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 212-775-3568 212-775-3579

Page 1
<table>
<thead>
<tr>
<th>Bureau of Public Work</th>
<th>Phone 1</th>
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</thead>
<tbody>
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<td>Patchogue</td>
<td>631-687-4882</td>
<td>631-687-4904</td>
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<tr>
<td>Rochester</td>
<td>585-258-4505</td>
<td>585-258-4708</td>
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<tr>
<td>Syracuse</td>
<td>315-428-4056</td>
<td>315-428-4671</td>
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<tr>
<td>Utica</td>
<td>315-793-2314</td>
<td>315-793-2514</td>
</tr>
<tr>
<td>White Plains</td>
<td>914-997-9507</td>
<td>914-997-9523</td>
</tr>
<tr>
<td>Central Office</td>
<td>518-457-5589</td>
<td>518-485-1870</td>
</tr>
</tbody>
</table>
Exterminators, Fumigators

JOB DESCRIPTION: Exterminators, Fumigators

DISTRICT: 10


WAGES
Per hour: 07/01/2012
$ 14.24

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

SUPPLEMENTAL BENEFITS
Per hour worked: $ 1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

JOB DESCRIPTION: Fuel Oil Delivery

DISTRICT: 10


WAGES
Per hour: 07/01/12
$20.61

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

JOB DESCRIPTION: Guards, Watchmen

DISTRICT: 10


WAGES
Per hour: 07/01/12
$14.30

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS

Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS/R&S

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRIBUTION 10

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

WAGES 07/01/2012

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.

07/01/2012

$ 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

**ENTIRE COUNTIES** Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, Washington

**WAGES**

| Per hour: 07/01/12 | $12.81 |

**IMPORTANT INFORMATION:**

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**SUPPLEMENTAL BENEFITS**

| Per hour worked: | $1.72 |

**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** Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, Washington

**WAGES**

<table>
<thead>
<tr>
<th>Per hour: 07/01/12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver-Heavy &amp; Tractor Trailer</td>
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<tr>
<td>(capacity of at least 26,000 pounds Gross Vehicle Weight)</td>
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<tr>
<td>Driver-Light Truck</td>
</tr>
<tr>
<td>Helper</td>
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<tr>
<td>$20.61</td>
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<tr>
<td>15.43</td>
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<td>14.18</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: | $1.72 |

**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**

**WAGES**

| Per hour: 07/01/12 |

**IMPORTANT INFORMATION:**

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WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal 06/01/2013

JOB DESCRIPTION  Trash and Refuse Removal

DISTRICT  10

ENTIRE COUNTIES


WAGES

Per hour:  7/01/2012  09/16/2012  09/16/2013

Chauffer/Truck Driver  $15.95  $16.19  $16.43

(CDL only)

Helper  14.87  15.09  15.32

(NON-CDL Only)

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

IMPORTANT INFORMATION:

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SUPPLEMENTAL BENEFITS

Benefits paid to non-probationary employees:

<table>
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<tr>
<th></th>
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<tr>
<td>Single</td>
<td>$2.45</td>
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<td>$2.68</td>
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</tr>
<tr>
<td>Two in family</td>
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<td>5.54</td>
<td>5.98</td>
<td>6.04</td>
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<tr>
<td>Three or more in family</td>
<td>7.69</td>
<td>7.74</td>
<td>8.37</td>
<td>8.43</td>
</tr>
</tbody>
</table>

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


WAGES

For use with Transfer Station Operation.

Per hour:

07/01/2012

Indus. Truck Driver/Tractor Operator  $15.98
Laborer/ non-construction  $14.18
Conveyor operators and tenders  $17.38

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS

Per hour worked:  $1.72

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid:  See (1) on HOLIDAY PAGE

Window Cleaners

JOB DESCRIPTION  Window Cleaners


WAGES

Per hour:

07/01/12

$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:  $1.72

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

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

06/01/2013

JOB DESCRIPTION Exterminators, Fumigators

DISTRICT 10

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES

Per hour: 07/01/2012

$ 15.48

IMPORTANT INFORMATION:

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SUPPLEMENTAL BENEFITS

Per hour worked: $ 1.72

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

06/01/2013

JOB DESCRIPTION Fuel Oil Delivery

DISTRICT 10

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES

Per hour: 07/01/12

$ 20.25

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: $1.72

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

06/01/2013

JOB DESCRIPTION Guards, Watchmen

DISTRICT 10

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES

Per hour: 07/01/12

$13.47

IMPORTANT INFORMATION:

Page 8
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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
Allegany, Cattaraugus, Chautauqua, Niagara

WAGES
Per hour: 07/01/12
$ 12.18

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/12
$12.83

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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

DISTRICT 10

WAGES

Per hour: 07/01/2012

Driver-Heavy & Tractor Trailer $20.25
(capacity of at least 26,000 pounds Gross Vehicle Weight)

Driver-Light Truck 14.84

Helper 12.30

IMPORTANT INFORMATION:

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SUPPLEMENTAL BENEFITS

Per hour worked: $1.72

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer


WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

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

Per Hour: 07/01/2012 05/01/2013 05/01/2014

Trash, Recycling, Roll-Off and Brush Drivers $14.00 $14.25 $14.50
**Thrower Helper**  
$10.00  $10.25  $10.50

**IMPORTANT INFORMATION:**
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**SUPPLEMENTAL BENEFITS**

<p>| | | |</p>
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<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$5.91*</td>
<td>TBD</td>
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</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

4 Personal days after 90 days of service.

**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**  
06/01/2013

**JOB DESCRIPTION**  
Trash and Refuse Removal

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

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

<table>
<thead>
<tr>
<th><strong>Per hour:</strong></th>
<th>07/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$16.96</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$12.30</td>
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<tr>
<td>Conveyor operators and tenders</td>
<td>$14.05</td>
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**IMPORTANT INFORMATION:**
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**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

**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: 07/01/12
$12.18

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS R&S
JOB DESCRIPTION
Exterminators, Fumigators

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

WAGES
EXTERMINATOR

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:

<table>
<thead>
<tr>
<th>Class</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
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</thead>
<tbody>
<tr>
<td>Class A</td>
<td>$ 22.65</td>
<td>$ 22.97</td>
<td>$ 23.42</td>
<td>$ 23.92</td>
</tr>
<tr>
<td>Class B</td>
<td>22.62</td>
<td>22.94</td>
<td>23.39</td>
<td>23.89</td>
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<tr>
<td>Class C</td>
<td>22.57</td>
<td>22.90</td>
<td>23.35</td>
<td>23.85</td>
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</tbody>
</table>

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

NEW HIRE:
Hired before 01/01/2012 - 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.

Hired on or after January 01/01/2012 - Shall be paid seventy-five percent (75%) of hourly rate for twenty-one months (21) of employment. Shall be paid eighty-five percent (85%) of hourly rate for twenty-second month (22) through forty-second (42nd) month. Shall be paid full rate thereafter.

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

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with 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 2 or more days a week:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 6.64</td>
<td>$ 6.92*</td>
<td>$ 7.22*</td>
<td>$ 7.67</td>
</tr>
</tbody>
</table>

Employees regularly scheduled more than 20 hours a week:

|          | 9.13       | 9.51*      | 9.91*      | 10.46      |

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

|          | 6.64       | 6.92*      | 7.22*      | 7.67       |

after 12th month-24th month:

|          | 8.81       | 9.18*      | 9.58*      | 10.13      |

* Add $.24 per hour from 07/01/2013 to 06/30/2014

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.

---

**Fire Safety Director - NYC Only** 06/01/2013

**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)

<table>
<thead>
<tr>
<th>Class</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class A</td>
<td>$22.65</td>
<td>$22.97</td>
<td>$23.42</td>
<td>$23.92</td>
</tr>
<tr>
<td>Class B</td>
<td>22.62</td>
<td>22.94</td>
<td>23.39</td>
<td>23.89</td>
</tr>
<tr>
<td>Class C</td>
<td>22.57</td>
<td>22.90</td>
<td>23.35</td>
<td>23.85</td>
</tr>
</tbody>
</table>

*Additional lump-sum bonus of $500.00 per year. (pro-rated if less than full time.)

