic hourly rate</td>
</tr>
<tr>
<td>42 months</td>
<td>Full Rate</td>
</tr>
</tbody>
</table>

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES Nassau, Suffolk

WAGES
COMMERCIAL WORK (includes: front, rear loading and roll-off trucks) per hour worked
07/01/11

DRIVERS: $24.05
HELPER: 23.87

RESIDENTIAL: (curbside, loose bag and others)

DRIVERS: $18.85
HELPERS: 16.25

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Supplements (per hr worked paid up to 40 hrs a week)

| Commercial Work | $8.10 |
| Residential | 7.98 |

Additional (per hr worked paid up to 40 hrs a week)

Vacation Days

Commercial hired before Sept. 1, 1995:
1 yr but less than 2 1 weeks
2 yrs but less than 5 2 weeks
5 yrs but less than 15 3 weeks
15 yrs but less than 25 4 weeks
25 plus years 5 weeks

Commercial hired after Sept. 1, 1995:
1 yr but less than 2 1 weeks
2 yrs but less than 5 2 weeks
5 plus years 3 weeks

Residential First year .333 hours a month worked
1 yr but less than 3  1 week
3 yrs but less than 5  2 weeks
5 plus years  3 weeks

Sick Days

First 6 months  2 days
6 months to 1 year Additional 1 day for each 2 months worked
After 1 year  6 days

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE
Note - Double time and half the hourly rate on Sunday, if worked.

HOLIDAY
Paid: See (5, 6, 11, 12, 15, 25, 26) on HOLIDAY PAGE
Overtime: See (5, 6, 11, 12, 15, 25, 26) on HOLIDAY PAGE
Note - Must work the regularly scheduled day before and two regularly days after.

Trash and Refuse Removal

JOB DESCRIPTION  Trash and Refuse Removal

ENTIRE COUNTIES
Bronx, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Suffolk, Westchester

WAGES
Effective Period: 07/01/2011

MEDICAL WASTE REMOVAL

Driver (Chauffeur)  $ 20.30
Helper  $ 16.00
Tractor Trailer Driver  $ 22.80
Roll off Driver  $ 22.80
Line Haul Driver  $ 20.30

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
The following is required addition to the wages.

Rate per Hour: 07/01/2011  $ 7.45

Vacation:

1 year of service
but less than five years  (10) days
5 years of service
but less than ten years  (15) days
10 years of service  (16) days
11 years of service  (17) days
12 years of service  (18) days
13 years of service  (19) days
14 years of service  (20) days
20 years of service  (21) days
21 years of service  (22) days
22 years of service  (23) days
23 years of service  (24) days
24 years of service  (25) days
Plus 5 Personal Days

**OVERTIME PAY**

Overtime Description:

The sixth day of work in a work week is paid at time and one-half the regular hourly rate, the seventh day of work in a work week is paid at double time the regular hourly rate. Time and one-half the regular rate for work on a holiday plus days pay for below paid holidays.

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

**HOLIDAY**

Paid Holidays:

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

**Trash and Refuse Removal**

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Trash and Refuse Removal</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Nassau, Suffolk</td>
</tr>
</tbody>
</table>

**WAGES**

For use with Transfer Station Operation.

<table>
<thead>
<tr>
<th>Per hour</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$16.04</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$13.25</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$12.48</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**

Per hour: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

**Window Cleaners**

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Window Cleaners</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Nassau, Suffolk</td>
</tr>
</tbody>
</table>

**WAGES**

<table>
<thead>
<tr>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>06/01/12</td>
</tr>
</tbody>
</table>

**Important Information:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
$ 1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES Bronx, Kings, New York, Queens, Richmond

WAGES EXTERMINATOR

Effective Period: 7/1/2011
Wage Rate per Hour: $23.82

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 ($18.00) 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 night's 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.

IMPORTANT INFORMATION:

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SUPPLEMENTAL BENEFITS

This is an additional required amount. All supplements are based on a 40 hour work week and start after 90 days.

Per Hour:
Employees regularly scheduled more than 16 hours in a week: $6.37
Employees regularly scheduled more than 20 hours in a week: $8.76

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
After the employee's first 52 weeks of employment ten (10) days
After 5 years employment fifteen (15) days
After 15 years 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
After the first 52 weeks of employment 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.

OVERTIME PAY

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.

HOLIDAY

Paid: See (5, 6, 10, 11) on HOLIDAY PAGE
Employee's Birthday
Two (2) additional holidays as floating holidays
One (1) additional day either for Martin Luther King's Birthday or Yom Kippur

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

1-32 BJ

Fire Safety Director - NYC Only 06/01/2012

JOB DESCRIPTION  Fire Safety Director - NYC Only  DISTRICT 1

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES

****IMPORTANT****
Fire Safety Director rates for use in NYC ONLY.

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

Wage Rate per Hour: 07/01/2011
Class A $22.65*
Class B 22.62*
Class C 22.57*

*Additional lump-sum bonus of $500.00 per year.

NEW HIRE: 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.

Any employee who was employed in the industry as of February 3, 1996 shall receive the full minimum rate from the date of hire.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

This is an additional required amount.

All supplements start after 3 months.

Employees regularly scheduled more than 16 hours a week: $6.37
Employees regularly scheduled more than 20 hours a week: 8.76

New hires regularly scheduled more than 20 hours a week
After 3rd month-12th month:
after 12th month-24th month:
8.44

after 24 months:
8.76

Vacation

Less than 6 months work  no vacation
6 months of work  three days
1 year of work  ten days
5 years of work  fifteen days
15 years of work  twenty days
21 years of work  twenty-one days
22 years of work  twenty-two days
23 years of work  twenty-three days
24 years of work  twenty-four days
25 years or more  twenty-five days

Plus 2 Personal Days per year.

Plus 10 Sick Days per year after one full year with employer based on a 40 hour work week.

OVERTIME PAY
See (B, B2, F) on OVERTIME PAGE
Holidays are paid days off and are additional to above amounts.

HOLIDAY
Paid: See (5, 6, 8, 11, 16, 25) on HOLIDAY PAGE
Holidays that fall on Saturday are observed the previous Friday. Those that fall on Sunday are observed the next Monday.

Fuel Oil Delivery

JOB DESCRIPTION  Fuel Oil Delivery

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES
Rate Per Hour:

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur

<table>
<thead>
<tr>
<th>Time Period</th>
<th>07/01/2011</th>
<th>12/16/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hired before January 1, 2011</td>
<td>$ 29.61</td>
<td>$ 30.11</td>
</tr>
</tbody>
</table>

Hired on or after January 1, 2011

<table>
<thead>
<tr>
<th>Time Period</th>
<th>01/01/2011</th>
<th>12/16/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year</td>
<td>$ 21.00</td>
<td>$ 21.50</td>
</tr>
<tr>
<td>2nd Year</td>
<td>23.00</td>
<td>23.50</td>
</tr>
<tr>
<td>3rd Year</td>
<td>25.00</td>
<td>25.50</td>
</tr>
<tr>
<td>4th Year</td>
<td>27.00</td>
<td>27.50</td>
</tr>
<tr>
<td>5th Year +</td>
<td>29.61</td>
<td>30.11</td>
</tr>
</tbody>
</table>

Serviceperson 'Class A'

<table>
<thead>
<tr>
<th>Time Period</th>
<th>07/01/2011</th>
<th>12/16/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 29.86</td>
<td>$ 30.36</td>
</tr>
</tbody>
</table>

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are additional to the wages above for both Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur and Serviceperson.
Guards, Watchmen

JOB DESCRIPTION
Guards, Watchmen

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES
Per Hour: 7/1/2011

SECURITY GUARD (ARMED)
$27.50

SECURITY GUARD (UNARMED)

<table>
<thead>
<tr>
<th>Period</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 6 months</td>
<td>$12.35</td>
</tr>
<tr>
<td>7 - 12 months</td>
<td>$12.85</td>
</tr>
<tr>
<td>13 - 18 months</td>
<td>$13.35</td>
</tr>
<tr>
<td>19 - 24 months</td>
<td>$13.85</td>
</tr>
<tr>
<td>more than 24 months</td>
<td>$14.35</td>
</tr>
</tbody>
</table>

All Time is considered as:
Months of employment shall be defined as an Employee's length of service with the Employer.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
This is required in addition to the wage above:
Supplemental Benefits shall be paid for each hour paid, up to forty (40) paid hours per week.

Effective Period: 07/01/2011
Work more than 2 days a week $ 3.92
Additional after 30 days with employer .28
Additional after 2 years with employer .36
Work less than 2 days per week after
30 days with employer .28

Vacation

Months on payroll - Vacation with Pay

<table>
<thead>
<tr>
<th>Months</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>12</td>
<td>5</td>
</tr>
<tr>
<td>24</td>
<td>10</td>
</tr>
<tr>
<td>60</td>
<td>15</td>
</tr>
<tr>
<td>180</td>
<td>20</td>
</tr>
<tr>
<td>300</td>
<td>25</td>
</tr>
</tbody>
</table>

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.

**OVERTIME PAY**

**Overtime - Armed and Unarmed**

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

**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.

**HOLIDAY**

Paid: See (5, 6, 25) on HOLIDAY PAGE
Paid Holidays (non-probationary)

Employee must work their last regularly scheduled day before and next regularly scheduled day after.

1-32 BJ

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

**JOB DESCRIPTION** Janitor, Porter, Cleaners, Elevator Operator

**ENTIRE COUNTIES** Bronx, Kings, New York, Queens, Richmond

**WAGES**

Office Building Class "A" Cleaner/Porter, Elevator Operator(Over 280,000 square feet gross area)
Office Building Class "B" Cleaner/Porter, Elevator Operator (Over 120,000 and less than 280,000 square feet gross area)
Office Building Class "C" Cleaner/Porter, Elevator Operator (Less than 120,000 square feet gross area)

Wage Rate per Hour: 07/01/2011

Class A $ 22.65
Class B 22.62
Class C 22.57

NEW HIRE: 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.

Any employee who was employed in the industry as of February 3, 1996 shall receive the full minimum rate from the date of hire.

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

NOTE: Duct cleaning is broken down into two separate functions.
1. The Disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9
IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
This is an additional required amount.

All supplements start after 3 months.

Employees regularly scheduled more than 16 hours a week:
$ 6.37

Employees regularly scheduled more than 20 hours a week:
8.76

New hires regularly scheduled more than 20 hours a week
After 3rd month-12th month:
6.37
after 12th month-24th month:
8.44
after 24 months:
8.76

Vacation
Less than 6 months of work... no vacation
6 months of work........three days
1 year of work...........ten days
5 years of work.........fifteen days
15 years of work.......twenty days
21 years of work........twenty-one days
22 years of work.......twenty-two days
23 years of work...twenty-three days
24 years of work....twenty-four days
25 years or more twenty-five days

Plus two Personal Days per year.

Plus 10 Sick Days per year after one full year with employer based on a 40 hour work week.

OVERTIME PAY
See (B, B2, F) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 8, 11, 16, 25) on HOLIDAY PAGE

Holidays that fall on Saturday are observed the previous Friday. Those that fall on Sunday are observed the next Monday.

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES Bronx, Kings, New York, Queens, Richmond

WAGES
Per hour: 07/01/11
$16.52

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
1-NYS/R&S

---

**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment
**DISTRICT** 1
**ENTIRE COUNTIES** Bronx, Kings, New York, Queens, Richmond

**WAGES**

<table>
<thead>
<tr>
<th>Hourly Rate</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>$22.70</td>
<td>Driver - Tractor Trailer</td>
</tr>
<tr>
<td>$22.53</td>
<td>Driver - Straight Truck</td>
</tr>
<tr>
<td>$13.00</td>
<td>Driver - Casual</td>
</tr>
<tr>
<td>$20.93</td>
<td>Mover Assistant</td>
</tr>
<tr>
<td>$12.00</td>
<td>Mover Assistant Casual</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

<table>
<thead>
<tr>
<th>Hourly Rate</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>$10.91</td>
<td>Driver - Tractor Trailer and Straight Truck and Furniture Mover Assistant</td>
</tr>
</tbody>
</table>

Supplemental Note: Casual workers shall include only those workers who have worked less than 600 hours during the previous calendar year. Casual workers do not receive travel time, paid vacations, or paid holidays. Any casual worker who works more than 600 hours in a calendar year will be considered a Furniture Mover effective May 1st of the following year and thereafter and will be eligible for benefits.

**Vacation**

<table>
<thead>
<tr>
<th>Days Work</th>
<th>Vacation Earned (Per day worked)</th>
</tr>
</thead>
<tbody>
<tr>
<td>30 to 124 days</td>
<td>.0333</td>
</tr>
<tr>
<td>125 to 144 days</td>
<td>.0400</td>
</tr>
<tr>
<td>145 to 154 days</td>
<td>.0483</td>
</tr>
<tr>
<td>155 to 174 days</td>
<td>.0516</td>
</tr>
<tr>
<td>175 days</td>
<td>.0571</td>
</tr>
</tbody>
</table>

(Maximum ten days)

**OVERTIME PAY**

Overtime Description:
- 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.

**HOLIDAY**

Paid Holidays:
Workers with more than five years are paid for the following Holidays: New Year's Day, Memorial Day, Independence's Day, Labor Day, Thanksgiving Day, Christmas Day.

Workers who have worked three days during the calendar week in which a Holiday occurs are paid for the following Holidays: Martin Luther King Jr. Day, Washington's Birthday, Good Friday, Veteran's Day, Day after Thanksgiving.
JOB DESCRIPTION  Stationary Engineer

ENTIRE COUNTIES  Bronx, Kings, New York, Queens, Richmond

WAGES  STATIONARY ENGINEER

Effective Period  07/01/2011  01/01/2012
Wage Rate Per Hour  $ 33.48  $ 34.15

Stationary Engineer Helper
Helper (Fireperson): Assists the Engineer operating, maintaining and repairing heating, ventilating and air conditioning equipment and other equipment incidental to the operation of the building.

Effective Period  07/01/2011  01/01/2012
Wage Rate Per Hour  $ 26.07  $ 26.59

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS  STATIONARY ENGINEER

Effective Period  07/01/2011  01/01/2012
Supplemental Benefit Rate Per Hour:  $ 14.91  $ 15.44

Stationary Engineer Helper
Helper (Fireperson): Assists the Engineer operating, maintaining and repairing heating, ventilating and air conditioning equipment and other equipment incidental to the operation of the building.

Effective Period  07/01/2011  01/01/2012
Supplemental Benefit Rate Per Hour:  $ 14.57  $ 15.09

Vacation:
6 Months  3 Days
1 Year  10 Days
5 Years  15 Days
15 Years  20 Days
21 Years  21 Days
22 Years  22 Days
23 Years  23 Days
24 Years  24 Days
25 Years  25 Days

OVERTIME PAY
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

HOLIDAY
Paid:  See (5, 6) on HOLIDAY PAGE
Paid Holidays:
Plus six (6) floating holidays

Trash and Refuse Removal

JOB DESCRIPTION  Trash and Refuse Removal

Trash and Refuse Removal
ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES

Group #1 Rubbish & Garbage Trucks
1A: On closed body trucks with self-contained with self-contained loading unit up to and including 22 yard
1B: On open trucks, rack body, or trucks which have no self-contained mechanical loading device up to 22 yard capacity
1C: On one-container tractor hoist
1D: On 10-wheel, open trucks, container loaders, dino-master, over-cab loaders, rack body trucks, or any trucks 22 yards to and including 25 yards capacity
1E: On rubbish and garbage trucks (except as provided in Group 2 below) 26 yards to and including 31 yards capacity

Group #2 Roll-Off Trucks
2A: Single axle working non-compactor containers up to 15 yards capacity on rubbish and garbage removal only
2B: Roll-Off trucks other than those described in 2A up to and including 42 yards capacity
2C: On any Roll-Off truck with more than 42 yards capacity or any tractor trailer trucks

<table>
<thead>
<tr>
<th>Wages Per Hour</th>
<th>07/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group 1A</td>
<td></td>
</tr>
<tr>
<td>Chauffer</td>
<td>$26.60</td>
</tr>
<tr>
<td>Helper</td>
<td>26.36</td>
</tr>
<tr>
<td>Group 1B</td>
<td></td>
</tr>
<tr>
<td>Chauffer</td>
<td>26.91</td>
</tr>
<tr>
<td>Helper</td>
<td>26.70</td>
</tr>
<tr>
<td>Group 1C</td>
<td></td>
</tr>
<tr>
<td>Chauffer</td>
<td>26.91</td>
</tr>
<tr>
<td>No Helper</td>
<td></td>
</tr>
<tr>
<td>Group 1D</td>
<td></td>
</tr>
<tr>
<td>Chauffer</td>
<td>27.06</td>
</tr>
<tr>
<td>Helper</td>
<td>26.70</td>
</tr>
<tr>
<td>Group 1E</td>
<td></td>
</tr>
<tr>
<td>Chauffer</td>
<td>27.43</td>
</tr>
<tr>
<td>Helper</td>
<td>27.13</td>
</tr>
<tr>
<td>Group 2A</td>
<td></td>
</tr>
<tr>
<td>Chauffer</td>
<td>27.62</td>
</tr>
<tr>
<td>Helper</td>
<td>25.73</td>
</tr>
<tr>
<td>Group 2B</td>
<td></td>
</tr>
<tr>
<td>Chauffer</td>
<td>28.60</td>
</tr>
<tr>
<td>Helper</td>
<td>27.99</td>
</tr>
<tr>
<td>Group 2C</td>
<td></td>
</tr>
<tr>
<td>Chauffer</td>
<td>29.83</td>
</tr>
<tr>
<td>Helper</td>
<td>27.99</td>
</tr>
</tbody>
</table>

IMPORTANT NOTES:
- New Hire Drivers (hired after 11/30/05) shall be paid 80% of the Chauffer Wage for 1st year of employment and 90% of the Chauffer wage for the 2nd year of employment, full rate is paid after 2nd year of employment
- New Hire non CDL Helpers (hired after 11/30/05) shall be paid 75% of the Helper Wage for 1st year of employment, 80% of the Helper Wage for the 2nd year of employment, then 85% of the Helper Wage for all other years of employment
- Previous work experience in industry is considered when determining starting rate for Drivers
- Any Chauffer (except Group 1C) on a one-man route will receive an extra 2.5% increase in his base wage

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
FOR ALL CLASSIFICATIONS
Per hour paid up to 40 hours per week.

<table>
<thead>
<tr>
<th></th>
<th>7/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Employees</td>
<td>$10.74</td>
</tr>
</tbody>
</table>

VACATION
Annual vacations with pay in advance on the pay day before the vacation shall be given by the Employer to each employee as follows (not less than 40 hours for each week) at the Employee's regular rate of pay:
Time Served               Vacation with Pay
0-1 Year                   0 Weeks
1-2 Years                  1 Week
2-5 Years                  2 Weeks
5-15 Years                 3 Weeks
15-25 Years                4 Weeks
25+ Years                  5 Weeks

SICK LEAVE
Employees with 2 or more years of service shall earn 7 days Sick Leave every December 1st. All New Hire Employees (hired after 11/30/05) will earn Sick Leave at the rates listed below until they have completed 2 years of service.

New Hire Employee accrual schedule:
Time Served               Sick Accrued
6 Months                   2 days
12 Months                  3 days
18 Months                  3 days
24 Months                  See above

PERSONAL DAYS
All employees                          2 days

OVERTIME PAY
See (B, *E, **Q) on OVERTIME PAGE
(*) After eight (8) hours on Saturday, Double time is paid
(**) For holidays 11, 25, and 26, the 1st eight (8) hours are paid at time and one-half, then double time
Note:
- An employee working a Tue-Sat schedule will receive time and one half on Monday work up to eight (8) hours, then double time.

HOLIDAY
Paid:              See (5, 6, 11, 25, 26) on HOLIDAY PAGE
Overtime:            See (5, 6, 11, 25, 26) on HOLIDAY PAGE
Must work regularly scheduled workday before and after to be entitled to holiday pay.

07/01/2011

JOB DESCRIPTION  Trash and Refuse Removal
DISTRICT  1

ENTIRE COUNTIES
Bronx, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Suffolk, Westchester

WAGES
Per Hour:                   07/01/2011
Effective Period:           

MEDICAL WASTE REMOVAL

Driver (Chauffeur)    $ 20.30
Helper                  $ 16.00
Tractor Trailer Driver $ 22.80
Roll off Driver        $ 22.80
Line Haul Driver       $ 20.30

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
The following is required addition to the wages.

Rate per Hour:               07/01/2011
                          $ 7.45

Vacation:
OVERTIME PAY

Overtime Description:

The sixth day of work in a work week is paid at time and one-half the regular hourly rate, the seventh day of work in a work week is paid at double time the regular hourly rate. Time and one-half the regular rate for work on a holiday plus days pay for below paid holidays.

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

HOLIDAY

Paid Holidays:

New Year’s Day
President’s Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas

Importantly, the sixth day of work in a work week is paid at time and one-half the regular hourly rate, the seventh day of work in a work week is paid at double time the regular hourly rate. Time and one-half the regular rate for work on a holiday plus days pay for below paid holidays.

Window Cleaners

JOB DESCRIPTION Window Cleaners

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES

Effective Period: 7/01/2011
Wage Rate per Hour: $26.12

Power Operated Scaffolds, Manual Scaffolds, and Boatswain Chairs

Effective Period: 7/01/2011
Wage Rate per Hour: $28.37

Supplemental Benefits

Effective Period: 7/1/2011
Supplemental Benefit Rate per Hour: $8.68

Vacation
After 7 months but less than 1 year five (5) days
1 year but less than 5 years ten (10) days
<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Sick Leave Duration</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 years</td>
<td>fifteen (15) days</td>
</tr>
<tr>
<td>15 years</td>
<td>twenty (20) days</td>
</tr>
<tr>
<td>21 years</td>
<td>twenty-one (21) days</td>
</tr>
<tr>
<td>22 years</td>
<td>twenty-two (22) days</td>
</tr>
<tr>
<td>23 years</td>
<td>twenty-three (23) days</td>
</tr>
<tr>
<td>24 years</td>
<td>twenty-four (24) days</td>
</tr>
<tr>
<td>25 years or more</td>
<td>twenty-five (25) days</td>
</tr>
</tbody>
</table>

Plus 1 day per year for medical visit

**SICK LEAVE:**
10 days after one year worked.

**OVERTIME PAY**
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.

**HOLIDAY**
Paid: See (5, 6, 8, 10, 11, 16, 26) on HOLIDAY PAGE
Plus one Personal Day
Must work 2 days in week of Holiday for employer

**REGISTERED APPRENTICES**
Niagara County Article 9

Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/2011
$ 15.07

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $ 1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

JOB DESCRIPTION Fuel Oil Delivery

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11
$ 20.43

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $ 1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

JOB DESCRIPTION Guards, Watchmen

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11
$14.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Niagara

WAGES
Per hour: 07/01/11

$11.93

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11

$12.34

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment

JOB DESCRIPTION Moving Furniture and Equipment

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11 $20.43

Driver $20.43

Helper $11.97

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11 $22.67

$22.67

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/11 $15.00

$15.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES

07/01/2011

Trash, Recycling
Roll-Off and
Brush Drivers
$14.00

Thrower Helper
$10.00

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

07/01/2011

$5.34*

* Applies the 1st of the month after 30 days of service.

Supplemental benefits:

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY

See (B, B2, K) on OVERTIME PAGE

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

06/01/2012

Trash and Refuse Removal

JOB DESCRIPTION
Trash and Refuse Removal

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES

For use with Transfer Station Operation.

Per hour: 07/01/11

Indus. Truck Driver/Tractor Operator

$16.40

Laborer/ non-construction

$11.97

Conveyor operators and tenders
$14.18

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

<table>
<thead>
<tr>
<th>Window Cleaners</th>
<th>06/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>JOB DESCRIPTION</td>
<td>Window Cleaners</td>
</tr>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Allegany, Cattaraugus, Chautauqua, Erie, Niagara</td>
</tr>
<tr>
<td>WAGES</td>
<td>07/01/11</td>
</tr>
<tr>
<td>Per Hour:</td>
<td>$11.93</td>
</tr>
</tbody>
</table>

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S
Exterminators, Fumigators  

**JOB DESCRIPTION** Exterminators, Fumigators  

**DISTRICT** 1  

**ENTIRE COUNTIES** Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie  

**WAGES**  

Per hour: 07/01/11  

$12.30  

**IMPORTANT INFORMATION:**  

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.  

**SUPPLEMENTAL BENEFITS**  

Per hour worked: $1.75  

**OVERTIME PAY**  

See (B, B2) on OVERTIME PAGE  

**HOLIDAY**  

Paid: See (1) on HOLIDAY PAGE  

Fuel Oil Delivery  

**JOB DESCRIPTION** Fuel Oil Delivery  

**DISTRICT** 1  

**ENTIRE COUNTIES** Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie  

**WAGES**  

Per hour: 07/01/11  

$17.21  

**SUPPLEMENTAL BENEFITS**  

Per hour worked: $1.75  

**OVERTIME PAY**  

See (B, B2) on OVERTIME PAGE  

**HOLIDAY**  

Paid: See (1) on HOLIDAY PAGE  

Guards, Watchmen  

**JOB DESCRIPTION** Guards, Watchmen  

**DISTRICT** 1  

**ENTIRE COUNTIES** Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie  

**WAGES**  

Per hour: 07/01/11  

$14.65  

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2011</td>
<td>$10.40 per hr.</td>
</tr>
</tbody>
</table>

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:
1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)
Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50

Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

<table>
<thead>
<tr>
<th>Years of Work</th>
<th>Vacation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 year of work</td>
<td>1 week of vacation</td>
</tr>
<tr>
<td>2 years of work</td>
<td>2 weeks of vacation</td>
</tr>
<tr>
<td>3 years of work</td>
<td>2 weeks and 1 day vacation</td>
</tr>
<tr>
<td>4 years of work</td>
<td>2 weeks and 2 days vacation</td>
</tr>
<tr>
<td>5 years of work</td>
<td>2 weeks and 3 days vacation</td>
</tr>
</tbody>
</table>
6 years of work   2 weeks and 4 days vacation
7 years of work   3 weeks

Sick days are paid after 30 days probationary period.
Full time employees  3 sick days per year
Part time employees  2 sick days per year

2 paid personal days per year.

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE
Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

HOLIDAY
Paid:       See (*5, **6) on HOLIDAY PAGE
Overtime:   See (5, 6) on HOLIDAY PAGE
PLUS 4 floating holidays
(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance
DISTRICT 1
ENTIRE COUNTIES Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

WAGES
Per hour: 07/01/11
$11.86

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:        See (1) on HOLIDAY PAGE

Moving Furniture and Equipment 06/01/2012

JOB DESCRIPTION Moving Furniture and Equipment
DISTRICT 1
ENTIRE COUNTIES Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

WAGES
Per hour: 07/01/11
Driver $17.21
Helper $13.01

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer
ENTIRE COUNTIES Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie
WAGES Per hour: 07/01/11 $23.99

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal
ENTIRE COUNTIES Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates
WAGES
Trash, Recycling Roll-Off and Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
07/01/11 $5.34*

* Applies the 1st of the month after 30 days of service.
After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

---

**Trash and Refuse Removal**

**JOB DESCRIPTION** Trash and Refuse Removal

**ENTIRE COUNTIES**
Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

**WAGES**
For use with Transfer Station Operation.

<table>
<thead>
<tr>
<th>Wages:</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$14.42</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$13.01</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$13.65</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour paid: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

---

**Window Cleaners**

**JOB DESCRIPTION** Window Cleaners

**ENTIRE COUNTIES**
Fulton, Herkimer, Madison, Montgomery, Oneida, Schoharie

**WAGES**
Per hour: 07/01/11

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IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Onondaga County Article 9

Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>$18.82</td>
<td></td>
</tr>
</tbody>
</table>

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

| Per hour worked: | $1.75 |

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION Fuel Oil Delivery

ENTIRE COUNTIES Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>$19.28</td>
<td></td>
</tr>
</tbody>
</table>

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

| Per hour worked: | $1.75 |

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION Guards, Watchmen

ENTIRE COUNTIES Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/11</th>
</tr>
</thead>
</table>

1-NYS/R&S
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION
Janitor, Porter, Cleaners, Elevator Operator

DISTRIBUTION 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:

07/01/2011 $ 10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:
1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:

Article 9 §230.6. *Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)

Full Time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$ 2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
<tr>
<td>Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50

Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

1 year of work 1 week of vacation
<table>
<thead>
<tr>
<th>Years of Work</th>
<th>Vacation Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>2 weeks of vacation</td>
</tr>
<tr>
<td>3</td>
<td>2 weeks and 1 day vacation</td>
</tr>
<tr>
<td>4</td>
<td>2 weeks and 2 days vacation</td>
</tr>
<tr>
<td>5</td>
<td>2 weeks and 3 days vacation</td>
</tr>
<tr>
<td>6</td>
<td>2 weeks and 4 days vacation</td>
</tr>
<tr>
<td>7</td>
<td>3 weeks</td>
</tr>
</tbody>
</table>

Sick days are paid after 30 days probationary period.

- Full time employees: 3 sick days per year
- Part time employees: 2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**
Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

PLUS 4 floating holidays

(*) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer

Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.

Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

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**Landscaping Maintenance**

**JOB DESCRIPTION** Landscape Maintenance

**DISTRICT** 1

**ENTIRE COUNTIES**
Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**
Per hour: 07/01/11
$11.45

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

---

**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 1

**ENTIRE COUNTIES**
Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**
Per hour: 07/01/11
- Driver: $19.28
- Helper: $12.56
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour: 07/01/11
$26.07

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES
Trash, Recycling Roll-Off and Brush Drivers 07/01/11 $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
07/01/11
$5.34*
Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

---

**Trash and Refuse Removal** 06/01/2012

**JOB DESCRIPTION**  Trash and Refuse Removal

**ENTIRE COUNTIES**  Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**  For use with Transfer Station Operation.

Per hour: 07/01/11

Indus. Truck Driver/Tractor Operator  $15.09

Laborer/ non-construction  $12.56

Conveyor operators and tenders  $12.84

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour paid: (ALL) $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

---

**Window Cleaners** 06/01/2012

**JOB DESCRIPTION**  Window Cleaners

**ENTIRE COUNTIES**  Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**
7/01/2011

Per hour: $12.15

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Ontario County Article 9

Exterminators, Fumigators

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Exterminators, Fumigators</th>
</tr>
</thead>
<tbody>
<tr>
<td>DISTRICT</td>
<td>1</td>
</tr>
</tbody>
</table>

| ENTIRE COUNTIES   | Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates |

<table>
<thead>
<tr>
<th>WAGES</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Per hour:</td>
<td>07/01/11</td>
</tr>
<tr>
<td></td>
<td>$13.28</td>
</tr>
</tbody>
</table>

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Fuel Oil Delivery</th>
</tr>
</thead>
<tbody>
<tr>
<td>DISTRICT</td>
<td>1</td>
</tr>
</tbody>
</table>

| ENTIRE COUNTIES   | Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates |

<table>
<thead>
<tr>
<th>WAGES</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Per hour:</td>
<td>07/01/11</td>
</tr>
<tr>
<td></td>
<td>$17.52</td>
</tr>
</tbody>
</table>

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Guards, Watchmen</th>
</tr>
</thead>
<tbody>
<tr>
<td>DISTRICT</td>
<td>1</td>
</tr>
</tbody>
</table>

| ENTIRE COUNTIES   | Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates |

<table>
<thead>
<tr>
<th>WAGES</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Per hour:</td>
<td>07/01/11</td>
</tr>
</tbody>
</table>

Page 216
$12.93

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRIBUTION 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:

07/01/2011
$10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)
Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$ 2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50
Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

<table>
<thead>
<tr>
<th>Years of Work</th>
<th>Vacation Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1 week of vacation</td>
</tr>
<tr>
<td>2</td>
<td>2 weeks of vacation</td>
</tr>
<tr>
<td>3</td>
<td>2 weeks and 1 day vacation</td>
</tr>
<tr>
<td>4</td>
<td>2 weeks and 2 days vacation</td>
</tr>
<tr>
<td>5</td>
<td>2 weeks and 3 days vacation</td>
</tr>
<tr>
<td>6</td>
<td>2 weeks and 4 days vacation</td>
</tr>
<tr>
<td>7</td>
<td>3 weeks</td>
</tr>
</tbody>
</table>

Sick days are paid after 30 days probationary period.

- Full time employees: 3 sick days per year
- Part time employees: 2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**

See (B, B2, K) on OVERTIME PAGE

Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**

Paid:

- See (*5, **6) on HOLIDAY PAGE

Overtime:

- See (5, 6) on HOLIDAY PAGE

PLUS 4 floating holidays

(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer

Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.

Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

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**Landscape Maintenance** 06/01/2012

**JOB DESCRIPTION** Landscape Maintenance

**ENTIRE COUNTIES**
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**

Per hour: 07/01/11

$12.12

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

---

**Moving Furniture and Equipment** 06/01/2012

**JOB DESCRIPTION** Moving Furniture and Equipment

**ENTIRE COUNTIES**
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**

Per hour: 07/01/11
Driver
$17.52

Helper
$12.08

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$25.06

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
 Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES

07/01/2011

Trash, Recycling
Roll-Off and Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS

SUPPLEMENTAL BENEFITS

07/01/2011

$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
For use with Transfer Station Operation.

Wages:

07/01/11

Indus. Truck Driver/Tractor Operator

$15.12

Laborer/ non-construction

$12.08

Conveyor operators and tenders

$14.51

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE
Window Cleaners

JOB DESCRIPTION
Window Cleaners

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$11.87

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
JOB DESCRIPTION
Exterminators, Fumigators

DISTRICT 1

ENTIRE COUNTIES
Dutchess, Nassau, Orange, Putnam, Rockland, Suffolk, Sullivan, Westchester

WAGES
Per hour: 07/01/2011
$ 19.08

All work between 5pm and 7am an additional .40 per hour

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
The following are additional to the wage.

All supplements are based on 40hrs a week and start after 90 days.

Per hour worked:
Employees regularly scheduled more than 16 hours in a week: $ 6.37
Employees regularly scheduled more than 20 hours in a week: $ 8.76

After 1 full year with employer 10 sick days.

If hired before Feb 1, 2001 the following paid days off are required:
5 years - 15 years with employer 15 Days
15 + years 20 Days
additional day each year there after.

If hired after Feb. 1, 2001 the following paid days off are required:
During first 52 weeks with employer 5 Days
After first 52 weeks with employer 10 Days
After 10 years with employer 15 Days

OVERTIME PAY
See (B, B2) on OVERTIME PAGE
Hours worked on 6th consecutive day in week paid 1.5 times wage

Make-up day allowed if day missed during week without overtime pay required.

HOLIDAY
Paid: See (5, 6, 10, 11) on HOLIDAY PAGE
Overtime: See (5, 6, 10, 11) on HOLIDAY PAGE
If hired before Feb. 1, 2001

Employees Birthday
2 floating holidays and either Martin Luther King Day OR Yom Kippur

Employees hired after Feb 1, 2001 do not receive their birthday off and do not receive 2 floating holidays.

All work on Holiday at 1.5 times rate plus Holiday pay.

Fuel Oil Delivery

JOB DESCRIPTION
Fuel Oil Delivery

DISTRICT 1

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

1-32 BJ
### Guards, Watchmen

**WAGES**

- **Per hour:** 07/01/11
- $23.47

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

- **Per hour worked:** $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

- **Paid:** See (1) on HOLIDAY PAGE

### Janitor, Porter, Cleaners, Elevator Operator

**WAGES**

- **Per hour:** 07/01/11
- $13.66

**JOB DESCRIPTION**

**Entire Counties**

- Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

**SUPPLEMENTAL BENEFITS**

- **Per hour worked:** $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

- **Paid:** See (1) on HOLIDAY PAGE

**NOTE:** Duct cleaning is broken down into two separate functions.

1. The disassembly, re-assembly, and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9
IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Note: Employees retained by an Employer at a newly contracted location shall be given credit for length of service with predecessor employer(s) for all purpose including but not limited to Monetary Benefit entitlement, Vacation entitlement, Holiday entitlement, and Sick Leave entitlement.

MONETARY BENEFIT*

<table>
<thead>
<tr>
<th></th>
<th>07/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time**</td>
<td>$ 3.66</td>
</tr>
<tr>
<td>Part Time(hired after 12/31/07)</td>
<td>.63</td>
</tr>
<tr>
<td>Part Time(hired prior 01/01/08)</td>
<td>1.72</td>
</tr>
</tbody>
</table>

(*)Amounts are payable after 6 months employment and only on first 40 hrs unless note above applies to employee.

(**)FULL TIME defined employees regularly scheduled to work a minimum of 27.5 hours per week

SICK LEAVE

Beginning with an employee's seventh month of employment, all FULL-TIME employees are entitled to seven (7) sick days per calendar year, except in employee's first year of employment when he shall be entitled to a pro rated number of sick days for the time between the first day of his seventh month of employment to the end of the calendar year. All PART-TIME employees shall be entitled to five (5) sick days per calendar year.

VACATION LEAVE

<table>
<thead>
<tr>
<th>Time employed</th>
<th>Vacation Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>3 Days</td>
</tr>
<tr>
<td>1 Year</td>
<td>1 Week</td>
</tr>
<tr>
<td>2 Years</td>
<td>2 Weeks</td>
</tr>
<tr>
<td>5 Years</td>
<td>3 Weeks</td>
</tr>
<tr>
<td>15 Years</td>
<td>4 Weeks</td>
</tr>
<tr>
<td>25 Years</td>
<td>5 Weeks</td>
</tr>
</tbody>
</table>

Vacation pay is based upon the employee's regularly scheduled straight time hours in the 8 weeks immediately preceding the vacation period.

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

All work on 6th consecutive day paid at 1.5 times rate
All work on 7th consecutive day paid at 2 times rate

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE

Plus choice of either Presidents Day(25) or Martin Luther King, Jr. Day(26)

Plus an additional 2 Floating Holidays

In order to be eligible for holiday pay, an employee must work 2 days in week prior to the holiday and complete 60 day probation period. When any of the stated holidays shall fall on Saturday or Sunday, it shall be observed on the following Monday or preceding Friday, depending upon when the building is closed.

1-32 BJ

Landscaped Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES Per hour: 07/01/11

$14.82

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment

JOB DESCRIPTION Moving Furniture and Equipment

DISTRICT 1

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
Per hour: 07/01/11

Driver $23.47
Helper $13.02

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

DISTRICT 1

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Sullivan, Ulster, Westchester

WAGES
Per Hour: 07/01/2011 1/1/2012

Chief Engineer $57.89 59.62
Engineer $45.05 46.40
Mechanic $40.27 41.47

Additional 2% of rate for work done 3pm to 7 am.

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS

Benefits paid after 30 days

<table>
<thead>
<tr>
<th>Date</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2011</td>
<td>16.94</td>
</tr>
<tr>
<td>1/1/2012</td>
<td>17.72</td>
</tr>
</tbody>
</table>

(Paid up to 40 hrs a week)

Paid Time off:

- 13 paid days off each year - additional to Holidays or Other days off

Additional Days off paid (Time is with employer)

<table>
<thead>
<tr>
<th>Duration</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than (6) months</td>
<td>No entitlement</td>
</tr>
<tr>
<td>(6) months but less than (1)year</td>
<td>5 Days</td>
</tr>
<tr>
<td>(1) year but less than (5)years</td>
<td>15 Days</td>
</tr>
<tr>
<td>(5) years but less than (10)years</td>
<td>20 Days</td>
</tr>
<tr>
<td>(10) years but less than (20)years</td>
<td>25 Days</td>
</tr>
<tr>
<td>(1) additional day every 2 years</td>
<td></td>
</tr>
</tbody>
</table>

OVERTIME PAY

See (B, B2, F) on OVERTIME PAGE

- 2 times wage for 7th consecutive day
- 2 times wage for work in excess of 12 hours a day

HOLIDAY

Paid:

See (5, 6, 9, 11, 12, 15, 25) on HOLIDAY PAGE

Overtime:

See (5, 6, 9, 11, 12, 15, 25) on HOLIDAY PAGE

Holidays are additional paid days off.

If worked: 1.5 times wage plus Holiday straight rate.

Must work regularly scheduled day before and regularly scheduled day after Holiday to be paid for holiday.

Holidays that fall on Saturday are observed Friday, those that fall on Sunday are observed Monday. Paid on Observed day.

REGISTERED APPRENTICES

<table>
<thead>
<tr>
<th>Hire</th>
<th>$14.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>after 6 months</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 1 year</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 18 months</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 2 years</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 30 months</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>42 months</td>
<td>Full Rate</td>
</tr>
</tbody>
</table>

Trash and Refuse Removal

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
<th>District</th>
</tr>
</thead>
<tbody>
<tr>
<td>06/01/2012</td>
<td>Trash and Refuse Removal</td>
<td>1</td>
</tr>
</tbody>
</table>

ENTIRE COUNTIES

Orange, Putnam, Rockland, Sullivan

WAGES

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver</td>
<td>$21.98</td>
</tr>
<tr>
<td>Helper</td>
<td>$13.02</td>
</tr>
</tbody>
</table>

IMPORTANT INFORMATION:

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SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE
JOB DESCRIPTION  Trash and Refuse Removal  DISTRICT  1

ENTIRE COUNTIES
Bronx, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Suffolk, Westchester

WAGES
Per Hour:  07/01/2011

MEDICAL WASTE REMOVAL

Driver (Chauffeur)  $ 20.30
Helper  $ 16.00
Tractor Trailer Driver  $ 22.80
Roll off Driver  $ 22.80
Line Haul Driver  $ 20.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
The following is required addition to the wages.

Rate per Hour:  07/01/2011

$ 7.45

Vacation:
1 year of service but less than five years  (10) days
5 years of service but less than ten years  (15) days
10 years of service  (16) days
11 years of service  (17) days
12 years of service  (18) days
13 years of service  (19) days
14 years of service  (20) days
20 years of service  (21) days
21 years of service  (22) days
22 years of service  (23) days
23 years of service  (24) days
24 years of service  (25) days

Plus 5 Personal Days

OVERTIME PAY
Overtime Description:
The sixth day of work in a work week is paid at time and one-half the regular hourly rate, the seventh day of work in a work week is paid at double time the regular hourly rate. Time and one-half the regular rate for work on a holiday plus days pay for below paid holidays.

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

HOLIDAY
Paid Holidays:
New Year's Day
President's Day  
Memorial Day  
Independence Day  
Labor Day  
Thanksgiving Day  
Christmas

Trash and Refuse Removal  06/01/2012

**JOB DESCRIPTION**  Trash and Refuse Removal  
**DISTRICT**  1

**ENTIRE COUNTIES**  Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

**WAGES**  For use with Transfer Station Operation.

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$17.82</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$13.02</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$13.65</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
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**SUPPLEMENTAL BENEFITS**  
Per hour worked: $1.75

**OVERTIME PAY**  
See (B, B2) on OVERTIME PAGE

**HOLIDAY**  
Paid: See (1) on HOLIDAY PAGE

--

Window Cleaners  06/01/2012

**JOB DESCRIPTION**  Window Cleaners  
**DISTRICT**  1

**ENTIRE COUNTIES**  Dutchess, Orange, Putnam, Rockland, Sullivan, Westchester

**WAGES**  
07/01/2011

| Window Cleaner | $17.83 hr |

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**  
Note: Employees retained by an Employer at a newly contracted location shall be given credit for length of service with predecessor employer(s) for all purpose including but not limited to Monetary Benefit entitlement, Vacation entitlement, Holiday entitlement, and Sick Leave entitlement.

**MONETARY BENEFIT**  
07/01/2011

| Full Time** | $3.66 |
| Part Time(hired after 12/31/07) | .63 |
| Part Time(hired prior 01/01/08) | 1.72 |

(*)Amounts are payable after 6 months employment and only on first 40 hrs unless note above applies to employee.  
(**)FULL TIME defined employees regularly scheduled to work a minimum of 27.5 hours per week
SICK LEAVE

Beginning with an employee's seventh month of employment, all FULL-TIME employees are entitled to seven (7) sick days per calendar year, except in employee's first year of employment when he shall be entitled to a pro rated number of sick days for the time between the first day of his seventh month of employment to the end of the calendar year. All PART-TIME employees shall be entitled to five (5) sick days per calendar year.

VACATION LEAVE

<table>
<thead>
<tr>
<th>Time employed</th>
<th>Vacation Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>3 Days</td>
</tr>
<tr>
<td>1 Year</td>
<td>1 Week</td>
</tr>
<tr>
<td>2 Years</td>
<td>2 Weeks</td>
</tr>
<tr>
<td>5 Years</td>
<td>3 Weeks</td>
</tr>
<tr>
<td>15 Years</td>
<td>4 Weeks</td>
</tr>
<tr>
<td>25 Years</td>
<td>5 Weeks</td>
</tr>
</tbody>
</table>

Vacation pay is based upon the employee's regularly scheduled straight time hours in the 8 weeks immediately preceding the vacation period.

OVERTIME PAY

See (B, B2) on OVERTIME PAGE
All work on 6th consecutive day paid at 1.5 times rate
All work on 7th consecutive day paid at 2 times rate

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE
Plus choice of either Presidents Day(25) or Martin Luther King, Jr. Day(26)
Plus an additional 2 Floating Holidays

In order to be eligible for holiday pay, an employee must work 2 days in week prior to the holiday and complete 60 day probation period. When any of the stated holidays shall fall on Saturday or Sunday, it shall be observed on the following Monday or preceding Friday, depending upon when the building is closed.
Orleans County Article 9

Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$13.28

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

JOB DESCRIPTION Fuel Oil Delivery

ENTIRE COUNTIES Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$17.52

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

JOB DESCRIPTION Guards, Watchmen

ENTIRE COUNTIES Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES Genesee, Orleans, Wyoming

WAGES
Per hour: 07/01/11
$11.87

NOTE: Duct cleaning is broken down into two separate functions.
1. The Disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$12.12
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment 06/01/2012

JOB DESCRIPTION Moving Furniture and Equipment

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11

Driver $17.52

Helper $12.08

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11

$25.06

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal

DISTRICT 1

ENTIRE COUNTIES

Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES

07/01/2011

Trash, Recycling Roll-Off and Brush Drivers $14.00

Thrower Helper $10.00

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

07/01/2011

$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY

See (B, B2, K) on OVERTIME PAGE

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.
For use with Transfer Station Operation.

Wages: 07/01/11

Indus. Truck Driver/Tractor Operator

$15.12

Laborer/ non-construction

$12.08

Conveyor operators and tenders

$14.51

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

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Window Cleaners 06/01/2012

JOB DESCRIPTION Window Cleaners

DISTRICT 1

ENTIRE COUNTIES

Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES

Per hour: 07/01/11

$11.87

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE
Exterminators, Fumigators

**JOB DESCRIPTION**
Exterminators, Fumigators

**ENTIRE COUNTIES**
Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**

Per hour: 07/01/11

$18.82

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

**JOB DESCRIPTION**
Fuel Oil Delivery

**ENTIRE COUNTIES**
Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**

Per hour: 07/01/11

$19.28

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

**JOB DESCRIPTION**
Guards, Watchmen

**ENTIRE COUNTIES**
Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**

Per hour: 07/01/11
$13.56

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION
Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:

07/01/2011
$10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)
Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly schedules hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50

Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.
1 year of work 1 week of vacation
<table>
<thead>
<tr>
<th>Years of Work</th>
<th>Weeks of Vacation</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>2 and 1 day</td>
</tr>
<tr>
<td>4</td>
<td>2 and 2 days</td>
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<tr>
<td>5</td>
<td>2 and 3 days</td>
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<tr>
<td>6</td>
<td>2 and 4 days</td>
</tr>
<tr>
<td>7</td>
<td>3</td>
</tr>
</tbody>
</table>

Sick days are paid after 30 days probationary period.

- Full time employees: 3 sick days per year
- Part time employees: 2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**
Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

PLUS 4 floating holidays

(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer.

Any work on a paid Holiday is paid at time and one half plus the wage for the holiday. Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

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**Landscape Maintenance** 06/01/2012

**JOB DESCRIPTION** Landscape Maintenance

**ENTIRE COUNTIES** Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**

<table>
<thead>
<tr>
<th></th>
<th>07/01/11</th>
<th>$11.45</th>
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</thead>
</table>

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

---

**Moving Furniture and Equipment** 06/01/2012

**JOB DESCRIPTION** Moving Furniture and Equipment

**ENTIRE COUNTIES** Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**

<table>
<thead>
<tr>
<th></th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver</td>
<td>$19.28</td>
</tr>
<tr>
<td>Helper</td>
<td>$12.56</td>
</tr>
</tbody>
</table>
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE 1-NYS/R&S

### Stationary Engineer

**JOB DESCRIPTION**  Stationary Engineer

**DISTRICT** 1

**ENTIRE COUNTIES**
Cayuga, Cortland, Madison, Onondaga, Oswego

**WAGES**
Per hour: 07/01/11 $26.07

### Trash and Refuse Removal

**JOB DESCRIPTION**  Trash and Refuse Removal

**DISTRICT** 1

**ENTIRE COUNTIES**
 Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

**WAGES**
07/01/11

- Trash, Recycling Roll-Off and Brush Drivers $14.00
- Thrower Helper $10.00

**SUPPLEMENTAL BENEFITS**
07/01/11 $5.34*
* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal

DISTRICT  1

ENTIRE COUNTIES
Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
For use with Transfer Station Operation.

Per hour: 07/01/11

Indus. Truck Driver/Tractor Operator
$15.09

Laborer/ non-construction
$12.56

Conveyor operators and tenders
$12.84

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour paid:
(ALL) $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners 06/01/2012

JOB DESCRIPTION  Window Cleaners

DISTRICT  1

ENTIRE COUNTIES
Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
7/01/2011

Per hour: $12.15

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

WAGES
Per hour: 07/01/11

$12.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION Fuel Oil Delivery

ENTIRE COUNTIES Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

WAGES
Per hour: 07/01/11

$17.21

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION Guards, Watchmen

ENTIRE COUNTIES Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

WAGES
Per hour: 07/01/11

$14.65

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:

07/01/2011

$ 10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:
1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)
Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$ 2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50

Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

1 year of work 1 week of vacation
2 years of work 2 weeks of vacation
3 years of work 2 weeks and 1 day vacation
4 years of work 2 weeks and 2 days vacation
5 years of work 2 weeks and 3 days vacation
6 years of work 2 weeks and 4 days vacation
7 years of work 3 weeks

Sick days are paid after 30 days probationary period.
Full time employees 3 sick days per year
Part time employees 2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE
Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**
Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
PLUS 4 floating holidays
(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

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**Landscape Maintenance**

**JOB DESCRIPTION** Landscape Maintenance

**DISTRICT** 1

**ENTIRE COUNTIES**
Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

**WAGES**
Per hour: 07/01/11

$11.86

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

---

**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 1

**ENTIRE COUNTIES**
Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

**WAGES**
Per hour: 07/01/11

- **Driver** $17.21
- **Helper** $13.01

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer
06/01/2012

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

WAGES
Per hour: 07/01/11
$23.99

IMPORTANT INFORMATION:

Trash and Refuse Removal
06/01/2012

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES

Trash, Recycling Roll-Off and Brush Drivers
$14.00

Thrower Helper
$10.00

IMPORTANT INFORMATION:

Trash, Recycling Roll-Off and Brush Drivers
$14.00

Thrower Helper
$10.00

IMPORTANT INFORMATION:

Vacation pay:

* Applies the 1st of the month after 30 days of service.
After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

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**Trash and Refuse Removal**

**JOB DESCRIPTION** Trash and Refuse Removal

**DISTRICT** 1

**ENTIRE COUNTIES**
Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

**WAGES**
For use with Transfer Station Operation.

Wages: 07/01/11

- **Indus. Truck Driver/Tractor Operator**
  - $14.42

- **Laborer/ non-construction**
  - $13.01

- **Conveyor operators and tenders**
  - $13.65

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour paid: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

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**Window Cleaners**

**JOB DESCRIPTION** Window Cleaners

**DISTRICT** 1

**ENTIRE COUNTIES**
Broome, Chemung, Chenango, Delaware, Otsego, Schuyler, Steuben, Tioga, Tompkins

**WAGES**
Per hour: 07/01/11
$11.72

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES Dutchess, Nassau, Orange, Putnam, Rockland, Suffolk, Sullivan, Westchester

WAGES
Per hour: 07/01/2011
$ 19.08

All work between 5pm and 7am an additional .40 per hour

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
The following are additional to the wage.

All supplements are based on 40hrs a week and start after 90 days.

Per hour worked:
Employees regularly scheduled more than 16 hours in a week: $ 6.37
Employees regularly scheduled more than 20 hours in a week: $ 8.76

After 1 full year with employer 10 sick days.

If hired before Feb 1, 2001 the following paid days off are required:
5 years - 15 years with employer 15 Days
15 + years 20 Days
additional day each year there after.

If hired after Feb. 1, 2001 the following paid days off are required:
During first 52 weeks with employer 5 Days
After first 52 weeks with employer 10 Days
After 10 years with employer 15 Days

OVERTIME PAY
See (B, B2) on OVERTIME PAGE
Hours worked on 6th consecutive day in week paid 1.5 times wage
Make-up day allowed if day missed during week without overtime pay required.

HOLIDAY
Paid: See (5, 6, 10, 11) on HOLIDAY PAGE
Overtime: See (5, 6, 10, 11) on HOLIDAY PAGE
If hired before Feb. 1, 2001

Employees Birthday
2 floating holidays and either Martin Luther King Day OR Yom Kippur

Employees hired after Feb 1, 2001 do not receive their birthday off and do not receive 2 floating holidays.

All work on Holiday at 1.5 times rate plus Holiday pay.

Fuel Oil Delivery

JOB DESCRIPTION Fuel Oil Delivery

ENTIRE COUNTIES Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

OVERTIME PAGE
See (B, B2) on OVERTIME PAGE

HOLIDAY PAGE
See (5, 6, 10, 11) on HOLIDAY PAGE

If hired before Feb. 1, 2001

Employees Birthday
2 floating holidays and either Martin Luther King Day OR Yom Kippur

Employees hired after Feb 1, 2001 do not receive their birthday off and do not receive 2 floating holidays.

All work on Holiday at 1.5 times rate plus Holiday pay.
WAGES
Per hour: 07/01/11
$23.47

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION Guards, Watchmen
ENTIRE COUNTIES Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
Per hour: 07/01/11
$13.66

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator
ENTIRE COUNTIES Dutchess, Orange, Putnam, Rockland, Sullivan, Westchester

WAGES
Per hour: 07/01/11
Janitor $12.50 hr

NOTE: Duct cleaning is broken down into two seperate functions.
1. The Disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9
IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Note: Employees retained by an Employer at a newly contracted location shall be given credit for length of service with predecessor employer(s) for all purpose including but not limited to Monetary Benefit entitlement, Vacation entitlement, Holiday entitlement, and Sick Leave entitlement.

MONETARY BENEFIT*

<table>
<thead>
<tr>
<th></th>
<th>07/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time**</td>
<td>$3.66</td>
</tr>
<tr>
<td>Part Time(hired after 12/31/07)</td>
<td>.63</td>
</tr>
<tr>
<td>Part Time(hired prior 01/01/08)</td>
<td>1.72</td>
</tr>
</tbody>
</table>

(*)Amounts are payable after 6 months employment and only on first 40 hrs unless note above applies to employee.

(**)FULL TIME defined employees regularly scheduled to work a minimum of 27.5 hours per week

SICK LEAVE

Beginning with an employee's seventh month of employment, all FULL-TIME employees are entitled to seven (7) sick days per calendar year, except in employee's first year of employment when he shall be entitled to a pro rated number of sick days for the time between the first day of his seventh month of employment to the end of the calendar year. All PART-TIME employees shall be entitled to five (5) sick days per calendar year.

VACATION LEAVE

<table>
<thead>
<tr>
<th>Time employed</th>
<th>Vacation Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>3 Days</td>
</tr>
<tr>
<td>1 Year</td>
<td>1 Week</td>
</tr>
<tr>
<td>2 Years</td>
<td>2 Weeks</td>
</tr>
<tr>
<td>5 Years</td>
<td>3 Weeks</td>
</tr>
<tr>
<td>15 Years</td>
<td>4 Weeks</td>
</tr>
<tr>
<td>25 Years</td>
<td>5 Weeks</td>
</tr>
</tbody>
</table>

Vacation pay is based upon the employee's regularly scheduled straight time hours in the 8 weeks immediately preceding the vacation period.

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

All work on 6th consecutive day paid at 1.5 times rate

All work on 7th consecutive day paid at 2 times rate

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE

Plus choice of either Presidents Day(25) or Martin Luther King, Jr. Day(26)

Plus an additional 2 Floating Holidays

In order to be eligible for holiday pay, an employee must work 2 days in week prior to the holiday and complete 60 day probation period. When any of the stated holidays shall fall on Saturday or Sunday, it shall be observed on the following Monday or preceding Friday, depending upon when the building is closed.

1-32 BJ

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

DISTRIBUTION 1

ENTIRE COUNTIES Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES

Per hour: 07/01/11

$14.82

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment 06/01/2012

JOB DESCRIPTION Moving Furniture and Equipment

DISTRIBUTION 1

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
Per hour: 07/01/11

Driver $23.47
Helper $13.02

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer

DISTRIBUTION 1

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Sullivan, Ulster, Westchester

WAGES
Per Hour: 07/01/2011 1/1/2012

Chief Engineer $57.89 59.62
Engineer $45.05 46.40
Mechanic $40.27 41.47

Additional 2% of rate for work done 3pm to 7 am.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS

Benefits paid after 30 days

<table>
<thead>
<tr>
<th>07/01/2011</th>
<th>1/1/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paid up to 40 hrs a week</td>
<td>16.94</td>
</tr>
</tbody>
</table>

(Paid up to 40 hrs a week)

Paid Time off:

13 paid days off each year - additional to Holidays or Other days off

Additional Days off paid (Time is with employer)

<table>
<thead>
<tr>
<th>Less than (6) months</th>
<th>No entitlement</th>
</tr>
</thead>
<tbody>
<tr>
<td>(6) months but less than (1) year</td>
<td>5 Days</td>
</tr>
<tr>
<td>(1) year but less than (5) years</td>
<td>15 Days</td>
</tr>
<tr>
<td>(5) years but less than (10) years</td>
<td>20 Days</td>
</tr>
<tr>
<td>(10) years but less than (20) years</td>
<td>25 Days</td>
</tr>
<tr>
<td>(1) additional day every 2 years</td>
<td></td>
</tr>
</tbody>
</table>

OVERTIME PAY

See (B, B2, F) on OVERTIME PAGE

2 times wage for 7th consecutive day
2 times wage for work in excess of 12 hours a day

HOLIDAY

Paid: See (5, 6, 9, 11, 12, 15, 25) on HOLIDAY PAGE
Overtime: See (5, 6, 9, 11, 12, 15, 25) on HOLIDAY PAGE

Holidays are additional paid days off.

If worked: 1.5 times wage plus Holiday straight rate.

Must work regularly scheduled day before and regularly scheduled day after Holiday to be paid for holiday.

Holidays that fall on Saturday are observed Friday, those that fall on Sunday are observed Monday. Paid on Observed day.

REGISTERED APPRENTICES

<table>
<thead>
<tr>
<th>Hire</th>
<th>$14.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>after 6 months</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 1 year</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 18 months</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 2 years</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 30 months</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>42 months</td>
<td>Full Rate</td>
</tr>
</tbody>
</table>

Trash and Refuse Removal

JOB DESCRIPTION  Trash and Refuse Removal

ENTIRE COUNTIES  Orange, Putnam, Rockland, Sullivan

WAGES

Per hour: 07/01/11

| Driver | $21.98 |
| Helper | $13.02 |

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE
Trash and Refuse Removal

JOB DESCRIPTION  Trash and Refuse Removal

ENTIRE COUNTIES
Bronx, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Suffolk, Westchester

WAGES

Per Hour: 07/01/2011

MEDICAL WASTE REMOVAL

Driver (Chauffeur)  $ 20.30
Helper  $ 16.00
Tractor Trailer Driver  $ 22.80
Roll off Driver  $ 22.80
Line Haul Driver  $ 20.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
The following is required addition to the wages.

Rate per Hour: 07/01/2011  $ 7.45

Vacation:

1 year of service
but less than five years  (10) days
5 years of service
but less than ten years  (15) days
10 years of service  (16) days
11 years of service  (17) days
12 years of service  (18) days
13 years of service  (19) days
14 years of service  (20) days
20 years of service  (21) days
21 years of service  (22) days
22 years of service  (23) days
23 years of service  (24) days
24 years of service  (25) days

Plus 5 Personal Days

OVERTIME PAY
Overtime Description:
The sixth day of work in a work week is paid at time and one-half the regular hourly rate, the seventh day of work in a work week is paid at double time the regular hourly rate. Time and one-half the regular rate for work on a holiday plus days pay for below paid holidays.

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

HOLIDAY
Paid Holidays:

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

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
For use with Transfer Station Operation.

Per hour: 07/01/11

Indus. Truck Driver/Tractor Operator $17.82
Laborer/ non-construction $13.02
Conveyor operators and tenders $13.65

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S - Trans.Station.Ops

Window Cleaners 06/01/2012

JOB DESCRIPTION  Window Cleaners

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Westchester

WAGES
07/01/2011

Window Cleaner $17.83 hr

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Note: Employees retained by an Employer at a newly contracted location shall be given credit for length of service with predecessor employer(s) for all purpose including but not limited to Monetary Benefit entitlement, Vacation entitlement, Holiday entitlement, and Sick Leave entitlement.

MONETARY BENEFIT*

07/01/2011

Full Time** $3.66
Part Time(hired after 12/31/07) .63
Part Time(hired prior 01/01/08) 1.72

(*)Amounts are payable after 6 months employment and only on first 40 hrs unless note above applies to employee.
(**)FULL TIME defined employees regularly scheduled to work a minimum of 27.5 hours per week
SICK LEAVE

Beginning with an employee's seventh month of employment, all FULL-TIME employees are entitled to seven (7) sick days per calendar year, except in employee's first year of employment when he shall be entitled to a pro rated number of sick days for the time between the first day of his seventh month of employment to the end of the calendar year. All PART-TIME employees shall be entitled to five (5) sick days per calendar year.

VACATION LEAVE

<table>
<thead>
<tr>
<th>Time employed</th>
<th>Vacation Earned</th>
</tr>
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</tr>
<tr>
<td>5 Years</td>
<td>3 Weeks</td>
</tr>
<tr>
<td>15 Years</td>
<td>4 Weeks</td>
</tr>
<tr>
<td>25 Years</td>
<td>5 Weeks</td>
</tr>
</tbody>
</table>

Vacation pay is based upon the employee's regularly scheduled straight time hours in the 8 weeks immediately preceding the vacation period.

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

All work on 6th consecutive day paid at 1.5 times rate
All work on 7th consecutive day paid at 2 times rate

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE

Plus choice of either Presidents Day(25) or Martin Luther King, Jr. Day(26)

Plus an additional 2 Floating Holidays

In order to be eligible for holiday pay, an employee must work 2 days in week prior to the holiday and complete 60 day probation period.

When any of the stated holidays shall fall on Saturday or Sunday, it shall be observed on the following Monday or preceding Friday, depending upon when the building is closed.
JOB DESCRIPTION  Exterminators, Fumigators

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES
EXTERMINATOR

Effective Period: 7/1/2011
Wage Rate per Hour: $23.82

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 ($18.00) 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.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
This is an additional required amount.
All supplements are based on a 40 hour work week and start after 90 days.

Per Hour:
Employees regularly scheduled more than 16 hours in a week: $6.37
Employees regularly scheduled more than 20 hours in a week: $8.76

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
After the employee's first 52 weeks of employment ten (10) days
After 5 years employment fifteen (15) days
After 15 years 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
After the first 52 weeks of employment ten (10) days
After 10 years of employment fifteen (15) days

Page 255
SICK LEAVE:

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

OVERTIME PAY

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.

HOLIDAY

Paid: See (5, 6, 10, 11) on HOLIDAY PAGE

Employee's Birthday

Two (2) additional holidays as floating holidays

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

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

JOB DESCRIPTION

Fire Safety Director - NYC Only

DISTRICT 1

ENTIRE COUNTIES

Bronx, Kings, New York, Queens, Richmond

WAGES

****IMPORTANT****

Fire Safety Director rates for use in NYC ONLY.

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

Wage Rate per Hour: 07/01/2011

Class A $ 22.65*
Class B 22.62*
Class C 22.57*

*Additional lump-sum bonus of $500.00 per year.

NEW HIRE: 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.

Any employee who was employed in the industry as of February 3, 1996 shall receive the full minimum rate from the date of hire.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

This is an additional required amount.

All supplements start after 3 months.

Employees regularly scheduled more than 16 hours a week:

$ 6.37

Employees regularly scheduled more than 20 hours a week:

8.76

New hires regularly scheduled more than 20 hours a week

After 3rd month-12th month:
6.37

after 12th month-24th month:

8.44

after 24 months:

8.76

Vacation

<table>
<thead>
<tr>
<th>Period of Work</th>
<th>Vacation Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 6 months</td>
<td>no vacation</td>
</tr>
<tr>
<td>6 months of work</td>
<td>three days</td>
</tr>
<tr>
<td>1 year of work</td>
<td>ten days</td>
</tr>
<tr>
<td>5 years of work</td>
<td>fifteen days</td>
</tr>
<tr>
<td>15 years of work</td>
<td>twenty days</td>
</tr>
<tr>
<td>21 years of work</td>
<td>twenty-one days</td>
</tr>
<tr>
<td>22 years of work</td>
<td>twenty-two days</td>
</tr>
<tr>
<td>23 years of work</td>
<td>twenty-three days</td>
</tr>
<tr>
<td>24 years of work</td>
<td>twenty-four days</td>
</tr>
<tr>
<td>25 years or more</td>
<td>twenty-five days</td>
</tr>
</tbody>
</table>

Plus 2 Personal Days per year.

Plus 10 Sick Days per year after one full year with employer based on a 40 hour work week.

**OVERTIME PAY**

See (B, B2, F) on OVERTIME PAGE

Holidays are paid days off and are additional to above amounts.

**HOLIDAY**

Paid:

See (5, 6, 8, 11, 16, 25) on HOLIDAY PAGE

Holidays that fall on Saturday are observed the previous Friday. Those that fall on Sunday are observed the next Monday.

---

**Fuel Oil Delivery**

**JOB DESCRIPTION**  Fuel Oil Delivery

**DISTRICT**  1

**ENTIRE COUNTIES**

Bronx, Kings, New York, Queens, Richmond

**WAGES**

Rate Per Hour:

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur

<table>
<thead>
<tr>
<th>Period of Hire</th>
<th>07/01/2011</th>
<th>12/16/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hired before Jan 1, 2011</td>
<td>$29.61</td>
<td>$30.11</td>
</tr>
<tr>
<td>Hired on or after Jan 1, 2011</td>
<td>$21.00</td>
<td>$21.50</td>
</tr>
<tr>
<td>1st Year</td>
<td>$23.00</td>
<td>$23.50</td>
</tr>
<tr>
<td>2nd Year</td>
<td>$25.00</td>
<td>$25.50</td>
</tr>
<tr>
<td>3rd Year</td>
<td>$27.00</td>
<td>$27.50</td>
</tr>
<tr>
<td>4th Year</td>
<td>$29.61</td>
<td>$30.11</td>
</tr>
</tbody>
</table>

Serviceperson 'Class A'

<table>
<thead>
<tr>
<th>Period of Hire</th>
<th>07/01/2011</th>
<th>12/16/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$29.86</td>
<td>$30.36</td>
</tr>
</tbody>
</table>

NOTE: Night work rate - Additional $10.00 per night forty-five (45) days after hire.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal fficer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

These are additional to the wages above for both Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur and Serviceperson.

Rate Per Hour:
VACATION:

1 to 9 Years
Worked 75 days in preceding 12 months
  5 days
Worked 110 days in preceding 12 months
  10 days

10 Consecutive Years
Worked 75 days in preceding 12 months
  10 days
Worked 90 days in preceding 12 months
  15 days

15 Consecutive Years
Worked 100 continuous days in preceding 12 months
  20 days

SICK:
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.

OVERTIME PAY
See (B, E, P) on OVERTIME PAGE

HOLIDAY
Paid:
See (5, 6, 7, 11, 12, 26) on HOLIDAY PAGE
NOTE: Must work 2 days in week of paid holiday.

If work performed on 5, 7, 11, 12, 26 holidays - holiday pay plus 1 day's pay; 2x hourly rate after 8 hours
If work performed on 6 holiday - holiday pay plus 2 day's pay
If work 5, 7, 11, 12, 26 holiday on Saturday & work performed - holiday pay plus plus 1 day's pay; 2 1/2x hourly rate after 8 hours
If work 6 holiday on Saturday & work performed - holiday pay plus 2 regular day's pay; 3x hourly rate after 8 hours

Guards, Watchmen

JOB DESCRIPTION Guards, Watchmen

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES
Per Hour: 7/1/2011
SECURITY GUARD (ARMED) $27.50
SECURITY GUARD (UNARMED)

0 - 6 months $12.35
7 - 12 months $12.85
13 - 18 months $13.35
19 - 24 months $13.85
more than 24 months $14.35

All Time is considered as:
Months of employment shall be defined as an Employee's length of service with the Employer.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
This is required in addition to the wage above:
Supplemental Benefits shall be paid for each hour paid, up to forty (40) paid hours per week.

Effective Period: 07/01/2011
Work more than 2 days a week $ 3.92
Additional after 30 days with employer .28
Additional after 2 years with employer .36
Work less than 2 days per week after
30 days with employer .28

Vacation

Months on payroll - Vacation with Pay

<table>
<thead>
<tr>
<th>Months on Payroll</th>
<th>Vacation Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>3 days</td>
</tr>
<tr>
<td>12</td>
<td>5 days</td>
</tr>
<tr>
<td>24</td>
<td>10 days</td>
</tr>
<tr>
<td>60</td>
<td>15 days</td>
</tr>
<tr>
<td>180</td>
<td>20 days</td>
</tr>
<tr>
<td>300</td>
<td>25 days</td>
</tr>
</tbody>
</table>

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.

OVERTIME PAY
Overtime - Armed and Unarmed

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

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.

HOLIDAY
Paid: See (5, 6, 25) on HOLIDAY PAGE
Paid Holidays (non-probationary)

Employee must work their last regularly scheduled day before and next regularly scheduled day after.

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION
Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES
Office Building Class "A" Cleaner/Porter, Elevator Operator (Over 280,000 square feet gross area)
Office Building Class "B" Cleaner/Porter, Elevator Operator (Over 120,000 and less than 280,000 square feet gross area)
Office Building Class "C" Cleaner/Porter, Elevator Operator (Less than 120,000 square feet gross area)

Wage Rate per Hour: 07/01/2011
Class A $ 22.65
Class B 22.62
Class C 22.57

NEW HIRE: 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.
Any employee who was employed in the industry as of February 3, 1996 shall receive the full minimum rate from the date of hire.
VACATION RELIEF EMPLOYEE: Employees hired to replace vacationing employees only, may be paid 60% of wage and no benefits for up to 5 months.

NOTE: Duct cleaning is broken down into two separate functions.
1. The Disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
This is an additional required amount.

All supplements start after 3 months.

Employees regularly scheduled more than 16 hours a week: $6.37
Employees regularly scheduled more than 20 hours a week: 8.76

New hires regularly scheduled more than 20 hours a week
After 3rd month-12th month: 6.37
after 12th month-24th month: 8.44
after 24 months: 8.76

Vacation
Less than 6 months of work... no vacation
6 months of work........three days
1 year of work.........ten days
5 years of work........fifteen days
15 years of work........twenty days
21 years of work........twenty-one days
22 years of work........twenty-two days
23 years of work........twenty-three days
24 years of work........twenty-four days
25 years or more twenty-five days

Plus two Personal Days per year.

Plus 10 Sick Days per year after one full year with employer based on a 40 hour work week.

OVERTIME PAY
See (B, B2, F) on OVERTIME PAGE
Holidays are paid days off and are additional to above amounts.

HOLIDAY
Paid: See (5, 6, 8, 11, 16, 25) on HOLIDAY PAGE
Holidays that fall on Saturday are observed the previous Friday. Those that fall on Sunday are observed the next Monday.

1-32 BJ

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES
Per hour: 07/01/11
$16.52

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY

Moving Furniture and Equipment 06/01/2012

JOB DESCRIPTION Moving Furniture and Equipment

DISTRICT 1

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES

Per Hour: 07/01/2011

Furniture Mover
Driver - Tractor Trailer $22.70
Driver - Straight Truck 22.53
Driver - Casual 13.00
Mover Assistant 20.93
Mover Assistant Casual 12.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per Hour:
Driver - Tractor Trailer and Straight Truck and Furniture Mover Assistant $10.91

Supplemental Note: Casual workers shall include only those workers who have worked less than 600 hours during the previous calendar year. Casual workers do not receive travel time, paid vacations, or paid holidays. Any casual worker who works more than 600 hours in a calendar year will be considered a Furniture Mover effective May 1st of the following year and thereafter and will be eligible for benefits.

Vacation

<table>
<thead>
<tr>
<th>Days Work</th>
<th>Vacation Earned (Per day worked)</th>
</tr>
</thead>
<tbody>
<tr>
<td>30 to 124 days</td>
<td>.0333</td>
</tr>
<tr>
<td>125 to 144 days</td>
<td>.0400</td>
</tr>
<tr>
<td>145 to 154 days</td>
<td>.0483</td>
</tr>
<tr>
<td>155 to 174 days</td>
<td>.0516</td>
</tr>
<tr>
<td>175 days</td>
<td>.0571</td>
</tr>
</tbody>
</table>

(Maximum ten days)

OVERTIME PAY

Overtime Description

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.

HOLIDAY

Paid Holidays:

Workers with more than five years are paid for the following Holidays: New Year's Day, Memorial Day, Independence's Day, Labor Day, Thanksgiving Day, Christmas Day.

Workers who have worked three days during the calendar week in which a Holiday occurs are paid for the following Holidays: Martin Luther King Jr. Day, Washington's Birthday, Good Friday, Veteran's Day, Day after Thanksgiving.
JOB DESCRIPTION  Stationary Engineer  

DISTRICT  1

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES
STATIONARY ENGINEER

Effective Period  07/01/2011  01/01/2012
Wage Rate Per Hour  $33.48  $34.15

Stationary Engineer Helper
Helper (Fireperson): Assists the Engineer operating, maintaining and repairing heating, ventilating and air conditioning equipment and other equipment incidental to the operation of the building.

Effective Period  07/01/2011  01/01/2012
Wage Rate Per Hour  $26.07  $26.59

IMPORTANT INFORMATION:
Article 9 §230.6. “Prevailing wage” means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
STATIONARY ENGINEER

Effective Period  07/01/2011  01/01/2012
Supplemental Benefit Rate Per Hour:  $14.91  $15.44

Stationary Engineer Helper
Helper (Fireperson): Assists the Engineer operating, maintaining and repairing heating, ventilating and air conditioning equipment and other equipment incidental to the operation of the building.

Effective Period  07/01/2011  01/01/2012
Supplemental Benefit Rate Per Hour:  $14.57  $15.09

Vacation:

6 Months  3 Days
1 Year  10 Days
5 Years  15 Days
15 Years  20 Days
21 Years  21 Days
22 Years  22 Days
23 Years  23 Days
24 Years  24 Days
25 Years  25 Days

OVERTIME PAY
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

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Paid Holidays: Plus six (6) floating holidays

Trash and Refuse Removal  06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal  

DISTRICT  1
ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES

Group #1 Rubbish & Garbage Trucks

1A: On closed body trucks with self-contained with self-contained loading unit up to and including 22 yard

1B: On open trucks, rack body, or trucks which have no self-contained mechanical loading device up to 22 yard capacity

1C: On one-container tractor hoist

1D: On 10-wheel, open trucks, container loaders, dino-master, over-cab loaders, rack body trucks, or any trucks 22 yards to and including 25 yards capacity

1E: On rubbish and garbage trucks (except as provided in Group 2 below) 26 yards to and including 31 yards capacity

Group #2 Roll-Off Trucks

2A: Single axle working non-compactor containers up to 15 yards capacity on rubbish and garbage removal only

2B: Roll-Off trucks other than those described in 2A up to and including 42 yards capacity

2C: On any Roll-Off truck with more than 42 yards capacity or any tractor trailer trucks

Wages Per Hour

07/01/2011

Group 1A
Chauffer $26.60
Helper 26.36

Group 1B
Chauffer 26.91
Helper 26.70

Group 1C
Chauffer 26.91

Group 1D
Chauffer 27.06
Helper 26.70

Group 1E
Chauffer 27.43
Helper 26.70

Group 2A
Chauffer 27.62
Helper 25.73

Group 2B
Chauffer 28.60
Helper 27.99

Group 2C
Chauffer 29.83
Helper 27.99

IMPORTANT NOTES:
- New Hire Drivers (hired after 11/30/05) shall be paid 80% of the Chauffer Wage for 1st year of employment and 90% of the Chauffer wage for the 2nd year of employment, full rate is paid after 2nd year of employment
- New Hire non CDL Helpers (hired after 11/30/05) shall be paid 75% of the Helper Wage for 1st year of employment, 80% of the Helper Wage for the 2nd year of employment, then 85% of the Helper Wage for all other years of employment
- Previous work experience in industry is considered when determining starting rate for Drivers
- Any Chauffer (except Group 1C) on a one-man route will receive an extra 2.5% increase in his base wage

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
FOR ALL CLASSIFICATIONS
Per hour paid up to 40 hours per week.

7/01/2011

All Employees: $10.74

VACATION
Annual vacations with pay in advance on the pay day before the vacation shall be given by the Employer to each employee as follows (not less than 40 hours for each week) at the Employee's regular rate of pay:
SICK LEAVE
Employees with 2 or more years of service shall earn 7 days Sick Leave every December 1st. All New Hire Employees (hired after 11/30/05) will earn Sick Leave at the rates listed below until they have completed 2 years of service.

New Hire Employee accrual schedule:

<table>
<thead>
<tr>
<th>Time Served</th>
<th>Sick Accrued</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>2 days</td>
</tr>
<tr>
<td>12 Months</td>
<td>3 days</td>
</tr>
<tr>
<td>18 Months</td>
<td>3 days</td>
</tr>
<tr>
<td>24 Months</td>
<td>See above</td>
</tr>
</tbody>
</table>

PERSONAL DAYS
All employees 2 days

OVERTIME PAY
See (B, *E, **Q) on OVERTIME PAGE
(*) After eight (8) hours on Saturday, Double time is paid
(**) For holidays 11, 25, and 26, the 1st eight (8) hours are paid at time and one-half, then double time

Note:
- An employee working a Tue-Sat schedule will receive time and one half on Monday work up to eight (8) hours, then double time.

HOLIDAY
Paid: See (5, 6, 11, 25, 26) on HOLIDAY PAGE
Overtime: See (5, 6, 11, 25, 26) on HOLIDAY PAGE
Must work regularly scheduled workday before and after to be entitled to holiday pay.

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal
ENTIRE COUNTIES Bronx, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Suffolk, Westchester
WAGES
Per Hour:
Effective Period: 07/01/2011

MEDICAL WASTE REMOVAL

Driver (Chauffeur) $20.30
Helper $16.00
Tractor Trailer Driver $22.80
Roll off Driver $22.80
Line Haul Driver $20.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
The following is required addition to the wages.

Rate per Hour: $7.45

Vacation:
1 year of service but less than five years (10) days
5 years of service but less than ten years (15) days
10 years of service (16) days
11 years of service (17) days
12 years of service (18) days
13 years of service (19) days
14 years of service (20) days
15 years of service (21) days
20 years of service (22) days
21 years of service (23) days
22 years of service (24) days
23 years of service (25) days
24 years of service (26) days
Plus 5 Personal Days

**OVERTIME PAY**
Overtime Description:

The sixth day of work in a work week is paid at time and one-half the regular hourly rate, the seventh day of work in a work week is paid at double time the regular hourly rate. Time and one-half the regular rate for work on a holiday plus days pay for below paid holidays.

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

**HOLIDAY**
Paid Holidays:

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

**Window Cleaners** 06/01/2012

**JOB DESCRIPTION** Window Cleaners

**ENTIRE COUNTIES**
Bronx, Kings, New York, Queens, Richmond

**WAGES**
Window Cleaner

<table>
<thead>
<tr>
<th>Effective Period:</th>
<th>7/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage Rate per Hour:</td>
<td>$26.12</td>
</tr>
</tbody>
</table>

Power Operated Scaffolds, Manual Scaffolds, and Boatswain Chairs

<table>
<thead>
<tr>
<th>Effective Period:</th>
<th>7/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage Rate per Hour:</td>
<td>$28.37</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Window Cleaner/Power Operated Scaffolds, Manual Scaffolds, and Boatswain Chairs

<table>
<thead>
<tr>
<th>Effective Period:</th>
<th>7/1/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supplemental Benefit Rate per Hour:</td>
<td>$8.68</td>
</tr>
</tbody>
</table>

**Vacation**
After 7 months but less than 1 year five (5) days
1 year but less than 5 years ten (10) days
5 years of service but less than 15 years  
15 years of service but less than 21 years  
21 years  
22 years  
23 years  
24 years  
25 years or more  
Plus 1 day per year for medical visit

SICK LEAVE:  
10 days after one year worked.

OVERTIME PAY
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.

HOLIDAY
Paid:  
See (5, 6, 8, 10, 11, 16, 26) on HOLIDAY PAGE
Plus one Personal Day  
Must work 2 days in week of Holiday for employer

REGISTERED APPRENTICES

1-32 BJ
Exterminators, Fumigators

JOB DESCRIPTION  Exterminators, Fumigators

ENTIRE COUNTIES

WAGES
Per hour: 07/01/2011
$ 14.15

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $ 1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

JOB DESCRIPTION  Fuel Oil Delivery

ENTIRE COUNTIES

WAGES
Per hour: 07/01/2011
$20.30

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $ 1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

JOB DESCRIPTION  Guards, Watchmen

ENTIRE COUNTIES

WAGES
Per hour: 07/01/2011
$13.93
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator    DISTRICT 1

ENTIRE COUNTIES
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Schoharie

WAGES
07/01/2011

Janitorial Start $9.25
After 90 Days 9.75
Floor Maintenance +.50

NOTE:

DUCT CLEANING IS BROKEN DOWN INTO TWO SEPERATE FUNCTIONS

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8

2. The actual cleaning of the duct which is covered by Article 9

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Supplements:

Note: Full time 31 or more regularly scheduled hrs per week
Part Time 30 or less regularly scheduled hrs per week

Health Care:

FULL TIME ONLY: Only on first 40 hrs a week.

07/01/2011

$ 3.58

Vacation with pay based upon employees anniversary date or hire as follows:

1 year of work 5 working days
3 years of work 10 working days
4 years of work 11 working days
6 years of work 12 working days
10 years of work 15 working days
Sick days are earned after 90 day probationary period at the following rate:
Full time employees accrue 1 sick day for every 4 months worked up to a maximum of 6 sick days.
Part time employees accrue 1 sick day for every 6 months worked up to a maximum of 4 sick days.

OVERTIME PAY
See (B, B2, R) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
Plus Employees Birthday
Note: Above Holidays paid after 3 months with employer
Plus after one year of service Full Time employees receive 3 Floating Holidays and Part Time receive one Floating Holiday.

Additional supplements are not required.
Holidays that fall on weekends are observed on Friday or Monday.

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

WAGES
Per hour: 07/01/11
$12.61

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment 06/01/2012

JOB DESCRIPTION Moving Furniture and Equipment

WAGES
Per hour: 07/01/11
Driver $20.30
Helper $13.70

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS

Per hour paid: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

06/01/2012

JOB DESCRIPTION Stationary Engineer

DISTRICT 1

ENTIRE COUNTIES


WAGES

Per hour: 07/01/11

$24.30

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal

06/01/2012

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 1

ENTIRE COUNTIES


WAGES

Per hour: 7/01/2011

Chauffer/Truck Driver (CDL only) $15.95*

Helper (NON-CDL Only) $14.87*

*Probationary (First 75 working days) receive $1.00 less for both rates.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Benefits paid to non-probationary employees: 7/01/2011

Single $3.06

Two in family $5.91

Three or more in family $8.04
In addition to above amounts per hour (up to 40 hrs a week) for all employees including probationary employees:

$1.06

Vacation is earned by employees working at least 150 days in the last 12 consecutive months:

- After completing 12 Months of service (1 yr) 1 Week
- After completing 36 Months of service (3 yrs) 2 Weeks
- After completing 120 Months of service (10 yrs) 3 Weeks
- After completing 180 Months of service (15 yrs) 3 Weeks 1 Day
- After completing 192 Months of service (16 yrs) 3 Weeks 2 Days
- After completing 204 Months of service (17 yrs) 3 Weeks 3 Days
- After completing 216 Months of service (18 yrs) 3 Weeks 4 Days
- After completing 228 Months of service (19 yrs) 4 Weeks

*Vacation weekly pay shall be determined by taking the employees previous years W-2 Gross reported earnings and multiplying by 2.0%*

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Must work the last regularly scheduled day before and after holiday.

Holidays on a Saturday are observed on Friday, Holidays on a Sunday are observed on Monday.

Employee’s working at least 12 consecutive months and having worked 200 days will receive 5 floating holidays.

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**Trash and Refuse Removal**

**JOB DESCRIPTION** Trash and Refuse Removal

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**
For use with Transfer Station Operation.

<table>
<thead>
<tr>
<th>Per hour: 07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

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**Window Cleaners**

**JOB DESCRIPTION** Window Cleaners

**DISTRICT** 1

**ENTIRE COUNTIES**
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Washington
WAGES
Per hour: 07/01/11
$12.45

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS R&S
**Exterminators, Fumigators**

**JOB DESCRIPTION**  Exterminators, Fumigators

**ENTIRE COUNTIES**  Bronx, Kings, New York, Queens, Richmond

**WAGES**

**EXTERMINATOR**

- **Effective Period:** 7/1/2011
- **Wage Rate per Hour:** $23.82

**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 ($18.00) 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.

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

This is an additional required amount.

All supplements are based on a 40 hour work week and start after 90 days.

**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
- After the employee's first 52 weeks of employment: ten (10) days
- After 5 years employment: fifteen (15) days
- After 15 years 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
- After the first 52 weeks of employment: 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.

OVERTIME PAY

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.

HOLIDAY

Paid: See (5, 6, 10, 11) on HOLIDAY PAGE

Employee's Birthday

Two (2) additional holidays as floating holidays

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

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

Fire Safety Director - NYC Only

06/01/2012

JOB DESCRIPTION

Fire Safety Director - NYC Only

DISTRICT 1

ENTIRE COUNTIES

Bronx, Kings, New York, Queens, Richmond

WAGES

****IMPORTANT****

Fire Safety Director rates for use in NYC ONLY.

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

Wage Rate per Hour: 07/01/2011

Class A $ 22.65*
Class B 22.62*
Class C 22.57*

*Additional lump-sum bonus of $500.00 per year.

NEW HIRE: 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.

Any employee who was employed in the industry as of February 3, 1996 shall receive the full minimum rate from the date of hire.

IMPORTANT INFORMATION:

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SUPPLEMENTAL BENEFITS

This is an additional required amount.

All supplements start after 3 months.

Employees regularly scheduled more than 16 hours a week:

$ 6.37

Employees regularly scheduled more than 20 hours a week:

8.76

New hires regularly scheduled more than 20 hours a week

After 3rd month-12th month:
after 12th month-24th month: 8.44
after 24 months: 8.76

Vacation

<table>
<thead>
<tr>
<th>Less than 6 months work</th>
<th>no vacation</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 months of work</td>
<td>three days</td>
</tr>
<tr>
<td>1 year of work</td>
<td>ten days</td>
</tr>
<tr>
<td>5 years of work</td>
<td>fifteen days</td>
</tr>
<tr>
<td>15 years of work</td>
<td>twenty days</td>
</tr>
<tr>
<td>21 years of work</td>
<td>twenty-one days</td>
</tr>
<tr>
<td>22 years of work</td>
<td>twenty-two days</td>
</tr>
<tr>
<td>23 years of work</td>
<td>twenty-three days</td>
</tr>
<tr>
<td>24 years of work</td>
<td>twenty-four days</td>
</tr>
<tr>
<td>25 years or more</td>
<td>twenty-five days</td>
</tr>
</tbody>
</table>

Plus 2 Personal Days per year.

Plus 10 Sick Days per year after one full year with employer based on a 40 hour work week.

OVERTIME PAY

See (B, B2, F) on OVERTIME PAGE

Holidays are paid days off and are additional to above amounts.

HOLIDAY

Paid: See (5, 6, 11, 16, 25) on HOLIDAY PAGE

Holidays that fall on Saturday are observed the previous Friday. Those that fall on Sunday are observed the next Monday.

Fuel Oil Delivery

JOB DESCRIPTION Fuel Oil Delivery

DISTRICT 1

ENTIRE COUNTIES Bronx, Kings, New York, Queens, Richmond

WAGES

Rate Per Hour:

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur

<table>
<thead>
<tr>
<th>Hired before January 1, 2011</th>
<th>07/01/2011</th>
<th>12/16/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 29.61</td>
<td>$ 30.11</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Hired on or after January 1, 2011</th>
<th>07/01/2011</th>
<th>12/16/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year</td>
<td>$ 21.00</td>
<td>$ 21.50</td>
</tr>
<tr>
<td>2nd Year</td>
<td>23.00</td>
<td>23.50</td>
</tr>
<tr>
<td>3rd Year</td>
<td>25.00</td>
<td>25.50</td>
</tr>
<tr>
<td>4th Year</td>
<td>27.00</td>
<td>27.50</td>
</tr>
<tr>
<td>5th Year +</td>
<td>29.61</td>
<td>30.11</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Serviceperson 'Class A'</th>
<th>07/01/2011</th>
<th>12/16/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 29.86</td>
<td>$ 30.36</td>
</tr>
</tbody>
</table>

NOTE: Night work rate - Additional $10.00 per night forty-five (45) days after hire.

IMPORTANT INFORMATION:

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SUPPLEMENTAL BENEFITS

These are additional to the wages above for both Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur and Serviceperson.
### Vacation:

<table>
<thead>
<tr>
<th>Duration</th>
<th>Days Worked in Preceding 12 Months</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 to 9 Years</td>
<td>75 days</td>
<td>5 days</td>
</tr>
<tr>
<td>10 Consecutive Years</td>
<td>75 days</td>
<td>10 days</td>
</tr>
<tr>
<td>15 Consecutive Years</td>
<td>100 days</td>
<td>20 days</td>
</tr>
</tbody>
</table>

### Sick:

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.

### Overtime Pay

See (B, E, P) on OVERTIME PAGE

### Holiday

Paid: See (5, 6, 7, 11, 12, 26) on HOLIDAY PAGE

NOTE: Must work 2 days in week of paid holiday.

If work performed on 5, 7, 11, 12, 26 holidays - holiday pay plus 1 day's pay; 2x hourly rate after 8 hours

If work performed on 6 holiday - holiday pay plus 2 day's pay

If work 5, 7, 11, 12, 26 holiday on Saturday & work performed - holiday pay plus plus 1 day's pay; 2.5x hourly rate after 8 hours

If work 6 holiday on Saturday & work performed - holiday pay plus 2 regular day's pay; 3x hourly rate after 8 hours

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### Guards, Watchmen

06/01/2012

#### Job Description

Guards, Watchmen

#### Entire Counties

Bronx, Kings, New York, Queens, Richmond

#### Wages

**Per Hour:**

<table>
<thead>
<tr>
<th>Period</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/1/2011</td>
<td>$27.50</td>
</tr>
</tbody>
</table>

**Security Guard (Armed)**

<table>
<thead>
<tr>
<th>Period</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 6 months</td>
<td>$12.35</td>
</tr>
<tr>
<td>7 - 12 months</td>
<td>$12.85</td>
</tr>
<tr>
<td>13 - 18 months</td>
<td>$13.35</td>
</tr>
<tr>
<td>19 - 24 months</td>
<td>$13.85</td>
</tr>
<tr>
<td>more than 24 months</td>
<td>$14.35</td>
</tr>
</tbody>
</table>

All Time is considered as:

- Months of employment shall be defined as an Employee's length of service with the Employer.

**Important Information:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**Supplemental Benefits**

---
This is required in addition to the wage above:
Supplemental Benefits shall be paid for each hour paid, up to forty (40) paid hours per week.

Effective Period: 07/01/2011

Work more than 2 days a week $ 3.92
Additional after 30 days with employer .28
Additional after 2 years with employer .36
Work less than 2 days per week after 30 days with employer .28

Vacation

Months on payroll - Vacation with Pay

<table>
<thead>
<tr>
<th>Months</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>12</td>
<td>5</td>
</tr>
<tr>
<td>24</td>
<td>10</td>
</tr>
<tr>
<td>60</td>
<td>15</td>
</tr>
<tr>
<td>180</td>
<td>20</td>
</tr>
<tr>
<td>300</td>
<td>25</td>
</tr>
</tbody>
</table>

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.

OVERTIME PAY

Overtime - Armed and Unarmed

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

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.

HOLIDAY

Paid: See (5, 6, 25) on HOLIDAY PAGE
Paid Holidays (non-probationary)

Employee must work their last regularly scheduled day before and next regularly scheduled day after.

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRIBUTION 1

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES

Office Building Class "A" Cleaner/Porter, Elevator Operator (Over 280,000 square feet gross area)
Office Building Class "B" Cleaner/Porter, Elevator Operator (Over 120,000 and less than 280,000 square feet gross area)
Office Building Class "C" Cleaner/Porter, Elevator Operator (Less than 120,000 square feet gross area)

Wage Rate per Hour: 07/01/2011
Class A $ 22.65
Class B 22.62
Class C 22.57

NEW HIRE: 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.
Any employee who was employed in the industry as of February 3, 1996 shall receive the full minimum rate from the date of hire.
VACATION RELIEF EMPLOYEE: Employees hired to replace vacationing employees only, may be paid 60% of wage and no benefits for up to 5 months.

NOTE: Duct cleaning is broken down into two separate functions.
1. The Disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
This is an additional required amount.

All supplements start after 3 months.

Employees regularly scheduled more than 16 hours a week: $6.37
Employees regularly scheduled more than 20 hours a week: 8.76

New hires regularly scheduled more than 20 hours a week
- After 3rd month-12th month: 6.37
- after 12th month-24th month: 8.44
- after 24 months: 8.76

Vacation
- Less than 6 months of work... no vacation
- 6 months of work...three days
- 1 year of work...ten days
- 5 years of work...fifteen days
- 15 years of work...twenty days
- 21 years of work...twenty-one days
- 22 years of work...twenty-two days
- 23 years of work...twenty-three days
- 24 years of work...twenty-four days
- 25 years or more twenty-five days

Plus two Personal Days per year.

Plus 10 Sick Days per year after one full year with employer based on a 40 hour work week.

OVERTIME PAY
See (B, B2, F) on OVERTIME PAGE
Holidays are paid days off and are additional to above amounts.

HOLIDAY
Paid: See (5, 6, 8, 11, 16, 25) on HOLIDAY PAGE
Holidays that fall on Saturday are observed the previous Friday. Those that fall on Sunday are observed the next Monday.

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES Bronx, Kings, New York, Queens, Richmond

WAGES
Per hour: 07/01/11
$16.52

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY

Moving Furniture and Equipment

06/01/2012

JOB DESCRIPTION Moving Furniture and Equipment

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

DISTRICT 1

WAGES

07/01/2011

Furniture Mover
Driver - Tractor Trailer $22.70
Driver - Straight Truck 22.53
Driver - Casual 13.00
Mover Assistant 20.93
Mover Assistant Casual 12.00

Mover Assistant Casual

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Driver - Tractor Trailer and Straight Truck
and Furniture Mover Assistant $10.91

Supplemental Note: Casual workers shall include only those workers who have worked less than 600 hours during the previous calendar year. Casual workers do not receive travel time, paid vacations, or paid holidays. Any casual worker who works more than 600 hours in a calendar year will be considered a Furniture Mover effective May 1st of the following year and thereafter and will be eligible for benefits.

Vacation

Days Work Vacation Earned (Per day worked)

30 to 124 days .0333
125 to 144 days .0400
145 to 154 days .0483
155 to 174 days .0516
175 days .0571

(Maximum ten days)

OVERTIME PAY

Overtime Description

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.

HOLIDAY

Paid Holidays:

Workers with more than five years are paid for the following Holidays: New Year's Day, Memorial Day, Independence's Day, Labor Day, Thanksgiving Day, Christmas Day.

Workers who have worked three days during the calendar week in which a Holiday occurs are paid for the following Holidays: Martin Luther King Jr. Day, Washington's Birthday, Good Friday, Veteran's Day, Day after Thanksgiving.

Stationary Engineer

06/01/2012
JOB DESCRIPTION  Stationary Engineer

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES
STATIONARY ENGINEER

Effective Period 07/01/2011 01/01/2012
Wage Rate Per Hour $33.48 $34.15

Stationary Engineer Helper
Helper (Fireperson): Assists the Engineer operating, maintaining and repairing heating, ventilating and air conditioning equipment and other equipment incidental to the operation of the building.

Effective Period 07/01/2011 01/01/2012
Wage Rate Per Hour $26.07 $26.59

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
STATIONARY ENGINEER

Effective Period 07/01/2011 01/01/2012
Supplemental Benefit Rate Per Hour: $14.91 $15.44

Stationary Engineer Helper
Helper (Fireperson): Assists the Engineer operating, maintaining and repairing heating, ventilating and air conditioning equipment and other equipment incidental to the operation of the building.

Effective Period 07/01/2011 01/01/2012
Supplemental Benefit Rate Per Hour: $14.57 $15.09

Vacation:
6 Months 3 Days
1 Year 10 Days
5 Years 15 Days
15 Years 20 Days
21 Years 21 Days
22 Years 22 Days
23 Years 23 Days
24 Years 24 Days
25 Years 25 Days

OVERTIME PAY
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

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Paid Holidays:
Plus six (6) floating holidays

Trash and Refuse Removal 06/01/2012
ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES
Group #1 Rubbish & Garbage Trucks
1A: On closed body trucks with self-contained with self-contained loading unit up to and including 22 yard
1B: On open trucks, rack body, or trucks which have no self-contained mechanical loading device up to 22 yard capacity
1C: On one-container tractor hoist
1D: On 10-wheel, open trucks, container loaders, dino-master, over-cab loaders, rack body trucks, or any trucks 22 yards to and including 25 yards capacity
1E: On rubbish and garbage trucks (except as provided in Group 2 below) 26 yards to and including 31 yards capacity

Group #2 Roll-Off Trucks
2A: Single axle working non-compactor containers up to 15 yards capacity on rubbish and garbage removal only
2B: Roll-Off trucks other than those described in 2A up to and including 42 yards capacity
2C: On any Roll-Off truck with more than 42 yards capacity or any tractor trailer trucks

<table>
<thead>
<tr>
<th>Wages Per Hour</th>
<th>07/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Group 1A</td>
<td></td>
</tr>
<tr>
<td>Chauffer</td>
<td>$26.60</td>
</tr>
<tr>
<td>Helper</td>
<td>26.36</td>
</tr>
<tr>
<td>Group 1B</td>
<td></td>
</tr>
<tr>
<td>Chauffer</td>
<td>26.91</td>
</tr>
<tr>
<td>Helper</td>
<td>26.70</td>
</tr>
<tr>
<td>Group 1C</td>
<td></td>
</tr>
<tr>
<td>Chauffer</td>
<td>26.91</td>
</tr>
<tr>
<td>No Helper</td>
<td></td>
</tr>
<tr>
<td>Group 1D</td>
<td></td>
</tr>
<tr>
<td>Chauffer</td>
<td>27.06</td>
</tr>
<tr>
<td>Helper</td>
<td>26.70</td>
</tr>
<tr>
<td>Group 1E</td>
<td></td>
</tr>
<tr>
<td>Chauffer</td>
<td>27.43</td>
</tr>
<tr>
<td>No Helper</td>
<td></td>
</tr>
<tr>
<td>Group 2A</td>
<td></td>
</tr>
<tr>
<td>Chauffer</td>
<td>27.62</td>
</tr>
<tr>
<td>Helper</td>
<td>27.13</td>
</tr>
<tr>
<td>Group 2B</td>
<td></td>
</tr>
<tr>
<td>Chauffer</td>
<td>28.60</td>
</tr>
<tr>
<td>Helper</td>
<td>27.99</td>
</tr>
<tr>
<td>Group 2C</td>
<td></td>
</tr>
<tr>
<td>Chauffer</td>
<td>29.83</td>
</tr>
<tr>
<td>Helper</td>
<td>27.99</td>
</tr>
</tbody>
</table>

IMPORTANT NOTES:
- New Hire Drivers (hired after 11/30/05) shall be paid 80% of the Chauffer Wage for 1st year of employment and 90% of the Chauffer wage for the 2nd year of employment, full rate is paid after 2nd year of employment
- New Hire non CDL Helpers (hired after 11/30/05) shall be paid 75% of the Helper Wage for 1st year of employment, 80% of the Helper Wage for the 2nd year of employment, then 85% of the Helper Wage for all other years of employment
- Previous work experience in industry is considered when determining starting rate for Drivers
- Any Chauffer (except Group 1C) on a one-man route will receive an extra 2.5% increase in his base wage

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
FOR ALL CLASSIFICATIONS
Per hour paid up to 40 hours per week.

<table>
<thead>
<tr>
<th>7/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Employees:</td>
</tr>
</tbody>
</table>

VACATION
Annual vacations with pay in advance on the pay day before the vacation shall be given by the Employer to each employee as follows (not less than 40 hours for each week) at the Employee's regular rate of pay:
Time Served  Vacation with Pay
0-1 Year  0 Weeks
1-2 Years  1 Week
2-5 Years  2 Weeks
5-15 Years  3 Weeks
15-25 Years  4 Weeks
25+ Years  5 Weeks

SICK LEAVE
Employees with 2 or more years of service shall earn 7 days Sick Leave every December 1st. All New Hire Employees (hired after 11/30/05) will earn Sick Leave at the rates listed below until they have completed 2 years of service.

New Hire Employee accrual schedule:
<table>
<thead>
<tr>
<th>Time Served</th>
<th>Sick Accrued</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>2 days</td>
</tr>
<tr>
<td>12 Months</td>
<td>3 days</td>
</tr>
<tr>
<td>18 Months</td>
<td>3 days</td>
</tr>
<tr>
<td>24 Months</td>
<td>See above</td>
</tr>
</tbody>
</table>

PERSONAL DAYS
All employees  2 days

OVERTIME PAY
See (B, *E, **Q) on OVERTIME PAGE
(*) After eight (8) hours on Saturday, Double time is paid
(**) For holidays 11,25, and 26, the 1st eight (8) hours are paid at time and one-half, then double time
Note:
- An employee working a Tue-Sat schedule will receive time and one half on Monday work up to eight (8) hours, then double time.

HOLIDAY
Paid: See (5, 6, 11, 25, 26) on HOLIDAY PAGE
Overtime: See (5, 6, 11, 25, 26) on HOLIDAY PAGE
Must work regularly scheduled workday before and after to be entitled to holiday pay.

Trash and Refuse Removal  06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal  DISTRICT 1
ENTIRE COUNTIES
Bronx, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Suffolk, Westchester

WAGES
Per Hour:  07/01/2011
Effective Period:  

MEDICAL WASTE REMOVAL

Driver (Chauffeur)  $ 20.30
Helper  $ 16.00
Tractor Trailer Driver  $ 22.80
Roll off Driver  $ 22.80
Line Haul Driver  $ 20.30

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
The following is required addition to the wages.

Rate per Hour:  07/01/2011
$ 7.45
1 year of service
but less than five years  (10) days
5 years of service
but less than ten years  (15) days
10 years of service  (16) days
11 years of service  (17) days
12 years of service  (18) days
13 years of service  (19) days
14 years of service  (20) days
20 years of service  (21) days
21 years of service  (22) days
22 years of service  (23) days
23 years of service  (24) days
24 years of service  (25) days

Plus 5 Personal Days

OVERTIME PAY
Overtime Description:
The sixth day of work in a work week is paid at time and one-half the regular hourly rate, the seventh day of work in a work week is paid at double time the regular hourly rate. Time and one-half the regular rate for work on a holiday plus days pay for below paid holidays.

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

HOLIDAY
Paid Holidays:
New Year's Day
President's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas

Window Cleaners

JOB DESCRIPTION  Window Cleaners

ENTIRE COUNTIES
Bronx, Kings, New York, Queens, Richmond

WAGES
Window Cleaner
Effective Period:  7/01/2011
Wage Rate per Hour:  $26.12

Power Operated Scaffolds, Manual Scaffolds, and Boatswain Chairs

Effective Period:  7/01/2011
Wage Rate per Hour:  $28.37

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Window Cleaner/Power Operated Scaffolds, Manual Scaffolds, and Boatswain Chairs

Effective Period:  7/1/2011
Supplemental Benefit Rate per Hour:  $8.68

Vacation
After 7 months but less than 1 year  five (5) days
1 year but less than 5 years  ten (10) days
5 years of service but less than 15 years
15 years of service but less than 21 years
21 years
22 years
23 years
24 years
25 years or more
Plus 1 day per year for medical visit

SICK LEAVE:
10 days after one year worked.

OVERTIME PAY
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.

HOLIDAY
Paid: See (5, 6, 8, 10, 11, 16, 26) on HOLIDAY PAGE
Plus one Personal Day
Must work 2 days in week of Holiday for employer

REGISTERED APPRENTICES
Exterminators, Fumigators  

JOB DESCRIPTION  Exterminators, Fumigators  

ENTIRE COUNTIES  
Dutchess, Nassau, Orange, Putnam, Rockland, Suffolk, Sullivan, Westchester  

WAGES  
Per hour:  
07/01/2011  
$ 19.08  

All work between 5pm and 7am an additional .40 per hour  

IMPORTANT INFORMATION:  
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.  

SUPPLEMENTAL BENEFITS  
The following are additional to the wage.  

All supplements are based on 40hrs a week and start after 90 days.  

Per hour worked:  
Employees regularly scheduled more than 16 hours in a week:  
Employees regularly scheduled more than 20 hours in a week:  
$ 6.37  
$ 8.76  

After 1 full year with employer 10 sick days.  

If hired before Feb 1, 2001 the following paid days off are required:  

5 years - 15 years with employer  
15 Days  
15 + years  
20 Days  

additional day each year there after.  

If hired after Feb. 1, 2001 the following paid days off are required:  

During first 52 weeks with employer  
5 Days  
After first 52 weeks with employer  
10 Days  
After 10 years with employer  
15 Days  

OVERTIME PAY  
See (B, B2) on OVERTIME PAGE  
Hours worked on 6th consecutive day in week paid 1.5 times wage  

Make-up day allowed if day missed during week without overtime pay required.  

HOLIDAY  
Paid:  
See (5, 6, 10, 11) on HOLIDAY PAGE  
Overtime:  
See (5, 6, 10, 11) on HOLIDAY PAGE  
If hired before Feb. 1, 2001  

Employees Birthday  
2 floating holidays and either Martin Luther King Day OR Yom Kippur  

Employees hired after Feb 1, 2001 do not receive their birthday off and do not receive 2 floating holidays.  

All work on Holiday at 1.5 times rate plus Holiday pay.  

1-32 BJ  

Fuel Oil Delivery  

JOB DESCRIPTION  Fuel Oil Delivery  

ENTIRE COUNTIES  
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester  

Fuel Oil Delivery  

JOB DESCRIPTION  Fuel Oil Delivery  

ENTIRE COUNTIES  
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester
### Guards, Watchmen

**WAGES**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/11</th>
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</thead>
<tbody>
<tr>
<td>$23.47</td>
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</tbody>
</table>

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

| Per hour worked: | $1.75 |

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

---

### Janitor, Porter, Cleaners, Elevator Operator

**WAGES**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>$13.66</td>
<td></td>
</tr>
</tbody>
</table>

**JOB DESCRIPTION** Janitor, Porter, Cleaners, Elevator Operator

**IMPORTANT INFORMATION:**

Note: Duct cleaning is broken down into two separate functions.

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Note: Employees retained by an Employer at a newly contracted location shall be given credit for length of service with predecessor employer(s) for all purpose including but not limited to Monetary Benefit entitlement, Vacation entitlement, Holiday entitlement, and Sick Leave entitlement.

MONETARY BENEFIT*

<table>
<thead>
<tr>
<th></th>
<th>07/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time**</td>
<td>$3.66</td>
</tr>
<tr>
<td>Part Time(hired after 12/31/07)</td>
<td>.63</td>
</tr>
<tr>
<td>Part Time(hired prior 01/01/08)</td>
<td>1.72</td>
</tr>
</tbody>
</table>

(*)Amounts are payable after 6 months employment and only on first 40 hrs unless note above applies to employee.
(**)FULL TIME defined employees regularly scheduled to work a minimum of 27.5 hours per week

SICK LEAVE
Beginning with an employee's seventh month of employment, all FULL-TIME employees are entitled to seven (7) sick days per calendar year, except in employee's first year of employment when he shall be entitled to a pro rated number of sick days for the time between the first day of his seventh month of employment to the end of the calendar year. All PART-TIME employees shall be entitled to five (5) sick days per calendar year.

VACATION LEAVE

<table>
<thead>
<tr>
<th>Time employed</th>
<th>Vacation Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>3 Days</td>
</tr>
<tr>
<td>1 Year</td>
<td>1 Week</td>
</tr>
<tr>
<td>2 Years</td>
<td>2 Weeks</td>
</tr>
<tr>
<td>5 Years</td>
<td>3 Weeks</td>
</tr>
<tr>
<td>15 Years</td>
<td>4 Weeks</td>
</tr>
<tr>
<td>25 Years</td>
<td>5 Weeks</td>
</tr>
</tbody>
</table>

Vacation pay is based upon the employee's regularly scheduled straight time hours in the 8 weeks immediately preceding the vacation period.

OVERTIME PAY
See (B, B2) on OVERTIME PAGE
All work on 6th consecutive day paid at 1.5 times rate
All work on 7th consecutive day paid at 2 times rate

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Plus choice of either Presidents Day(25) or Martin Luther King, Jr. Day(26)
Plus an additional 2 Floating Holidays

In order to be eligible for holiday pay, an employee must work 2 days in week prior to the holiday and complete 60 day probation period. When any of the stated holidays shall fall on Saturday or Sunday, it shall be observed on the following Monday or preceding Friday, depending upon when the building is closed.

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
Per hour: 07/01/11

$14.82

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment

JOB DESCRIPTION Moving Furniture and Equipment

DISTRICT 1

ENTIRE COUNTIES Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
Per hour: 07/01/11

Driver $23.47
Helper $13.02

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

DISTRICT 1

ENTIRE COUNTIES Rockland

WAGES
Per hour: 07/01/11

$27.96

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE
### Trash and Refuse Removal

**JOB DESCRIPTION**  
Trash and Refuse Removal  

**DISTRICT**  
1

**ENTIRE COUNTIES**  
Orange, Putnam, Rockland, Sullivan

**WAGES**

<table>
<thead>
<tr>
<th>Role</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver</td>
<td>$21.98</td>
</tr>
<tr>
<td>Helper</td>
<td>$13.02</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked:  
$1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**  
Paid:  
See (1) on HOLIDAY PAGE

---

### Trash and Refuse Removal

**JOB DESCRIPTION**  
Trash and Refuse Removal  

**DISTRICT**  
1

**ENTIRE COUNTIES**  
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

**WAGES**

For use with Transfer Station Operation.

<table>
<thead>
<tr>
<th>Role</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$17.82</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$13.02</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$13.65</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked:  
$1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**  
Paid:  
See (1) on HOLIDAY PAGE

---

### Window Cleaners

**JOB DESCRIPTION**  
Window Cleaners  

**DISTRICT**  
1

---
ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Westchester

WAGES

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Window Cleaner</td>
<td>$17.83</td>
</tr>
</tbody>
</table>

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Note: Employees retained by an Employer at a newly contracted location shall be given credit for length of service with predecessor employer(s) for all purpose including but not limited to Monetary Benefit entitlement, Vacation entitlement, Holiday entitlement, and Sick Leave entitlement.

MONETARY BENEFIT*

<table>
<thead>
<tr>
<th>Pay Type</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time**</td>
<td>$3.66</td>
</tr>
<tr>
<td>Part Time(hired after 12/31/07)</td>
<td>.63</td>
</tr>
<tr>
<td>Part Time(hired prior 01/01/08)</td>
<td>1.72</td>
</tr>
</tbody>
</table>

(*)Amounts are payable after 6 months employment and only on first 40 hrs unless note above applies to employee.
(**)FULL TIME defined employees regularly scheduled to work a minimum of 27.5 hours per week

SICK LEAVE

Beginning with an employee's seventh month of employment, all FULL-TIME employees are entitled to seven (7) sick days per calendar year, except in employee's first year of employment when he shall be entitled to a pro rated number of sick days for the time between the first day of his seventh month of employment to the end of the calendar year. All PART-TIME employees shall be entitled to five (5) sick days per calendar year.

VACATION LEAVE

<table>
<thead>
<tr>
<th>Time Employed</th>
<th>Vacation Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>3 Days</td>
</tr>
<tr>
<td>1 Year</td>
<td>1 Week</td>
</tr>
<tr>
<td>2 Years</td>
<td>2 Weeks</td>
</tr>
<tr>
<td>5 Years</td>
<td>3 Weeks</td>
</tr>
<tr>
<td>15 Years</td>
<td>4 Weeks</td>
</tr>
<tr>
<td>25 Years</td>
<td>5 Weeks</td>
</tr>
</tbody>
</table>

Vacation pay is based upon the employee's regularly scheduled straight time hours in the 8 weeks immediately preceding the vacation period.

OVERTIME PAY

See (B, B2) on OVERTIME PAGE
All work on 6th consecutive day paid at 1.5 times rate
All work on 7th consecutive day paid at 2 times rate

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE
Plus choice of either Presidents Day(25) or Martin Luther King, Jr. Day(26)
Plus an additional 2 Floating Holidays

In order to be eligible for holiday pay, an employee must work 2 days in week prior to the holiday and complete 60 day probation period. When any of the stated holidays shall fall on Saturday or Sunday, it shall be observed on the following Monday or preceding Friday, depending upon when the building is closed.

1-32 BJ
Saratoga County Article 9

Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION  Exterminators, Fumigators

DISTRICT  1

ENTIRE COUNTIES

WAGES
Per hour: 07/01/11
$ 14.15

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $ 1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION  Fuel Oil Delivery

DISTRICT  1

ENTIRE COUNTIES

WAGES
Per hour: 07/01/11
$20.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION  Guards, Watchmen

DISTRICT  1

ENTIRE COUNTIES

WAGES
Per hour: 07/01/11
$13.93
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION
Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Schoharie

WAGES
07/01/2011
Janitorial Start $9.25
After 90 Days 9.75
Floor Maintenance +.50

NOTE:

DUCT CLEANING IS BROKEN DOWN INTO TWO SEPERATE FUNCTIONS

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8

2. The actual cleaning of the duct which is covered by Article 9

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Supplements:

Full time 31 or more regularly scheduled hrs per week
Part Time 30 or less regularly scheduled hrs per week

Health Care:

FULL TIME ONLY: Only on first 40 hrs a week.

07/01/2011
$ 3.58

Vacation with pay based upon employees anniversary date or hire as follows:
1 year of work 5 working days
3 years of work 10 working days
4 years of work 11 working days
6 years of work 12 working days
10 years of work 15 working days
Sick days are earned after 90 day probationary period at the following rate:
Full time employees accrue 1 sick day for every 4 months worked up to a maximum of 6 sick days.
Part time employees accrue 1 sick day for every 6 months worked up to a maximum of 4 sick days.

**OVERTIME PAY**
See (B, B2, R) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

Plus Employees Birthday
Note: Above Holidays paid after 3 months with employer
Plus after one year of service Full Time employees receive 3 Floating Holidays and Part Time receive one Floating Holiday.

Additional supplements are not required.
Holidays that fall on weekends are observed on Friday or Monday.

---

**Landscape Maintenance**

**JOB DESCRIPTION** Landscape Maintenance

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**
Per hour: 07/01/11
$12.61

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

---

**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**
Per hour: 07/01/11

Driver $20.30
Helper $13.70

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
## Stationary Engineer

**JOB DESCRIPTION**
Stationary Engineer

**DISTRICT**
1

**ENTIRE COUNTIES**

**WAGES**
Per hour:
07/01/11
$24.30

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

### SUPPLEMENTAL BENEFITS
Per hour paid:
$1.75

### OVERTIME PAY
See (B, B2) on OVERTIME PAGE

### HOLIDAY
Paid:
See (1) on HOLIDAY PAGE

---

## Trash and Refuse Removal

**JOB DESCRIPTION**
Trash and Refuse Removal

**DISTRICT**
1

**ENTIRE COUNTIES**

**WAGES**
Per hour:
7/01/2011

- Chauffer/Truck Driver (CDL only) $15.95*
- Helper (NON-CDL Only) $14.87*

*Probationary (First 75 working days) receive $1.00 less for both rates.

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

### SUPPLEMENTAL BENEFITS
Benefits paid to non-probationary employees:

<table>
<thead>
<tr>
<th>Family Size</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$3.06</td>
</tr>
<tr>
<td>Two in family</td>
<td>$5.91</td>
</tr>
<tr>
<td>Three or more in family</td>
<td>$8.04</td>
</tr>
</tbody>
</table>

---
In addition to above amounts per hour (up to 40 hrs a week) for all employees including probationary employees:

$1.06

Vacation is earned by employees working at least 150 days in the last 12 consecutive months:

- After completing 12 Months of service (1 yr) 1 Week
- After completing 36 Months of service (3 yrs) 2 Weeks
- After completing 120 Months of service (10 yrs) 3 Weeks
- After completing 180 Months of service (15 yrs) 3 Weeks 1 Day
- After completing 192 Months of service (16 yrs) 3 Weeks 2 Days
- After completing 204 Months of service (17 yrs) 3 Weeks 3 Days
- After completing 216 Months of service (18 yrs) 3 Weeks 4 Days
- After completing 228 Months of service (19 yrs) 4 Weeks

*Vacation weekly pay shall be determined by taking the employees previous years W-2 Gross reported earnings and multiplying by 2.0%

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Must work the last regularly scheduled day before and after holiday.

Holidays on a Saturday are observed on Friday, Holidays on a Sunday are observed on Monday.

Employee’s working at least 12 consecutive months and having worked 200 days will receive 5 floating holidays.

---

**Trash and Refuse Removal**

**JOB DESCRIPTION** Trash and Refuse Removal

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**
For use with Transfer Station Operation.

Per hour: 07/01/11

Indus. Truck Driver/Tractor Operator $16.31

Laborer/ non-construction $13.70

Conveyor operators and tenders $15.33

**IMPORTANT INFORMATION:**
Article 9 §230.6. “Prevailing wage” means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

---

**Window Cleaners**

**JOB DESCRIPTION** Window Cleaners

**DISTRICT** 1

**ENTIRE COUNTIES**
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Washington
WAGES
Per hour: 07/01/11
$12.45

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Schenectady County Article 9

Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators

DISTRICT 1


WAGES
Per hour: 07/01/2011

$14.15

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

JOB DESCRIPTION Fuel Oil Delivery

DISTRICT 1


WAGES
Per hour: 07/01/11

$20.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

JOB DESCRIPTION Guards, Watchmen

DISTRICT 1


WAGES
Per hour: 07/01/11

$13.93

Page 297
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Schoharie

WAGES
07/01/2011

Janitorial Start $9.25
After 90 Days 9.75
Floor Maintenance +.50

NOTE:

DUCT CLEANING IS BROKEN DOWN INTO TWO SEPERATE FUNCTIONS

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8

2. The actual cleaning of the duct which is covered by Article 9

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Supplements:

Note: Full time 31 or more regularly scheduled hrs per week
Part Time 30 or less regularly scheduled hrs per week

Health Care:

FULL TIME ONLY: Only on first 40 hrs a week.

07/01/2011

$ 3.58

Vacation with pay based upon employees anniversary date or hire as follows:

1 year of work 5 working days
3 years of work 10 working days
4 years of work 11 working days
6 years of work 12 working days
10 years of work 15 working days
Sick days are earned after 90 day probationary period at the following rate:
Full time employees accrue 1 sick day for every 4 months worked up to a maximum of 6 sick days.
Part time employees accrue 1 sick day for every 6 months worked up to a maximum of 4 sick days.

**OVERTIME PAY**

See (B, B2, R) on OVERTIME PAGE

**HOLIDAY**

Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

Plus Employees Birthday
Note: Above Holidays paid after 3 months with employer
Plus after one year of service Full Time employees receive 3 Floating Holidays and Part Time receive one Floating Holiday.

Additional supplements are not required.
Holidays that fall on weekends are observed on Friday or Monday.

**JOB DESCRIPTION**

**Landscape Maintenance**

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**
Per hour: 07/01/11
$12.61

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

**JOB DESCRIPTION**

**Moving Furniture and Equipment**

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**
Per hour: 07/01/11

Driver $20.30
Helper $13.70

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour paid: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES

WAGES
Per hour 07/01/11

$24.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES

WAGES
Per hour: 7/01/2011

Chauffer/Truck Driver (CDL only) $15.95*
Helper (NON-CDL Only) $14.87*

*Probationary (First 75 working days) receive $1.00 less for both rates.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Benefits paid to non-probationary employees: 7/01/2011

Single $3.06
Two in family $5.91
Three or more in family $8.04
In addition to above amounts per hour (up to 40 hrs a week) for all employees including probationary employees:  
$1.06

Vacation is earned by employees working at least 150 days in the last 12 consecutive months:

- After completing 12 Months of service (1 yr) 1 Week
- After completing 36 Months of service (3 yrs) 2 Weeks
- After completing 120 Months of service (10 yrs) 3 Weeks
- After completing 180 Months of service (15 yrs) 3 Weeks 1 Day
- After completing 192 Months of service (16 yrs) 3 Weeks 2 Day's
- After completing 204 Months of service (17 yrs) 3 Weeks 3 Day's
- After completing 216 Months of service (18 yrs) 3 Weeks 4 Day's
- After completing 228 Months of service (19 yrs) 4 Weeks

*Vacation weekly pay shall be determined by taking the employees previous years W-2 Gross reported earnings and multiplying by 2.0%

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Must work the last regularly scheduled day before and after holiday.

Holidays on a Saturday are observed on Friday, Holidays on a Sunday are observed on Monday.

Employee's working at least 12 consecutive months and having worked 200 days will receive 5 floating holidays.

---

**Trash and Refuse Removal**

**JOB DESCRIPTION**
Trash and Refuse Removal

**DISTRICT**
1

**ENTIRE COUNTIES**

**WAGES**
For use with Transfer Station Operation.

- Per hour: 07/01/11
  - Indus. Truck Driver/Tractor Operator $16.31
  - Laborer/ non-construction $13.70
  - Conveyor operators and tenders $15.33

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

---

**Window Cleaners**

**JOB DESCRIPTION**
Window Cleaners

**DISTRICT**
1

**ENTIRE COUNTIES**
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Washington
WAGES
Per hour: 07/01/11
$12.45

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Schoharie County Article 9

Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators

DISTRICT 1

ENTIRE COUNTIES Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

WAGES
Per hour: 07/01/11
$12.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

JOB DESCRIPTION Fuel Oil Delivery

DISTRICT 1

ENTIRE COUNTIES Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

WAGES
Per hour: 07/01/11
$17.21

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

JOB DESCRIPTION Guards, Watchmen

DISTRICT 1

ENTIRE COUNTIES Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

WAGES
Per hour: 07/01/11
$14.65

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Schoharie

WAGES

07/01/2011

Janitorial Start $9.25
After 90 Days 9.75
Floor Maintenance +.50

NOTE:

DUCT CLEANING IS BROKEN DOWN INTO TWO SEPARATE FUNCTIONS

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8

2. The actual cleaning of the duct which is covered by Article 9

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Supplements:

Note: Full time 31 or more regularly scheduled hrs per week
Part Time 30 or less regularly scheduled hrs per week

Health Care:

FULL TIME ONLY: Only on first 40 hrs a week.

07/01/2011

$ 3.58

Vacation with pay based upon employees anniversary date or hire as follows:

1 year of work 5 working days
3 years of work 10 working days
4 years of work 11 working days
6 years of work 12 working days
10 years of work 15 working days

Sick days are earned after 90 day probationary period at the following rate:
Full time employees accrue 1 sick day for every 4 months worked up to a maximum of 6 sick days.
Part time employees accrue 1 sick day for every 6 months worked up to a maximum of 4 sick days.
OVERTIME PAY
See (B, B2, R) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

Plus Employees Birthday

Note: Above Holidays paid after 3 months with employer
Plus after one year of service Full Time employees receive 3 Floating Holidays and Part Time receive one Floating Holiday.

Additional supplements are not required.
Holidays that fall on weekends are observed on Friday or Monday.

JOB DESCRIPTION
Landscape Maintenance

DISTRICT 1

ENTIRE COUNTIES
Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

WAGES
Per hour: 07/01/11
$11.86

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment

JOB DESCRIPTION
Moving Furniture and Equipment

DISTRICT 1

ENTIRE COUNTIES
Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

WAGES
Per hour: 07/01/11

Driver $17.21

Helper $13.01

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Stationary Engineer

**JOB DESCRIPTION** Stationary Engineer

**DISTRICT** 1

**ENTIRE COUNTIES**
Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie

**WAGES**
Per hour: 07/01/11

$23.99

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal

**JOB DESCRIPTION** Trash and Refuse Removal

**DISTRICT** 1

**ENTIRE COUNTIES**

**WAGES**
Per hour: 7/01/11

Chauffer/Truck Driver (CDL only) $15.95*

Helper (NON-CDL Only) $14.87*

*Probationary (First 75 working days) receive $1.00 less for both rates.

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Benefits paid to non-probationary employees: 7/01/2011

<table>
<thead>
<tr>
<th>Status</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$3.06</td>
</tr>
<tr>
<td>Two in family</td>
<td>$5.91</td>
</tr>
<tr>
<td>Three or more in family</td>
<td>$8.04</td>
</tr>
</tbody>
</table>

In addition to above amounts per hour (up to 40 hrs a week) for all employees including probationary employees: $1.06

Vacation is earned by employees working at least 150 days in the last 12 consecutive months:

<table>
<thead>
<tr>
<th>Completion</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 Months of service (1 yr)</td>
<td>1 Week</td>
</tr>
<tr>
<td>36 Months of service (3 yrs)</td>
<td>2 Weeks</td>
</tr>
<tr>
<td>120 Months of service (10 yrs)</td>
<td>3 Weeks</td>
</tr>
<tr>
<td>180 Months of service (15 yrs)</td>
<td>3 Weeks 1 Day</td>
</tr>
</tbody>
</table>
After completing 192 Months of service (16 yrs)
3 Weeks 2 Day's

After completing 204 Months of service (17 yrs)
3 Weeks 3 Day's

After completing 216 Months of service (18 yrs)
3 Weeks 4 Day's

After completing 228 Months of service (19 yrs)
4 Weeks

*Vacation weekly pay shall be determined by taking the employees previous years W-2 Gross reported earnings and multiplying by 2.0%

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE

HOLIDAY
Paid:
See (5, 6) on HOLIDAY PAGE
Must work the last regularly scheduled day before and after holiday.

Holidays on a Saturday are observed on Friday, Holidays on a Sunday are observed on Monday.

Employee's working at least 12 consecutive months and having worked 200 days will receive 5 floating holidays.

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>District 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash and Refuse Removal</td>
<td></td>
</tr>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie</td>
</tr>
<tr>
<td>WAGES</td>
<td></td>
</tr>
<tr>
<td>Wages:</td>
<td>07/01/11</td>
</tr>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$14.42</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$13.01</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$13.65</td>
</tr>
</tbody>
</table>

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour paid: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:
See (1) on HOLIDAY PAGE

Window Cleaners

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>District 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Window Cleaners</td>
<td></td>
</tr>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Fulton, Herkimer, Madison, Montgomery, Oneida, Schoharie</td>
</tr>
<tr>
<td>WAGES</td>
<td></td>
</tr>
<tr>
<td>Per hour:</td>
<td>07/01/11</td>
</tr>
<tr>
<td>$11.78</td>
<td></td>
</tr>
</tbody>
</table>
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Schuyler County Article 9

Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11
$16.28

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per Hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION Fuel Oil Delivery

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11
$18.35

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION Guards, Watchmen

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11
$15.96

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:
07/01/2011
$10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:
1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)
Note: Full time 30 or more regularly scheduled hours in a week Part time up to 30 regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50
Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

| 1 year of work | 1 week of vacation |
| 2 years of work | 2 weeks of vacation |
| 3 years of work | 2 weeks and 1 day vacation |
| 4 years of work | 2 weeks and 2 days vacation |
| 5 years of work | 2 weeks and 3 days vacation |
| 6 years of work | 2 weeks and 4 days vacation |
| 7 years of work | 3 weeks |

Sick days are paid after 30 days probationary period.

Full time employees: 3 sick days per year
Part time employees: 2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**
Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

PLUS 4 floating holidays
(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

---

**Landscape Maintenance**

**JOB DESCRIPTION** Landscape Maintenance

**DISTRICT** 1

**ENTIRE COUNTIES** Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

**WAGES**

Per hour: 07/01/11

$11.89

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

---

**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 1

**ENTIRE COUNTIES** Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

**WAGES**

Per hour: 07/01/11

Driver $18.35
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11
$24.34

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES
07/01/2011
Trash, Recycling Roll-Off and Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

<table>
<thead>
<tr>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>$5.34*</td>
</tr>
</tbody>
</table>

* Applies the 1st of the month after 30 days of service.

Vacation pay:

- After one year of service: 5 days per year
- After four years of service: 10 days per year
- After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (5, 6) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

**JOB DESCRIPTION**

Trash and Refuse Removal

**DISTRIBUTION**

1

**ENTIRE COUNTIES**

Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

**WAGES**

For use with Transfer Station Operation.

Per Hour: 07/01/11

- Indus. Truck Driver/Tractor Operator
  - $14.28
- Laborer/ non-construction
  - $11.98
- Conveyor operators and tenders
  - $14.81

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE
JOB DESCRIPTION  Window Cleaners

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Otsego, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11

$11.72

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Seneca County Article 9

Exterminators, Fumigators

JOB DESCRIPTION
Exterminators, Fumigators

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$13.28

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

JOB DESCRIPTION
Fuel Oil Delivery

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$17.52

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

JOB DESCRIPTION
Guards, Watchmen

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11

Page 315
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRIBUTION 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:
07/01/2011
$ 10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:
1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)
Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$ 2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for</td>
<td>0.00*</td>
<td>0.00*</td>
</tr>
<tr>
<td>Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50
Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on a pro-rata basis.

1 year of work: 1 week of vacation
2 years of work: 2 weeks of vacation
3 years of work: 2 weeks and 1 day vacation
4 years of work: 2 weeks and 2 days vacation
5 years of work: 2 weeks and 3 days vacation
6 years of work: 2 weeks and 4 days vacation
7 years of work: 3 weeks

Sick days are paid after 30 days of probationary period.
Full-time employees: 3 sick days per year
Part-time employees: 2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE
Time and one-half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**
Paid: See (**5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
PLUS 4 floating holidays
(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one-half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one-half plus the Holiday pay.

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**Landscape Maintenance**

**JOB DESCRIPTION**  Landscape Maintenance

**DISTRICT**  1

**ENTIRE COUNTIES**
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**
Per hour: 07/01/11
$12.12

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

---

**Moving Furniture and Equipment**

**JOB DESCRIPTION**  Moving Furniture and Equipment

**DISTRICT**  1

**ENTIRE COUNTIES**
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**
Per hour: 07/01/11

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Driver $17.52

Helper $12.08

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11

$25.06

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
 Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES
Trash, Recycling Roll-Off and Brush Drivers 07/01/2011 $14.00

Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

07/01/2011

$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:

- After one year of service: 5 days per year
- After four years of service: 10 days per year
- After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

**OVERTIME PAY**

See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**

Paid: See (5, 6) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

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**Trash and Refuse Removal**

06/01/2012

**JOB DESCRIPTION** Trash and Refuse Removal **DISTRICT** 1

**ENTIRE COUNTIES**

Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**

For use with Transfer Station Operation.

Wages: 07/01/11

- Indus. Truck Driver/Tractor Operator
  - $15.12

- Laborer/ non-construction
  - $12.08

- Conveyor operators and tenders
  - $14.51

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE
HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners

JOB DESCRIPTION Window Cleaners

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11

$11.87

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
St. Lawrence County Article 9

Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION  Exterminators, Fumigators

ENTIRE COUNTIES
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES
Per hour: 07/01/11
$16.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION  Fuel Oil Delivery

ENTIRE COUNTIES
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES
Per hour: 07/01/11
$17.98

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION  Guards, Watchmen

ENTIRE COUNTIES
Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES
Per hour: 07/01/11
$13.38
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRIBUTION 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:

07/01/2011
$ 10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)
Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$ 2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for Family or Individual</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50

Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

1 year of work 1 week of vacation
2 years of work 2 weeks of vacation
3 years of work 2 weeks and 1 day vacation
4 years of work 2 weeks and 2 days vacation
5 years of work 2 weeks and 3 days vacation
6 years of work  2 weeks and 4 days vacation
7 years of work  3 weeks

Sick days are paid after 30 days probationary period.
Full time employees  3 sick days per year
Part time employees  2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**

Paid:  See (*5, **6) on HOLIDAY PAGE
Overtime:  See (5, 6) on HOLIDAY PAGE

PLUS 4 floating holidays
(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

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**Landscape Maintenance**

**JOB DESCRIPTION**  Landscape Maintenance
**DISTRICT**  1

**ENTIRE COUNTIES**  Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**

Per hour:  07/01/11

$12.98

**SUPPLEMENTAL BENEFITS**

Per hour worked:  $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid:  See (1) on HOLIDAY PAGE

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**Moving Furniture and Equipment**

**JOB DESCRIPTION**  Moving Furniture and Equipment
**DISTRICT**  1

**ENTIRE COUNTIES**  Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**

Per hour:  07/01/11

Driver  $17.98

Helper  $12.36
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer DISTRICT 1
ENTIRE COUNTIES Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES
Per hour: 07/01/11

$23.74

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal DISTRICT 1
ENTIRE COUNTIES Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES 07/01/2011
Trash, Recycling Roll-Off and Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S
* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

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**Trash and Refuse Removal**

**JOB DESCRIPTION**  Trash and Refuse Removal

**DISTRICT**  1

**ENTIRE COUNTIES**  Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

**WAGES**
For use with Transfer Station Operation.

Per hour: 07/01/11

Indus. Truck Driver/Tractor Operator

$15.40

Laborer/ non-construction

$12.36

Conveyor operators and tenders

$13.65

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

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**Window Cleaners**

**JOB DESCRIPTION**  Window Cleaners

**DISTRICT**  1

**ENTIRE COUNTIES**  Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence
WAGES
Per hour: 07/01/11

$11.95

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Steuben County Article 9

Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION  Exterminators, Fumigators

ENTIRE COUNTIES  Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11

$16.28

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per Hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION  Fuel Oil Delivery

ENTIRE COUNTIES  Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11

$18.35

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION  Guards, Watchmen

ENTIRE COUNTIES  Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE 1-NYS/R&S

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Delaware, Steuben

WAGES
Per hour: 07/01/11

$11.72

NOTE: Duct cleaning is broken down into two separate functions.

1. The disassembly, re-assembly and modification of duct, is covered under Article 8.

2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE 1-NYS/R&S

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment

JOB DESCRIPTION Moving Furniture and Equipment
DISTRICT 1

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11

Driver $18.35
Helper $11.98

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer
DISTRICT 1

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11

$24.34

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal DISTRICT 1

ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES
07/01/2011
Trash, Recycling
Roll-Off and Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
07/01/2011
$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:
After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.
For use with Transfer Station Operation.

Per Hour: 07/01/11

Indus. Truck Driver/Tractor Operator

$14.28

Laborer/ non-construction

$11.98

Conveyor operators and tenders

$14.81

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners 06/01/2012

JOB DESCRIPTION Window Cleaners

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Otsego, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11

$11.72

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
**Exterminators, Fumigators**

**DISTRICT** 1

**ENTIRE COUNTIES**
Dutchess, Nassau, Orange, Putnam, Rockland, Suffolk, Sullivan, Westchester

**WAGES**
Per hour: 07/01/2011
$ 19.08

All work between 5pm and 7am an additional .40 per hour

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
The following are additional to the wage.

All supplements are based on 40hrs a week and start after 90 days.

Per hour worked:
Employees regularly scheduled more than 16 hours in a week: $ 6.37
Employees regularly scheduled more than 20 hours in a week: $ 8.76

After 1 full year with employer 10 sick days.

If hired before Feb 1, 2001 the following paid days off are required:

5 years - 15 years with employer 15 Days
15 + years 20 Days
additional day each year there after.

If hired after Feb. 1, 2001 the following paid days off are required:

During first 52 weeks with employer 5 Days
After first 52 weeks with employer 10 Days
After 10 years with employer 15 Days

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE
Hours worked on 6th consecutive day in week paid 1.5 times wage

Make-up day allowed if day missed during week without overtime pay required.

**HOLIDAY**
Paid: See (5, 6, 10, 11) on HOLIDAY PAGE
Overtime: See (5, 6, 10, 11) on HOLIDAY PAGE
If hired before Feb. 1, 2001

Employees Birthday
2 floating holidays and either Martin Luther King Day OR Yom Kippur

Employees hired after Feb 1, 2001 do not receive their birthday off and do not receive 2 floating holidays.

All work on Holiday at 1.5 times rate plus Holiday pay.

**Fuel Oil Delivery**

**DISTRICT** 1

**ENTIRE COUNTIES**
Nassau, Suffolk

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1-32 BJ
### Guards, Watchmen

**WAGES**

- **Per hour:** 
  - 07/01/11
  - $22.29

**IMPORTANT INFORMATION:**

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**SUPPLEMENTAL BENEFITS**

- **Per hour worked:** $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

- **Paid:** See (1) on HOLIDAY PAGE

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### Janitor, Porter, Cleaners, Elevator Operator

**WAGES**

- **Janitors/Porters**
  - 07/01/11
  - $11.35

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

- **Per hour worked:** $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

- **Paid:** See (1) on HOLIDAY PAGE
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

The following benefits are in addition to the wage.

Benefits start after first 6 months with employer.

27.5 hrs or more a week worked $4.00 hr
Less than 27.5 hrs weekly (normally scheduled) .96 hr

SICK DAYS

10 days pay or 10 days off with pay. (After first year with employer)
This is based on 40 hrs a week, lesser hrs would be prorated.

VACATION DAYS

The following days off are after time with the employer,

6 months with employer 4 days off with pay
1 yr - with employer 6 day
2 yrs- with employer 11 days
5 yrs- with employer 16 days
10 yr- with employer 21 days
25 yr- with employer 26 days

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

Any holidays worked will be paid at time and one half plus the holiday pay
1 1/2 times regular pay on the sixth consecutive day of work
2 times regular pay on the seventh consecutive day of work

HOLIDAY

Paid: See (5, 6, 9, 10, 11, 12, 26) on HOLIDAY PAGE
If holiday falls on weekend the Monday or Friday are observed. If any work done on observed Holiday then Time and one half for work plus Holiday straight time is due.

Landscape Maintenance

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES Nassau, Suffolk

WAGES

Per hour: 07/01/11

$14.47

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment

06/01/2012

1-NYS/R&S
JOB DESCRIPTION  Moving Furniture and Equipment
ENTIRE COUNTIES   Nassau, Suffolk

WAGES
Per hour:  07/01/11

Driver          $22.29
Helper          $13.25

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked:  $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:  See (1) on HOLIDAY PAGE

Stationary Engineer  06/01/2012

JOB DESCRIPTION  Stationary Engineer
ENTIRE COUNTIES   Nassau, Suffolk

WAGES
Chief Engineer  $ 47.52
Asst. Chief Engineer  44.31
Engineer  41.08
I & C Tech  41.08
Mechanic  35.60

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS  07/01/2011
(PAID ON ALL HOURS PAID)
All Classification:  $ 18.23
Must work at least 24 hrs a week

Additional Paid Time off:
16 paid days off each year - not including Holidays or Vacations

Years WITH SAME EMPLOYER  Vacation Days
Less than (6) months  No entitlement
(1) year  5 Days
(5) years  15 Days
(10) years  20 Days

Page 335
OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (2, 4, 6, 11, 12, 15, 25) on HOLIDAY PAGE
Overtime: See (2, 4, 6, 11, 12, 15, 25) on HOLIDAY PAGE
Employees must regularly work at least 40 hours per week to receive paid Holidays.
Employees must work their scheduled day immediately prior to and immediately following the designated Holiday to qualify.

These are additional paid days off.
If any day worked - 1.5 times wage plus Holiday straight rate.

REGISTERED APPRENTICES
Hire $12.50
6-12 MONTHS 50% of Mechanic hourly rate
12-24 MONTHS 60% of Mechanic hourly rate
24-36 MONTHS 70% of Mechanic hourly rate
36-42 MONTHS 75% of Mechanic hourly rate
42 months Full Rate

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal
ENTIRE COUNTIES Nassau, Suffolk

WAGES
COMMERCIAL WORK (includes: front, rear loading and roll-off trucks) per hour worked 07/01/11

DRIVERS: $ 24.05
HELPER: 23.87

RESIDENTIAL: (curbside, loose bag and others)

DRIVERS: $ 18.85
HELPER: 16.25

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Supplements (per hr worked paid up to 40 hrs a week)

Commercial Work $ 8.10
Residential 7.98

Additional (per hr worked paid up to 40 hrs a week)

Vacation Days

Commercial hired before Sept. 1, 1995:
1 yr but less than 2 1 weeks
2 yrs but less than 5 2 weeks
5 yrs but less than 15 3 weeks
15 yrs but less than 25 4 weeks
25 plus years 5 weeks

Commercial hired after Sept. 1, 1995:
1 yr but less than 2 1 weeks
2 yrs but less than 5 2 weeks
5 plus years 3 weeks

Residential
First year .333 hours a month worked
1 yr but less than 3  1 week
3 yrs but less than 5  2 weeks
5 plus years            3 weeks

Sick Days

First 6 months    2 days
6 months to 1 year Additional 1 day for each 2 months worked
After 1 year       6 days

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE
Note - Double time and half the hourly rate on Sunday, if worked.

HOLIDAY
Paid: See (5, 6, 11, 12, 25, 26) on HOLIDAY PAGE
Overtime: See (5, 6, 11, 12, 25, 26) on HOLIDAY PAGE
Note - Must work the regularly scheduled day before and two regularly days after.

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal
ENTIRE COUNTIES Bronx, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Suffolk, Westchester

WAGES
Effective Period: 07/01/2011

MEDICAL WASTE REMOVAL

Driver (Chauffeur)  $ 20.30
Helper              $ 16.00
Tractor Trailer Driver  $ 22.80
Roll off Driver     $ 22.80
Line Haul Driver    $ 20.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
The following is required addition to the wages.

Rate per Hour: 07/01/2011
$ 7.45

Vacation:
1 year of service
but less than five years (10) days
5 years of service
but less than ten years (15) days
10 years of service (16) days
11 years of service (17) days
12 years of service (18) days
13 years of service (19) days
14 years of service (20) days
20 years of service (21) days
21 years of service (22) days
22 years of service (23) days
23 years of service (24) days
24 years of service (25) days

Page 337
Plus 5 Personal Days

**OVERTIME PAY**

Overtime Description:

The sixth day of work in a work week is paid at time and one-half the regular hourly rate, the seventh day of work in a work week is paid at double time the regular hourly rate. Time and one-half the regular rate for work on a holiday plus days pay for below paid holidays.

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

**HOLIDAY**

Paid Holidays:

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

**Trash and Refuse Removal**

**JOB DESCRIPTION** Trash and Refuse Removal

**ENTIRE COUNTIES**

Nassau, Suffolk

**WAGES**

For use with Transfer Station Operation.

Per hour: 07/01/11

- Indus. Truck Driver/Tractor Operator $16.04
- Laborer/ non-construction $13.25
- Conveyor operators and tenders $12.48

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

**Window Cleaners**

**JOB DESCRIPTION** Window Cleaners

**ENTIRE COUNTIES**

Nassau, Suffolk

**WAGES**

07/01/11
IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS

$ 1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Sullivan County Article 9

Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators

DISTRICT 1

ENTIRE COUNTIES Dutchess, Nassau, Orange, Putnam, Rockland, Suffolk, Sullivan, Westchester

WAGES

Per hour: 07/01/2011

$ 19.08

All work between 5pm and 7am an additional .40 per hour.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

The following are additional to the wage.

All supplements are based on 40hrs a week and start after 90 days.

Per hour worked:

Employees regularly scheduled more than 16 hours in a week: $ 6.37

Employees regularly scheduled more than 20 hours in a week: $ 8.76

After 1 full year with employer 10 sick days.

If hired before Feb 1, 2001 the following paid days off are required:

5 years - 15 years with employer 15 Days
15 + years 20 Days
additional day each year there after.

If hired after Feb. 1, 2001 the following paid days off are required:

During first 52 weeks with employer 5 Days
After first 52 weeks with employer 10 Days
After 10 years with employer 15 Days

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

Hours worked on 6th consecutive day in week paid 1.5 times wage

Make-up day allowed if day missed during week without overtime pay required.

HOLIDAY

Paid: See (5, 6, 10, 11) on HOLIDAY PAGE
Overtime: See (5, 6, 10, 11) on HOLIDAY PAGE

If hired before Feb. 1, 2001

Employees Birthday
2 floating holidays and either Martin Luther King Day OR Yom Kippur

Employees hired after Feb 1, 2001 do not receive their birthday off and do not receive 2 floating holidays.

All work on Holiday at 1.5 times rate plus Holiday pay.
WAGES
Per hour: 07/01/11
$23.47

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION  Guards, Watchmen
DISTRICT 1

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
Per hour: 07/01/11
$13.66

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator
DISTRICT 1

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Westchester

WAGES
07/01/2011

Janitor $12.50 hr

NOTE: Duct cleaning is broken down into two separate functions.
1. The Disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Note: Employees retained by an Employer at a newly contracted location shall be given credit for length of service with predecessor employer(s) for all purpose including but not limited to Monetary Benefit entitlement, Vacation entitlement, Holiday entitlement, and Sick Leave entitlement.

MONETARY BENEFIT*

<table>
<thead>
<tr>
<th></th>
<th>07/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time**</td>
<td>$ 3.66</td>
</tr>
<tr>
<td>Part Time(hired after 12/31/07)</td>
<td>.63</td>
</tr>
<tr>
<td>Part Time(hired prior 01/01/08)</td>
<td>1.72</td>
</tr>
</tbody>
</table>

(*)Amounts are payable after 6 months employment and only on first 40 hrs unless note above applies to employee.

(**)FULL TIME defined employees regularly scheduled to work a minimum of 27.5 hours per week

SICK LEAVE
Beginning with an employee's seventh month of employment, all FULL-TIME employees are entitled to seven (7) sick days per calendar year, except in employee's first year of employment when he shall be entitled to a pro rated number of sick days for the time between the first day of his seventh month of employment to the end of the calendar year. All PART-TIME employees shall be entitled to five (5) sick days per calendar year.

VACATION LEAVE

<table>
<thead>
<tr>
<th>Time employed</th>
<th>Vacation Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>3 Days</td>
</tr>
<tr>
<td>1 Year</td>
<td>1 Week</td>
</tr>
<tr>
<td>2 Years</td>
<td>2 Weeks</td>
</tr>
<tr>
<td>5 Years</td>
<td>3 Weeks</td>
</tr>
<tr>
<td>15 Years</td>
<td>4 Weeks</td>
</tr>
<tr>
<td>25 Years</td>
<td>5 Weeks</td>
</tr>
</tbody>
</table>

Vacation pay is based upon the employee's regularly scheduled straight time hours in the 8 weeks immediately preceding the vacation period.

OVERTIME PAY
See (B, B2) on OVERTIME PAGE
All work on 6th consecutive day paid at 1.5 times rate
All work on 7th consecutive day paid at 2 times rate

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Plus choice of either Presidents Day(25) or Martin Luther King, Jr. Day(26)
Plus an additional 2 Floating Holidays

In order to be eligible for holiday pay, an employee must work 2 days in week prior to the holiday and complete 60 day probation period. When any of the stated holidays shall fall on Saturday or Sunday, it shall be observed on the following Monday or preceding Friday, depending upon when the building is closed.

Landscape Maintenance 06/01/2012

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
Per hour: 07/01/11
$14.82
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment

JOB DESCRIPTION Moving Furniture and Equipment

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
Per hour:

| Driver    | $23.47 |
| Helper    | $13.02 |

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Sullivan, Ulster, Westchester

WAGES
Per Hour:

| Chief Engineer | $57.89 | 59.62 |
| Engineer       | $45.05 | 46.40 |
| Mechanic       | $40.27 | 41.47 |

Additional 2% of rate for work done 3pm to 7 am.

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS

Benefits paid after 30 days
07/01/2011 1/1/2012
(Paid up to 40 hrs a week) 16.94 17.72

Paid Time off:
13 paid days off each year - additional to Holidays or Other days off

Additional Days off paid (Time is with employer)

- Less than (6) months: No entitlement
- (6) months but less than (1) year: 5 Days
- (1) year but less than (5) years: 15 Days
- (5) years but less than (10) years: 20 Days
- (10) years but less than (20) years: 25 Days
- (1) additional day every 2 years

OVERTIME PAY
See (B, B2, F) on OVERTIME PAGE
2 times wage for 7th consecutive day
2 times wage for work in excess of 12 hours a day

HOLIDAY
Paid: See (5, 6, 9, 11, 12, 15, 25) on HOLIDAY PAGE
Overtime: See (5, 6, 9, 11, 12, 15, 25) on HOLIDAY PAGE
Holidays are additional paid days off.

If worked: 1.5 times wage plus Holiday straight rate.

Must work regularly scheduled day before and regularly scheduled day after Holiday to be paid for holiday.

Holidays that fall on Saturday are observed Friday, those that fall on Sunday are observed Monday. Paid on Observed day.

REGISTERED APPRENTICES

<table>
<thead>
<tr>
<th>Hire</th>
<th>$14.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>after 6 months</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 1 year</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 18 months</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 2 years</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 30 months</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>42 months</td>
<td>Full Rate</td>
</tr>
</tbody>
</table>

Trash and Refuse Removal
06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal
DISTRICT 1

ENTIRE COUNTIES
Orange, Putnam, Rockland, Sullivan

WAGES
Per hour: 07/01/11

<table>
<thead>
<tr>
<th>Driver</th>
<th>$21.98</th>
</tr>
</thead>
<tbody>
<tr>
<td>Helper</td>
<td>$13.02</td>
</tr>
</tbody>
</table>

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE
HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal
ENTIRE COUNTIES  Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES  For use with Transfer Station Operation.

Per hour: 07/01/11

Indus. Truck Driver/Tractor Operator  $17.82
Laborer/ non-construction  $13.02
Conveyor operators and tenders  $13.65

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners 06/01/2012

JOB DESCRIPTION  Window Cleaners
ENTIRE COUNTIES  Dutchess, Orange, Putnam, Rockland, Sullivan, Westchester

WAGES

07/01/2011

Window Cleaner  $17.83 hr

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Note: Employees retained by an Employer at a newly contracted location shall be given credit for length of service with predecessor employer(s) for all purpose including but not limited to Monetary Benefit entitlement, Vacation entitlement, Holiday entitlement, and Sick Leave entitlement.

MONETARY BENEFIT*

07/01/2011

Full Time**  $ 3.66
Part Time(hired after 12/31/07)  .63
Part Time(hired prior 01/01/08)  1.72

(*)Amounts are payable after 6 months employment and only on first 40 hrs unless note above applies to employee.
(**)FULL TIME defined employees regularly scheduled to work a minimum of 27.5 hours per week
Beginning with an employee’s seventh month of employment, all FULL-TIME employees are entitled to seven (7) sick days per calendar year, except in employee’s first year of employment when he shall be entitled to a pro rated number of sick days for the time between the first day of his seventh month of employment to the end of the calendar year. All PART-TIME employees shall be entitled to five (5) sick days per calendar year.

VACATION LEAVE

<table>
<thead>
<tr>
<th>Time employed</th>
<th>Vacation Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>3 Days</td>
</tr>
<tr>
<td>1 Year</td>
<td>1 Week</td>
</tr>
<tr>
<td>2 Years</td>
<td>2 Weeks</td>
</tr>
<tr>
<td>5 Years</td>
<td>3 Weeks</td>
</tr>
<tr>
<td>15 Years</td>
<td>4 Weeks</td>
</tr>
<tr>
<td>25 Years</td>
<td>5 Weeks</td>
</tr>
</tbody>
</table>

Vacation pay is based upon the employee’s regularly scheduled straight time hours in the 8 weeks immediately preceding the vacation period.

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

All work on 6th consecutive day paid at 1.5 times rate
All work on 7th consecutive day paid at 2 times rate

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE

Plus choice of either Presidents Day(25) or Martin Luther King, Jr. Day(26)

Plus an additional 2 Floating Holidays

In order to be eligible for holiday pay, an employee must work 2 days in week prior to the holiday and complete 60 day probation period. When any of the stated holidays shall fall on Saturday or Sunday, it shall be observed on the following Monday or preceding Friday, depending upon when the building is closed.
Exterminators, Fumigators

JOB DESCRIPTION   Exterminators, Fumigators

ENTIRE COUNTIES  Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour:  07/01/11
          $16.28

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per Hour worked:  $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:  See (1) on HOLIDAY PAGE

Fuel Oil Delivery

JOB DESCRIPTION   Fuel Oil Delivery

ENTIRE COUNTIES  Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour:  07/01/11
          $18.35

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked:  $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:  See (1) on HOLIDAY PAGE

Guards, Watchmen

JOB DESCRIPTION   Guards, Watchmen

ENTIRE COUNTIES  Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11

$15.96

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES

Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES

Per hour:

07/01/2011

$ 10.40 per hr.

New Hire Rate:

First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)

Note: Full time 30 or more regularly scheduled hours in a week

Part time up to 30 regularly schedules hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50
Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

<table>
<thead>
<tr>
<th>Years of Work</th>
<th>Vacation Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1 week</td>
</tr>
<tr>
<td>2</td>
<td>2 weeks</td>
</tr>
<tr>
<td>3</td>
<td>2 weeks and 1 day</td>
</tr>
<tr>
<td>4</td>
<td>2 weeks and 2 days</td>
</tr>
<tr>
<td>5</td>
<td>2 weeks and 3 days</td>
</tr>
<tr>
<td>6</td>
<td>2 weeks and 4 days</td>
</tr>
<tr>
<td>7</td>
<td>3 weeks</td>
</tr>
</tbody>
</table>

Sick days are paid after 30 days probationary period.

<table>
<thead>
<tr>
<th>Type of Employee</th>
<th>Sick Days Per Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time</td>
<td>3</td>
</tr>
<tr>
<td>Part Time</td>
<td>2</td>
</tr>
</tbody>
</table>

2 paid personal days per year.

**OVERTIME PAY**

See (B, B2, K) on OVERTIME PAGE

Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**

Paid: See (*5, **6) on HOLIDAY PAGE

Overtime: See (5, 6) on HOLIDAY PAGE

PLUS 4 floating holidays

(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer

Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.

Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

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**Landscape Maintenance**

**JOB DESCRIPTION** Landscape Maintenance

**DISTRICT** 1

**ENTIRE COUNTIES**
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

**WAGES**

Per hour: 07/01/11

$11.89

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

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**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 1

**ENTIRE COUNTIES**
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

**WAGES**

<table>
<thead>
<tr>
<th>Role</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver</td>
<td>$18.35</td>
</tr>
</tbody>
</table>
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer DISTRICT 1

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11
$24.34

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal DISTRICT 1

ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES
07/01/2011
Trash, Recycling Roll-Off and Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

07/01/2011

$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

**OVERTIME PAY**

See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**

Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

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**Trash and Refuse Removal**

06/01/2012

**JOB DESCRIPTION**  Trash and Refuse Removal

**DISTRICT**  1

**ENTIRE COUNTIES**  Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

**WAGES**

For use with Transfer Station Operation.

Per Hour: 07/01/11

Indus. Truck Driver/Tractor Operator

$14.28

Laborer/ non-construction

$11.98

Conveyor operators and tenders

$14.81

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S - Trans.Station.Ops
JOB DESCRIPTION  Window Cleaners

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Otsego, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11
$11.72

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Exterminators, Fumigators

**JOB DESCRIPTION** Exterminators, Fumigators

**ENTIRE COUNTIES** Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

**WAGES**

Per hour: 07/01/11

$16.28

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per Hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

**JOB DESCRIPTION** Fuel Oil Delivery

**ENTIRE COUNTIES** Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

**WAGES**

Per hour: 07/01/11

$18.35

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

**JOB DESCRIPTION** Guards, Watchmen

**ENTIRE COUNTIES** Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

**WAGES**
Per hour: 07/01/11
$15.96

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:
07/01/2011
$ 10.40 per hr.

New Hire Rate:
First 180 days only 9.40 per hr.

FULL TIME FLOOR ONLY: + 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)
Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$ 2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
<tr>
<td>Individual or Family</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50
Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

<table>
<thead>
<tr>
<th>Years of Work</th>
<th>Vacation Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 year</td>
<td>1 week</td>
</tr>
<tr>
<td>2 years</td>
<td>2 weeks</td>
</tr>
<tr>
<td>3 years</td>
<td>2 weeks and 1 day</td>
</tr>
<tr>
<td>4 years</td>
<td>2 weeks and 2 days</td>
</tr>
<tr>
<td>5 years</td>
<td>2 weeks and 3 days</td>
</tr>
<tr>
<td>6 years</td>
<td>2 weeks and 4 days</td>
</tr>
<tr>
<td>7 years</td>
<td>3 weeks</td>
</tr>
</tbody>
</table>

Sick days are paid after 30 days probationary period.

- **Full time employees**: 3 sick days per year
- **Part time employees**: 2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE
Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**
Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
PLUS 4 floating holidays
(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

**Landscape Maintenance**

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Landscape Maintenance</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins</td>
</tr>
<tr>
<td>WAGES</td>
<td>Per hour: 07/01/11 $11.89</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

**Moving Furniture and Equipment**

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Moving Furniture and Equipment</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins</td>
</tr>
<tr>
<td>WAGES</td>
<td>Per hour: 07/01/11 Driver $18.35</td>
</tr>
</tbody>
</table>

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES
Per hour: 07/01/11
$24.34

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES
07/01/2011
Trash, Recycling
Roll-Off and Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

07/01/2011

$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY

See (B, B2, K) on OVERTIME PAGE

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

Trash and Refuse Removal

06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal
DISTRIBUTION  1

ENTIRE COUNTIES

Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins

WAGES

For use with Transfer Station Operation.

Per Hour: 07/01/11

Indus. Truck Driver/Tractor Operator

$14.28

Laborer/ non-construction

$11.98

Conveyor operators and tenders

$14.81

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE
## Window Cleaners

### JOB DESCRIPTION
Window Cleaners

### ENTIRE COUNTIES
Broome, Chemung, Chenango, Delaware, Otsego, Schuyler, Steuben, Tioga, Tompkins

### WAGES

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$11.72</td>
</tr>
</tbody>
</table>

### IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

### SUPPLEMENTAL BENEFITS

| Per hour worked: | $1.75 |

### OVERTIME PAY

See (B, B2) on OVERTIME PAGE

### HOLIDAY

Paid: See (1) on HOLIDAY PAGE

1-NYS R&S
Exterminators, Fumigators

JOB DESCRIPTION
Exterminators, Fumigators

ENTIRE COUNTIES
Ulster

WAGES
Per hour: 07/01/11
$14.94

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

JOB DESCRIPTION
Fuel Oil Delivery

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
Per hour: 07/01/11
$23.47

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

JOB DESCRIPTION
Guards, Watchmen

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
Per hour: 07/01/11
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator
ENTIRE COUNTIES
Ulster
WAGES
Per hour: 07/01/11
$ 14.46

NOTE: Duct cleaning is broken down into two separate functions.

1. The disassembly, re-assembly and modification of duct, is covered under Article 8.

2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance

JOB DESCRIPTION  Landscape Maintenance
ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester
WAGES
Per hour: 07/01/11
$14.82
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer DISTRICT 1
ENTIRE COUNTIES Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
Per Hour: 07/01/11
Chief Engineer $57.89
Engineer $45.05
Mechanic $40.27

07/01/11 1/1/2012
Chief Engineer $57.89 59.62
Engineer $45.05 46.40
Mechanic $40.27 41.47

Additional 2% of rate for work done 3pm to 7 am.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Benefits paid after 30 days

<table>
<thead>
<tr>
<th></th>
<th>07/01/2011</th>
<th>1/1/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Paid up to 40 hrs a week)</td>
<td>16.94</td>
<td>17.72</td>
</tr>
</tbody>
</table>

Paid Time off:

- 13 paid days off each year - additional to Holidays or Other days off

Additional Days off paid (Time is with employer)

<table>
<thead>
<tr>
<th>Time Frame</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than (6) months</td>
<td></td>
</tr>
<tr>
<td>(6) months but less than (1)year</td>
<td>5</td>
</tr>
<tr>
<td>(1) year but less than (5)years</td>
<td>15</td>
</tr>
<tr>
<td>(5) years but less than (10)years</td>
<td>20</td>
</tr>
<tr>
<td>(10) years but less than (20)years</td>
<td>25</td>
</tr>
<tr>
<td>(1) additional day every 2 years</td>
<td></td>
</tr>
</tbody>
</table>

**OVERTIME PAY**

See (B, B2, F) on OVERTIME PAGE

2 times wage for 7th consecutive day

2 times wage for work in excess of 12 hours a day

**HOLIDAY**

Paid: See (5, 6, 9, 11, 12, 15, 25) on HOLIDAY PAGE

Overtime: See (5, 6, 9, 11, 12, 15, 25) on HOLIDAY PAGE

Holidays are additional paid days off.

If worked: 1.5 times wage plus Holiday straight rate.

Must work regularly scheduled day before and regularly scheduled day after Holiday to be paid for holiday.

Holidays that fall on Saterday are observed Friday, those that fall on Sunday are observed Monday. Paid on Observed day.

**REGISTERED APPRENTICES**

<table>
<thead>
<tr>
<th>Time Frame</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hire</td>
<td>$14.00</td>
</tr>
<tr>
<td>after 6 months</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 1 year</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 18 months</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 2 years</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>after 30 months</td>
<td>Plus 5% of Mechanic hourly rate</td>
</tr>
<tr>
<td>42 months</td>
<td>Full Rate</td>
</tr>
</tbody>
</table>

**Trash and Refuse Removal**

<table>
<thead>
<tr>
<th>Time Frame</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>06/01/2012</td>
<td>1-30-DOPSUW</td>
</tr>
</tbody>
</table>

**JOB DESCRIPTION**  
Trash and Refuse Removal

**ENTIRE COUNTIES**

**WAGES**

Per hour: 7/01/2011

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chauffer/Truck Driver</td>
<td>$15.95*</td>
</tr>
<tr>
<td>(CDL only)</td>
<td></td>
</tr>
<tr>
<td>Helper</td>
<td>$14.87*</td>
</tr>
<tr>
<td>(NON-CDL Only)</td>
<td></td>
</tr>
</tbody>
</table>

*Probationary (First 75 working days) receive $1.00 less for both rates.

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Benefits paid to non-probationary employees:

7/01/2011

Single  $3.06
Two in family  $5.91
Three or more in family  $8.04

In addition to above amounts per hour (up to 40 hrs a week) for all employees including probationary employees:

$1.06

Vacation is earned by employees working at least 150 days in the last 12 consecutive months:

After completing 12 Months of service (1 yr)  1 Week
After completing 36 Months of service (3 yrs)  2 Weeks
After completing 120 Months of service (10 yrs)  3 Weeks
After completing 180 Months of service (15 yrs)  3 Weeks 1 Day
After completing 192 Months of service (16 yrs)  3 Weeks 2 Days
After completing 204 Months of service (17 yrs)  3 Weeks 3 Days
After completing 216 Months of service (18 yrs)  3 Weeks 4 Days
After completing 228 Months of service (19 yrs)  4 Weeks

*Vacation weekly pay shall be determined by taking the employees previous years W-2 Gross reported earnings and multiplying by 2.0% 

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE

HOLIDAY
Paid:  See (5, 6) on HOLIDAY PAGE
Must work the last regularly scheduled day before and after holiday.

Holidays on a Saturday are observed on Friday, Holidays on a Sunday are observed on Monday.

Employee’s working at least 12 consecutive months and having worked 200 days will receive 5 floating holidays.

Trash and Refuse Removal
06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal
DISTRIBUTION  1

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
For use with Transfer Station Operation.

Per hour:  07/01/11

Indus. Truck Driver/Tractor Operator  $17.82
Laborer/ non-construction  $13.02
Conveyor operators and tenders  $13.65

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked:  $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:  See (1) on HOLIDAY PAGE
JOB DESCRIPTION  Window Cleaners

ENTIRE COUNTIES
Ulster

WAGES
Per hour: 07/01/11

$14.46

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS R&S
Warren County Article 9

Exterminators, Fumigators

**JOB DESCRIPTION**  Exterminators, Fumigators

**DISTRICT**  1

**ENTIRE COUNTIES**

**WAGES**
Per hour:  07/01/2011
$ 14.15

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked:  $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid:  See (1) on HOLIDAY PAGE

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Fuel Oil Delivery

**JOB DESCRIPTION**  Fuel Oil Delivery

**DISTRICT**  1

**ENTIRE COUNTIES**

**WAGES**
Per hour:  07/01/2011
$20.30

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked:  $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid:  See (1) on HOLIDAY PAGE

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Guards, Watchmen

**JOB DESCRIPTION**  Guards, Watchmen

**DISTRICT**  1

**ENTIRE COUNTIES**

**WAGES**
Per hour:  07/01/2011
$13.93
**Janitor, Porter, Cleaners, Elevator Operator**

**JOB DESCRIPTION**  Janitor, Porter, Cleaners, Elevator Operator  
**DISTRICT**  1  
**ENTIRE COUNTIES**  Warren, Washington  

**WAGES**  
<table>
<thead>
<tr>
<th>Per Hour</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>$12.45 HR</td>
<td></td>
</tr>
</tbody>
</table>

---

Note: Duct cleaning is broken down into two separate functions.

1. The disassembly, re-assembly and modification of duct, is covered under Article 8.

2. The actual cleaning of the duct which is covered by Article 9.

**Landscape Maintenance**

**JOB DESCRIPTION**  Landscape Maintenance  
**DISTRICT**  1  
**ENTIRE COUNTIES**  Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, Washington  

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**SUPPLEMENTAL BENEFITS**  
Per hour worked:  $1.75  

**OVERTIME PAY**  
See (B, B2) on OVERTIME PAGE  

**HOLIDAY**  
Paid:  See (1) on HOLIDAY PAGE  
1-NYS/R&S

**IMPORTANT INFORMATION:**  
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WAGES
Per hour: 07/01/11
$12.61

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment 06/01/2012

JOB DESCRIPTION Moving Furniture and Equipment

ENTIRE COUNTIES

WAGES
Per hour: 07/01/11

Driver $20.30

Helper $13.70

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour paid: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES

WAGES
Per hour. 07/01/11

$24.30
IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal

DISTRICT  1

ENTIRE COUNTIES

WAGES
Per hour: 7/01/2011

Chauffer/Truck Driver
(CDL only) $15.95*
Helper
(NON-CDL Only) $14.87*

*Probationary (First 75 working days) receive $1.00 less for both rates.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Benefits paid to non-probationary employees:

7/01/2011

Single $3.06
Two in family $5.91
Three or more in family $8.04

In addition to above amounts per hour (up to 40 hrs a week) for all employees including probationary employees:

$1.06

Vacation is earned by employees working at least 150 days in the last 12 consecutive months:

After completing 12 Months of service (1 yr) 1 Week
After completing 36 Months of service (3 yrs) 2 Weeks
After completing 120 Months of service (10 yrs) 3 Weeks
After completing 180 Months of service (15 yrs) 3 Weeks 1 Day
After completing 192 Months of service (16 yrs) 3 Weeks 2 Day's
After completing 204 Months of service (17 yrs) 3 Weeks 3 Day's
After completing 216 Months of service (18 yrs) 3 Weeks 4 Day's
After completing 228 Months of service (19 yrs) 4 Weeks

*Vacation weekly pay shall be determined by taking the employees previous years W-2 Gross reported earnings and multiplying by 2.0%

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE

Must work the last regularly scheduled day before and after holiday.
Holidays on a Saturday are observed on Friday, Holidays on a Sunday are observed on Monday.

Employee's working at least 12 consecutive months and having worked 200 days will receive 5 floating holidays.

### Trash and Refuse Removal

**JOB DESCRIPTION**  
Trash and Refuse Removal

**DISTRICT**  
1

**ENTIRE COUNTIES**  

**WAGES**  
For use with Transfer Station Operation.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$16.31</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$13.70</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$15.33</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**  
Per hour worked: $1.75

**OVERTIME PAY**  
See (B, B2) on OVERTIME PAGE

**HOLIDAY**  
Paid: See (1) on HOLIDAY PAGE
Washington County Article 9

Exterminators, Fumigators 06/01/2012

JOBS DESCRIPTION Exterminators, Fumigators

DISTRICT 1


WAGES
Per hour: 07/01/2011

$14.15

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE 1-NYS/R&S

Fuel Oil Delivery 06/01/2012

JOBS DESCRIPTION Fuel Oil Delivery

DISTRICT 1


WAGES
Per hour: 07/01/11

$20.30

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE 1-NYS/R&S

Guards, Watchmen 06/01/2012

JOBS DESCRIPTION Guards, Watchmen

DISTRICT 1


WAGES
Per hour: 07/01/11

$13.93
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

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**Janitor, Porter, Cleaners, Elevator Operator**

**JOB DESCRIPTION** Janitor, Porter, Cleaners, Elevator Operator

**DISTRICT** 1

**ENTIRE COUNTIES**
Warren, Washington

**WAGES**
Per Hour 07/01/11
$12.45 HR

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Note: Duct cleaning is broken down into two separate functions.

1. The disassembly, re-assembly and modification of duct, is covered under Article 8.

2. The actual cleaning of the duct which is covered by Article 9.

---

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

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**Landscape Maintenance**

**JOB DESCRIPTION** Landscape Maintenance

**DISTRICT** 1

**ENTIRE COUNTIES**

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Page 371
WAGES
Per hour: 07/01/11
$12.61

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment

JOB DESCRIPTION Moving Furniture and Equipment
DISTRICT 1

ENTIRE COUNTIES

WAGES
Per hour: 07/01/11
Driver $20.30
Helper $13.70

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour paid: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer
DISTRICT 1

ENTIRE COUNTIES

WAGES
Per hour: 07/01/11
$24.30
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal DISTRICT 1

ENTIRE COUNTIES

WAGES
Per hour: 7/01/2011

Chauffer/Truck Driver (CDL only) $15.95*
Helper (NON-CDL Only) $14.87*

*Probationary (First 75 working days) receive $1.00 less for both rates.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Benefits paid to non-probationary employees: 7/01/2011

Single $3.06
Two in family $5.91
Three or more in family $8.04

In addition to above amounts per hour(up to 40 hrs a week) for all employees including probationary employees: $1.06

Vacation is earned by employees working at least 150 days in the last 12 consecutive months:

After completing 12 Months of service (1 yr) 1 Week
After completing 36 Months of service (3 yrs) 2 Weeks
After completing 120 Months of service (10 yrs) 3 Weeks
After completing 180 Months of service (15 yrs) 3 Weeks 1 Day
After completing 192 Months of service (16 yrs) 3 Weeks 2 Day's
After completing 204 Months of service (17 yrs) 3 Weeks 3 Day's
After completing 216 Months of service (18 yrs) 3 Weeks 4 Day's
After completing 228 Months of service (19 yrs) 4 Weeks

*Vacation weekly pay shall be determined by taking the employees previous years W-2 Gross reported earnings and multiplying by 2.0%

OVERTIME PAY
See (B, B2, K) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Must work the last regularly scheduled day before and after holiday.
Holidays on a Saturday are observed on Friday, Holidays on a Sunday are observed on Monday.

Employee’s working at least 12 consecutive months and having worked 200 days will receive 5 floating holidays.

### Trash and Refuse Removal  06/01/2012

**JOB DESCRIPTION**  Trash and Refuse Removal

**DISTRICT**  1

**ENTIRE COUNTIES**

**WAGES**
For use with Transfer Station Operation.

Per hour: 07/01/11

Indus. Truck Driver/Tractor Operator

$16.31

Laborer/ non-construction

$13.70

Conveyor operators and tenders

$15.33

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE

### Window Cleaners  06/01/2012

**JOB DESCRIPTION**  Window Cleaners

**DISTRICT**  1

**ENTIRE COUNTIES**
Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Washington

**WAGES**
Per hour: 07/01/11

$12.45

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE
Wayne County Article 9

Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION  Exterminators, Fumigators

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$13.28

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION  Fuel Oil Delivery

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$17.52

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION  Guards, Watchmen

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

<table>
<thead>
<tr>
<th>Janitor, Porter, Cleaners, Elevator Operator</th>
<th>06/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>JOB DESCRIPTION</td>
<td>Janitor, Porter, Cleaners, Elevator Operator</td>
</tr>
<tr>
<td>DISTRICT</td>
<td>1</td>
</tr>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates</td>
</tr>
<tr>
<td>WAGES</td>
<td></td>
</tr>
<tr>
<td>Per hour:</td>
<td>07/01/2011</td>
</tr>
<tr>
<td></td>
<td>$ 10.40 per hr.</td>
</tr>
<tr>
<td>New Hire Rate:</td>
<td>First 180 days only</td>
</tr>
<tr>
<td></td>
<td>9.40 per hr.</td>
</tr>
<tr>
<td>FULL TIME FLOOR ONLY:</td>
<td>+ 0.25 per hr.</td>
</tr>
</tbody>
</table>

NOTE: Duct Cleaning is broken down into two separate functions:
1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)
Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly schedules hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$ 2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50
Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

<table>
<thead>
<tr>
<th>Years of Work</th>
<th>Vacation Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1 week</td>
</tr>
<tr>
<td>2</td>
<td>2 weeks</td>
</tr>
<tr>
<td>3</td>
<td>2 weeks and 1 day</td>
</tr>
<tr>
<td>4</td>
<td>2 weeks and 2 days</td>
</tr>
<tr>
<td>5</td>
<td>2 weeks and 3 days</td>
</tr>
<tr>
<td>6</td>
<td>2 weeks and 4 days</td>
</tr>
<tr>
<td>7</td>
<td>3 weeks</td>
</tr>
</tbody>
</table>

Sick days are paid after 30 days probationary period.

<table>
<thead>
<tr>
<th>Category</th>
<th>Sick Days Per Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full time employees</td>
<td>3 sick days</td>
</tr>
<tr>
<td>Part time employees</td>
<td>2 sick days</td>
</tr>
</tbody>
</table>

2 paid personal days per year.

**OVERTIME PAY**

See (B, B2, K) on OVERTIME PAGE

Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**

Paid: See (*5, **6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE
PLUS 4 floating holidays

(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer

Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.

Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

**Supplemental Benefits**

Per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

---

**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment

**ENTIRE COUNTRIES**
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**

Per hour: 07/01/11

$12.12

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**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
Driver $17.52
Helper $12.08

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer
DISTRICT 1

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$25.06

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal
DISTRICT 1

ENTIRE COUNTIES
 Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES
07/01/2011
Trash, Recycling
Roll-Off and Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

| 07/01/2011 |  
| --- | --- |
| $5.34* |  

* Applies the 1st of the month after 30 days of service.

**Vacation pay:**

- After one year of service: 5 days per year
- After four years of service: 10 days per year
- After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**

Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

---

**Trash and Refuse Removal**

| 06/01/2012 |  
| --- | --- |

**JOB DESCRIPTION** Trash and Refuse Removal

**DISTRICT** 1

**ENTIRE COUNTIES**
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**
For use with Transfer Station Operation.

| 07/01/11 |  
| --- | --- |

- **Indus. Truck Driver/Tractor Operator**
  - $15.12

- **Laborer/ non-construction**
  - $12.08

- **Conveyor operators and tenders**
  - $14.51

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE
HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners

JOB DESCRIPTION Window Cleaners

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11

$11.87

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Westchester County Article 9

Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES Dutchess, Nassau, Orange, Putnam, Rockland, Suffolk, Sullivan, Westchester

WAGES
Per hour: 07/01/2011
$ 19.08

All work between 5pm and 7am an additional .40 per hour

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
The following are additional to the wage.

All supplements are based on 40hrs a week and start after 90 days.

Per hour worked:
Employees regularly scheduled more than 16 hours in a week: $ 6.37
Employees regularly scheduled more than 20 hours in a week: $ 8.76

After 1 full year with employer 10 sick days.

If hired before Feb 1, 2001 the following paid days off are required:

<table>
<thead>
<tr>
<th>Years with Employer</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 - 15</td>
<td>15</td>
</tr>
<tr>
<td>15 +</td>
<td>20</td>
</tr>
</tbody>
</table>

If hired after Feb. 1, 2001 the following paid days off are required:

<table>
<thead>
<tr>
<th>Period</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>During first 52 weeks</td>
<td>5</td>
</tr>
<tr>
<td>After first 52 weeks</td>
<td>10</td>
</tr>
<tr>
<td>After 10 years</td>
<td>15</td>
</tr>
</tbody>
</table>

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

Hours worked on 6th consecutive day in week paid 1.5 times wage

Make-up day allowed if day missed during week without overtime pay required.

HOLIDAY
Paid: See (5, 6, 10, 11) on HOLIDAY PAGE
Overtime: See (5, 6, 10, 11) on HOLIDAY PAGE
If hired before Feb. 1, 2001

Employees Birthday
2 floating holidays and either Martin Luther King Day OR Yom Kippur

Employees hired after Feb 1, 2001 do not receive their birthday off and do not receive 2 floating holidays.

All work on Holiday at 1.5 times rate plus Holiday pay.

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION Fuel Oil Delivery

ENTIRE COUNTIES Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION Fuel Oil Delivery

ENTIRE COUNTIES Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

1-32 BJ
WAGES  
Per hour: 07/01/11  
$23.47

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS  
Per hour worked: $1.75

OVERTIME PAY  
See (B, B2) on OVERTIME PAGE

HOLIDAY  
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

JOB DESCRIPTION  Guards, Watchmen

DISTRICT 1

ENTIRE COUNTIES  
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES  
Per hour: 07/01/11  
$13.66

IMPORTANT INFORMATION:  
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS  
Per hour worked: $1.75

OVERTIME PAY  
See (B, B2) on OVERTIME PAGE

HOLIDAY  
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES  
Dutchess, Orange, Putnam, Rockland, Sullivan, Westchester

WAGES  
Janitor 07/01/2011  
$12.50 hr

NOTE: Duct cleaning is broken down into two separate functions.
1. The Disassembly, re-assembly and modification of duct, which is covered under Article 8
2. The actual cleaning of the duct which is covered by Article 9
IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS

Note: Employees retained by an Employer at a newly contracted location shall be given credit for length of service with predecessor employer(s) for all purpose including but not limited to Monetary Benefit entitlement, Vacation entitlement, Holiday entitlement, and Sick Leave entitlement.

MONETARY BENEFIT*

<table>
<thead>
<tr>
<th></th>
<th>07/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time**</td>
<td>$ 3.66</td>
</tr>
<tr>
<td>Part Time(hired after 12/31/07)</td>
<td>.63</td>
</tr>
<tr>
<td>Part Time(hired prior 01/01/08)</td>
<td>1.72</td>
</tr>
</tbody>
</table>

(*)Amounts are payable after 6 months employment and only on first 40 hrs unless note above applies to employee.  
(**)FULL TIME defined employees regularly scheduled to work a minimum of 27.5 hours per week

SICK LEAVE

Beginning with an employee's seventh month of employment, all FULL-TIME employees are entitled to seven (7) sick days per calendar year, except in employee's first year of employment when he shall be entitled to a pro rated number of sick days for the time between the first day of his seventh month of employment to the end of the calendar year. All PART-TIME employees shall be entitled to five (5) sick days per calendar year.

VACATION LEAVE

<table>
<thead>
<tr>
<th>Time employed</th>
<th>Vacation Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>3 Days</td>
</tr>
<tr>
<td>1 Year</td>
<td>1 Week</td>
</tr>
<tr>
<td>2 Years</td>
<td>2 Weeks</td>
</tr>
<tr>
<td>5 Years</td>
<td>3 Weeks</td>
</tr>
<tr>
<td>15 Years</td>
<td>4 Weeks</td>
</tr>
<tr>
<td>25 Years</td>
<td>5 Weeks</td>
</tr>
</tbody>
</table>

Vacation pay is based upon the employee's regularly scheduled straight time hours in the 8 weeks immediately preceding the vacation period.

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

All work on 6th consecutive day paid at 1.5 times rate

All work on 7th consecutive day paid at 2 times rate

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE

Plus choice of either Presidents Day(25) or Martin Luther King, Jr. Day(26)

Plus an additional 2 Floating Holidays

In order to be eligible for holiday pay, an employee must work 2 days in week prior to the holiday and complete 60 day probation period.

When any of the stated holidays shall fall on Saturday or Sunday, it shall be observed on the following Monday or preceding Friday, depending upon when the building is closed.

1-32 BJ

Landscape Maintenance 06/01/2012

JOB DESCRIPTION       Landscape Maintenance

ENTIRE COUNTIES
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
Per hour: 07/01/11

$14.82

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

### SUPPLEMENTAL BENEFITS

| Per hour worked: | $1.75 |

### OVERTIME PAY

See (B, B2) on OVERTIME PAGE

### HOLIDAY

Paid: See (1) on HOLIDAY PAGE

## Moving Furniture and Equipment

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 1

**ENTIRE COUNTIES** Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

**WAGES**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver</td>
<td>$23.47</td>
</tr>
<tr>
<td>Helper</td>
<td>$13.02</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

### SUPPLEMENTAL BENEFITS

| Per hour worked: | $1.75 |

### OVERTIME PAY

See (B, B2) on OVERTIME PAGE

### HOLIDAY

Paid: See (1) on HOLIDAY PAGE

## Stationary Engineer

**JOB DESCRIPTION** Stationary Engineer

**DISTRICT** 1

**ENTIRE COUNTIES** Dutchess, Orange, Putnam, Sullivan, Ulster, Westchester

**WAGES**

<table>
<thead>
<tr>
<th>Per Hour:</th>
<th>07/01/2011</th>
<th>1/1/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief Engineer</td>
<td>$57.89</td>
<td>59.62</td>
</tr>
<tr>
<td>Engineer</td>
<td>$45.05</td>
<td>46.40</td>
</tr>
<tr>
<td>Mechanic</td>
<td>$40.27</td>
<td>41.47</td>
</tr>
</tbody>
</table>

**Additional 2% of rate for work done 3pm to 7 am.**

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS

Benefits paid after 30 days

<table>
<thead>
<tr>
<th>Date</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2011</td>
<td>16.94</td>
</tr>
<tr>
<td>1/1/2012</td>
<td>17.72</td>
</tr>
</tbody>
</table>

(Paid up to 40 hrs a week)

Paid Time off:
- 13 paid days off each year - additional to Holidays or Other days off

Additional Days off paid (Time is with employer)

- Less than (6) months: No entitlement
- (6) months but less than (1)year: 5 Days
- (1) year but less than (5)years: 15 Days
- (5) years but less than (10)years: 20 Days
- (10) years but less than (20)years: 25 Days
- (1) additional day every 2 years

OVERTIME PAY
See (B, B2, F) on OVERTIME PAGE
- 2 times wage for 7th consecutive day
- 2 times wage for work in excess of 12 hours a day

HOLIDAY
Paid: See (5, 6, 9, 11, 12, 15, 25) on HOLIDAY PAGE
Overtime: See (5, 6, 9, 11, 12, 15, 25) on HOLIDAY PAGE

Holidays are additional paid days off.

If worked: 1.5 times wage plus Holiday straight rate.

Must work regularly scheduled day before and regularly scheduled day after Holiday to be paid for holiday.

Holidays that fall on Saturday are observed Friday, those that fall on Sunday are observed Monday. Paid on Observed day.

REGISTERED APPRENTICES

<table>
<thead>
<tr>
<th>Hire</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$14.00</td>
<td></td>
</tr>
</tbody>
</table>

- After 6 months: Plus 5% of Mechanic hourly rate
- After 1 year: Plus 5% of Mechanic hourly rate
- After 18 months: Plus 5% of Mechanic hourly rate
- After 2 years: Plus 5% of Mechanic hourly rate
- After 30 months: Plus 5% of Mechanic hourly rate
- 42 months: Full Rate

Trash and Refuse Removal

JOB DESCRIPTION
Trash and Refuse Removal

ENTIRE COUNTIES
Westchester

WAGES

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/11</td>
<td></td>
</tr>
</tbody>
</table>

RESIDENTIAL

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Packer Truck Dr</td>
<td>$25.51</td>
</tr>
<tr>
<td>Satellite Truck</td>
<td>24.94</td>
</tr>
<tr>
<td>Recycling Truck</td>
<td>24.94</td>
</tr>
<tr>
<td>Helpers</td>
<td>22.08</td>
</tr>
</tbody>
</table>

Hired after Feb. 1, 2009
- 1st year 80% of above rate
- 2nd year 85% of above rate
- 3rd year 90% of above rate
- 4th year full rate

Exception: Previously worked in industry for 2 years, Full rate.
COMMERCIAL WORK

On closed body trucks with self-contained loading unit up to and including 22 yard capacity:

Chauffeurs $25.71
Helpers 24.64

On open trucks, rackbody or trucks which have no self contained mechanical loading device up to 22 yard capacity:

Chauffeurs 26.02
Helpers 24.79

On one container tractor hoist:

Chauffeurs 26.02

On 10-wheel, open truck, containers loaders, Dino-Master, over-cab loaders, rackbody truck or any other trucks 22 yard to and including 25 yard capacity:

Chauffeurs 26.17
Helpers 24.94

On rubbish and garbage trucks (except as provided in B & C below) 26 yard to and including 31 yard capacity:

Chauffeurs 26.54
Helpers 25.37

On 42 yard capacity garbage truck:

Chauffeurs 27.09

Roll Off Trucks

Single axle working non-compactor containers up to 15 yards capacity on rubbish and garbage removal only:

Chauffeurs 26.72

Roll-off trucks other than those described above up to and including 42 yard capacity:

Chauffeurs 27.09

On any roll-off trucks with more than 42 yard capacity or any tractor trailer truck:

Chauffeurs 28.02

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Benefits payable after 45 day probation

All time is time with employer.

Paid Per Hour worked: (up to 40 hrs a week)

$9.24 Per Hour

Additional Days off:

<table>
<thead>
<tr>
<th>Hired before Feb. 1, 2009</th>
<th>4 days a year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hired after Feb. 1, 2009</td>
<td>1st year - 1 day</td>
</tr>
<tr>
<td></td>
<td>2nd year - 2 days</td>
</tr>
<tr>
<td></td>
<td>3rd year - 3 days</td>
</tr>
<tr>
<td></td>
<td>Beginning 4th yr. 4 days</td>
</tr>
</tbody>
</table>
Additional Days off:

Hired before Feb. 1, 2009
7 days a year

Hired after Feb. 1, 2009
beginning 2nd year - 3 days a year
beginning 4th year - 7 days a year

Additional Days off:
1 year but less than 2
5 days a year
2 years but less than 5
10 days a year
5 years but less than 15
15 days a year
15 years but less than 25
20 days a year
25 + years
25 days a year

Employee's birthday and 4 personal days a year

OVERTIME PAY
See (B2, Q) on OVERTIME PAGE

HOLIDAY
Paid: See (5, 6, 11, 25, 26) on HOLIDAY PAGE
Holidays are additional to above days off with pay.

Must work the regular scheduled day before and 2 regular scheduled days after Holiday to receive Holiday pay.

If required to work on Holiday  1.5 times rate plus holiday pay.

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION  Trash and Refuse Removal

DISTRICT 1

ENTIRE COUNTIES
Bronx, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Suffolk, Westchester

WAGES
Per Hour:
Effective Period: 07/01/2011

MEDICAL WASTE REMOVAL

Driver (Chauffeur)  $ 20.30
Helper  $ 16.00
Tractor Trailer Driver  $ 22.80
Roll off Driver  $ 22.80
Line Haul Driver  $ 20.30

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
The following is required addition to the wages.

Rate per Hour: 07/01/2011  $ 7.45

Vacation:
1 year of service
but less than five years  (10) days
5 years of service
but less than ten years  (15) days
10 years of service  (16) days
11 years of service  (17) days
12 years of service  (18) days
13 years of service (19) days
14 years of service (20) days
20 years of service (21) days
21 years of service (22) days
22 years of service (23) days
23 years of service (24) days
24 years of service (25) days

Plus 5 Personal Days

**OVERTIME PAY**
Overtime Description:

The sixth day of work in a work week is paid at time and one-half the regular hourly rate, the seventh day of work in a work week is paid at double time the regular hourly rate. Time and one-half the regular rate for work on a holiday plus days pay for below paid holidays.

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

**HOLIDAY**

Paid Holidays:

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

Trash and Refuse Removal

**JOB DESCRIPTION**  Trash and Refuse Removal

**DISTRIBUT**  1

**ENTIRE COUNTIES**
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

**WAGES**

For use with Transfer Station Operation.

Per hour: 07/01/11

Indus. Truck Driver/Tractor Operator  $17.82
Laborer/ non-construction  $13.02

Conveyor operators and tenders  $13.65

**IMPORTANT INFORMATION:**

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**SUPPLEMENTAL BENEFITS**

Per hour worked:  $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

Window Cleaners

**JOB DESCRIPTION**  Window Cleaners

**DISTRIBUT**  1

**ENTIRE COUNTIES**
Dutchess, Orange, Putnam, Rockland, Sullivan, Westchester

**WAGES**

07/01/2011

Page 388
Window Cleaner $17.83 hr

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Note: Employees retained by an Employer at a newly contracted location shall be given credit for length of service with predecessor employer(s) for all purpose including but not limited to Monetary Benefit entitlement, Vacation entitlement, Holiday entitlement, and Sick Leave entitlement.

MONETARY BENEFIT*

<table>
<thead>
<tr>
<th></th>
<th>07/01/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time**</td>
<td>$3.66</td>
</tr>
<tr>
<td>Part Time(hired after 12/31/07)</td>
<td>.63</td>
</tr>
<tr>
<td>Part Time(hired prior 01/01/08)</td>
<td>1.72</td>
</tr>
</tbody>
</table>

(*)Amounts are payable after 6 months employment and only on first 40 hrs unless note above applies to employee.
(**)FULL TIME defined employees regularly scheduled to work a minimum of 27.5 hours per week

SICK LEAVE
Beginning with an employee's seventh month of employment, all FULL-TIME employees are entitled to seven (7) sick days per calendar year, except in employee's first year of employment when he shall be entitled to a pro rated number of sick days for the time between the first day of his seventh month of employment to the end of the calendar year. All PART-TIME employees shall be entitled to five (5) sick days per calendar year.

VACATION LEAVE

<table>
<thead>
<tr>
<th>Time employed</th>
<th>Vacation Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>3 Days</td>
</tr>
<tr>
<td>1 Year</td>
<td>1 Week</td>
</tr>
<tr>
<td>2 Years</td>
<td>2 Weeks</td>
</tr>
<tr>
<td>5 Years</td>
<td>3 Weeks</td>
</tr>
<tr>
<td>15 Years</td>
<td>4 Weeks</td>
</tr>
<tr>
<td>25 Years</td>
<td>5 Weeks</td>
</tr>
</tbody>
</table>

Vacation pay is based upon the employee's regularly scheduled straight time hours in the 8 weeks immediately preceding the vacation period.

OVERTIME PAY
See (B, B2) on OVERTIME PAGE
All work on 6th consecutive day paid at 1.5 times rate
All work on 7th consecutive day paid at 2 times rate

HOLIDAY
Paid: See (5, 6) on HOLIDAY PAGE
Plus choice of either Presidents Day(25) or Martin Luther King, Jr. Day(26)
Plus an additional 2 Floating Holidays

In order to be eligible for holiday pay, an employee must work 2 days in week prior to the holiday and complete 60 day probation period. When any of the stated holidays shall fall on Saturday or Sunday, it shall be observed on the following Monday or preceding Friday, depending upon when the building is closed.
Wyoming County Article 9

Exterminators, Fumigators 06/01/2012

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$13.28

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2012

JOB DESCRIPTION Fuel Oil Delivery

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$17.52

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2012

JOB DESCRIPTION Guards, Watchmen

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 1

ENTIRE COUNTIES
Genesee, Orleans, Wyoming

WAGES
Per hour: 07/01/11
$11.87

NOTE: Duct cleaning is broken down into two separate functions.

1. The Disassembly, re-assembly and modification of duct, which is covered under Article 8.

2. The actual cleaning of the duct which is covered by Article 9

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance

JOB DESCRIPTION Landscape Maintenance

DISTRICT 1

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$12.12
IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment

JOB DESCRIPTION Moving Furniture and Equipment
DISTRICT 1
ENTIRE COUNTIES Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates
WAGES
Per hour: 07/01/11
Driver $17.52
Helper $12.08

Stationary Engineer

JOB DESCRIPTION Stationary Engineer
DISTRICT 1
ENTIRE COUNTIES Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates
WAGES
Per hour: 07/01/11
$25.06

IMPORTANT INFORMATION:
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**SUPPLEMENTAL BENEFITS**

per hour worked: $1.75

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

---

**Trash and Refuse Removal 06/01/2012**

**JOB DESCRIPTION** Trash and Refuse Removal

**DISTRICT 1**

**ENTIRE COUNTIES**

Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

**WAGES 07/01/2011**

Trash, Recycling
Roll-Off and Brush Drivers $14.00
Thrower Helper $10.00

**IMPORTANT INFORMATION:**

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**SUPPLEMENTAL BENEFITS 07/01/2011**

$5.34*

* Applies the 1st of the month after 30 days of service.

**Vacation pay:**

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

**OVERTIME PAY**

See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**

Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

---

**Trash and Refuse Removal 06/01/2012**

**JOB DESCRIPTION** Trash and Refuse Removal

**DISTRICT 1**

**ENTIRE COUNTIES**

Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**
For use with Transfer Station Operation.

### Wages: 07/01/11

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$15.12</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$12.08</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$14.51</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**

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#### SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

#### OVERTIME PAY

See (B, B2) on OVERTIME PAGE

#### HOLIDAY

Paid: See (1) on HOLIDAY PAGE

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**Window Cleaners 06/01/2012**

**JOB DESCRIPTION** Window Cleaners

**ENTIRE COUNTIES** Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**

Per hour: 07/01/11

$11.87

**IMPORTANT INFORMATION:**

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#### SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

#### OVERTIME PAY

See (B, B2) on OVERTIME PAGE

#### HOLIDAY

Paid: See (1) on HOLIDAY PAGE
### Exterminators, Fumigators

**JOB DESCRIPTION** Exterminators, Fumigators

**DISTRICT** 1

**ENTIRE COUNTIES**
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$13.28</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

| Per hour worked: | $1.75 |

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S

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### Fuel Oil Delivery

**JOB DESCRIPTION** Fuel Oil Delivery

**DISTRICT** 1

**ENTIRE COUNTIES**
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/11</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$17.52</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**

| Per hour worked: | $1.75 |

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

1-NYS/R&S

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### Guards, Watchmen

**JOB DESCRIPTION** Guards, Watchmen

**DISTRICT** 1

**ENTIRE COUNTIES**
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/11</th>
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</thead>
<tbody>
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<td></td>
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</tbody>
</table>
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2012

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRIBUTION 1

ENTIRE COUNTIES
Broome, Cayuga, Chemung, Chenango, Clinton, Cortland, Franklin, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Oneida, Onondaga, Ontario, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Tioga, Tompkins, Wayne, Yates

WAGES
Per hour:

07/01/2011

$10.40 per hr.

New Hire Rate:
First 180 days only
9.40 per hr.

FULL TIME FLOOR ONLY:
+ 0.25 per hr.

NOTE: Duct Cleaning is broken down into two separate functions:

1. The disassembly, re-assembly and modification of duct, which is covered under Article 8.
2. The actual cleaning of the duct which is covered by Article 9.

IMPORTANT INFORMATION:

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SUPPLEMENTAL BENEFITS
These are required in addition to the wage above.

Benefits: (required up to 40 hrs. per week)

Note: Full time 30 or more regularly scheduled hours in a week
Part time up to 30 regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$2.93*</td>
<td>$0.62*</td>
</tr>
<tr>
<td>Family</td>
<td>3.02*</td>
<td>0.71*</td>
</tr>
<tr>
<td>New hire first 180 days for Individual or Family</td>
<td>0.50*</td>
<td>0.50*</td>
</tr>
</tbody>
</table>

*If hours worked less than 20 hours in a week deduct $0.50
Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.

1 year of work  1 week of vacation
2 years of work  2 weeks of vacation
3 years of work  2 weeks and 1 day vacation
4 years of work  2 weeks and 2 days vacation
5 years of work  2 weeks and 3 days vacation
6 years of work  2 weeks and 4 days vacation
7 years of work  3 weeks

Sick days are paid after 30 days probationary period.
Full time employees  3 sick days per year
Part time employees  2 sick days per year

2 paid personal days per year.

**OVERTIME PAY**
See (B, B2, K) on OVERTIME PAGE

Time and one half for all work on Sunday (unless Sunday is a regularly scheduled work day.)

**HOLIDAY**
Paid:  See (*5, **6) on HOLIDAY PAGE
Overtime:  See (5, 6) on HOLIDAY PAGE

PLUS 4 floating holidays
(*,**) An additional $.50 per hour paid.

Note: Above Holidays paid after 180 days with employer
Any work on a paid Holiday is paid at time and one half plus the wage for the holiday.
Holidays that fall on the weekends are observed on either Friday or Monday. If required to work the Friday or Monday then pay is time and one half plus the Holiday pay.

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**Landscape Maintenance** 06/01/2012

**JOB DESCRIPTION** Landscape Maintenance

**ENTIRE COUNTIES**
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**
Per hour:  07/01/11

$12.12

**SUPPLEMENTAL BENEFITS**
Per hour worked:  $1.75

**OVERTIME PAY**
See (B, B2) on OVERTIME PAGE

**HOLIDAY**
Paid:  See (1) on HOLIDAY PAGE

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**Moving Furniture and Equipment** 06/01/2012

**JOB DESCRIPTION** Moving Furniture and Equipment

**ENTIRE COUNTIES**
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

**WAGES**
Per hour:  07/01/11
Driver $17.52

Helper $12.08

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2012

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11
$25.06

Trash and Refuse Removal 06/01/2012

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
 Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erie, Franklin, Genesee, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, St. Lawrence, Steuben, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES 07/01/2011
Trash, Recycling
Roll-Off and Brush Drivers $14.00
Thrower Helper $10.00

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS

07/01/2011

$5.34*

* Applies the 1st of the month after 30 days of service.

Vacation pay:

After one year of service: 5 days per year
After four years of service: 10 days per year
After nine years of service: 15 days per year

Personal days after 90 days of service accrue at 2 hours per month for a total of 24 hours or 3 days per calendar year.

OVERTIME PAY

See (B, B2, K) on OVERTIME PAGE

HOLIDAY

Paid: See (5, 6) on HOLIDAY PAGE
Overtime: See (5, 6) on HOLIDAY PAGE

To be eligible for holiday pay an employee must complete 6 months continuous service, have worked the regularly scheduled day prior to the holiday as well as the first regularly scheduled day after the holiday.

Employees who are scheduled to work on a holiday must work that holiday or forfeit holiday pay.

If a holiday falls on an unscheduled workday (Sat/Sun) no holiday pay will be issued.

Trash and Refuse Removal

06/01/2012

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES

Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES

For use with Transfer Station Operation.

Wages: 07/01/11

Indus. Truck Driver/Tractor Operator

$15.12

Laborer/ non-construction

$12.08

Conveyor operators and tenders

$14.51

IMPORTANT INFORMATION:

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SUPPLEMENTAL BENEFITS

Per hour worked: $1.75

OVERTIME PAY

See (B, B2) on OVERTIME PAGE
HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners

JOB DESCRIPTION Window Cleaners

ENTIRE COUNTIES
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

WAGES
Per hour: 07/01/11

$11.87

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.75

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

1-NYS R&S
Overtime Codes

Following is an explanation of the code(s) listed in the OVERTIME section of each classification contained in the attached schedule. Additional requirements may also be listed in the HOLIDAY section.

(A) Time and one half of the hourly rate after 7 hours per day

(AA) Time and one half of the hourly rate after 7 and one half hours per day

(B) Time and one half of the hourly rate after 8 hours per day

(B1) Time and one half of the hourly rate for the 9th & 10th hours week days and the 1st 8 hours on Saturday. Double the hourly rate for all additional hours

(B2) Time and one half of the hourly rate after 40 hours per week

(C) Double the hourly rate after 7 hours per day

(C1) Double the hourly rate after 7 and one half hours per day

(D) Double the hourly rate after 8 hours per day

(D1) Double the hourly rate after 9 hours per day

(E) Time and one half of the hourly rate on Saturday

(E1) Time and one half 1st 4 hours on Saturday Double the hourly rate all additional Saturday hours

(E2) Saturday may be used as a make-up day at straight time when a day is lost during that week due to inclement weather

(E3) Between November 1st and March 3rd Saturday may be used as a make-up day at straight time when a day is lost during that week due to inclement weather, provided a given employee has worked between 16 and 32 hours that week

(E4) Saturday may be used as a make-up day at straight time when a day is lost during that week due to inclement weather

(F) Time and one half of the hourly rate on Saturday and Sunday

(G) Time and one half of the hourly rate on Saturday and Holidays

(H) Time and one half of the hourly rate on Saturday, Sunday, and Holidays

(I) Time and one half of the hourly rate on Sunday

(J) Time and one half of the hourly rate on Sunday and Holidays

(K) Time and one half of the hourly rate on Holidays

(L) Double the hourly rate on Saturday

(M) Double the hourly rate on Saturday and Sunday

(N) Double the hourly rate on Saturday and Holidays

(O) Double the hourly rate on Saturday, Sunday, and Holidays

(P) Double the hourly rate on Sunday

(Q) Double the hourly rate on Sunday and Holidays

(R) Double the hourly rate on Holidays

(S) Two and one half times the hourly rate for Holidays, if worked

(S1) Two and one half times the hourly rate the first 8 hours on Sunday or Holidays One and one half times the hourly rate all additional hours

(T) Triple the hourly rate for Holidays, if worked
(U) Four times the hourly rate for Holidays, if worked

(V) Including benefits at SAME PREMIUM as shown for overtime

(W) Time and one half for benefits on all overtime hours.

NOTE: BENEFITS are PER HOUR WORKED, for each hour worked, unless otherwise noted
Holiday Codes

PAID Holidays:

Paid Holidays are days for which an eligible employee receives a regular day's pay, but is not required to perform work. If an employee works on a day listed as a paid holiday, this remuneration is in addition to payment of the required prevailing rate for the work actually performed.

OVERTIME Holiday Pay:

Overtime holiday pay is the premium pay that is required for work performed on specified holidays. It is only required where the employee actually performs work on such holidays. The applicable holidays are listed under HOLIDAYS: OVERTIME. The required rate of pay for these covered holidays can be found in the OVERTIME PAY section listings for each classification.

Following is an explanation of the code(s) listed in the HOLIDAY section of each classification contained in the attached schedule. The Holidays as listed below are to be paid at the wage rates at which the employee is normally classified.

( 1 ) None
( 2 ) Labor Day
( 3 ) Memorial Day and Labor Day
( 4 ) Memorial Day and July 4th
( 5 ) Memorial Day, July 4th, and Labor Day
( 6 ) New Year's, Thanksgiving, and Christmas
( 7 ) Lincoln's Birthday, Washington's Birthday, and Veterans Day
( 8 ) Good Friday
( 9 ) Lincoln's Birthday
( 10 ) Washington's Birthday
( 11 ) Columbus Day
( 12 ) Election Day
( 13 ) Presidential Election Day
( 14 ) 1/2 Day on Presidential Election Day
( 15 ) Veterans Day
( 16 ) Day after Thanksgiving
( 17 ) July 4th
( 18 ) 1/2 Day before Christmas
( 19 ) 1/2 Day before New Years
( 20 ) Thanksgiving
( 21 ) New Year's Day
( 22 ) Christmas
( 23 ) Day before Christmas
( 24 ) Day before New Year's
( 25 ) Presidents' Day
( 26 ) Martin Luther King, Jr. Day
( 27 ) Memorial Day