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

**NEW HIRE:**
Hired before 01/01/2012 - 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.

Hired on or after January 01/01/2012 - Shall be paid seventy-five percent (75%) of hourly rate for twenty-one months (21) of employment. Shall be paid eighty-five percent (85%) of hourly rate for twenty-second month (22) through forty-second (42nd) month. Shall be paid full rate thereafter.

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

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with 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 2 or more days a week:

<table>
<thead>
<tr>
<th>Class</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class A</td>
<td>$6.64</td>
<td>$6.92</td>
<td>$7.22</td>
<td>$7.67</td>
</tr>
</tbody>
</table>

Employees regularly scheduled more than 20 hours a week:

<table>
<thead>
<tr>
<th>Class</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
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</tr>
</thead>
<tbody>
<tr>
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<td>9.13</td>
<td>9.51</td>
<td>9.91</td>
<td>10.46</td>
</tr>
</tbody>
</table>

Employees regularly scheduled more than 20 hours a week:

<table>
<thead>
<tr>
<th>Class</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
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</tr>
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<tbody>
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<td>6.64</td>
<td>6.92*</td>
<td>7.22*</td>
<td>7.67</td>
</tr>
</tbody>
</table>

New hires regularly scheduled more than 20 hours a week:

After 3rd month-12th month:

<table>
<thead>
<tr>
<th>Class</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
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<tbody>
<tr>
<td>Class A</td>
<td>6.64</td>
<td>6.92*</td>
<td>7.22*</td>
<td>7.67</td>
</tr>
</tbody>
</table>

After 12th month-24th month:
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.

**JOB DESCRIPTION**  Fuel Oil Delivery

**DISTRICT**  10

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

**WAGES**
Rate Per Hour:

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur

Hired before January 1, 2011
or with more than 1 year prior experience

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year</td>
<td>$ 21.50</td>
</tr>
<tr>
<td>2nd Year</td>
<td>23.50</td>
</tr>
<tr>
<td>3rd Year</td>
<td>25.50</td>
</tr>
<tr>
<td>4th Year</td>
<td>27.50</td>
</tr>
<tr>
<td>5th Year +</td>
<td>30.11</td>
</tr>
</tbody>
</table>

Hired on or after January 1, 2011
or with less than 1 year prior experience

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year</td>
<td>$ 22.00</td>
</tr>
<tr>
<td>2nd Year</td>
<td>24.00</td>
</tr>
<tr>
<td>3rd Year</td>
<td>26.00</td>
</tr>
<tr>
<td>4th Year</td>
<td>28.00</td>
</tr>
<tr>
<td>5th Year +</td>
<td>30.61</td>
</tr>
</tbody>
</table>

Serviceperson

Hired before January 1, 2011
or with more than 1 year prior experience

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year</td>
<td>$ 30.36</td>
</tr>
<tr>
<td>2nd Year</td>
<td>32.15</td>
</tr>
<tr>
<td>3rd Year</td>
<td>33.95</td>
</tr>
<tr>
<td>4th Year</td>
<td>35.75</td>
</tr>
<tr>
<td>5th Year +</td>
<td>38.55</td>
</tr>
</tbody>
</table>

Hired on or after January 1, 2011
or with less than 1 year prior experience

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year</td>
<td>$ 30.86</td>
</tr>
<tr>
<td>2nd Year</td>
<td>32.65</td>
</tr>
<tr>
<td>3rd Year</td>
<td>34.45</td>
</tr>
<tr>
<td>4th Year</td>
<td>36.25</td>
</tr>
<tr>
<td>5th Year +</td>
<td>39.05</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:

<table>
<thead>
<tr>
<th>Period</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 1700 hours</td>
<td>$14.64*</td>
<td>$15.92*</td>
</tr>
<tr>
<td>Over 1700 hours</td>
<td>7.30</td>
<td>7.59</td>
</tr>
<tr>
<td>* First 30 days subtract $.05</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Additionally:

<table>
<thead>
<tr>
<th>Period</th>
<th>01/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hired before 12/15/2004</td>
<td>$4.50</td>
</tr>
<tr>
<td>Hired 12/16/2004 to 12/31/2010</td>
<td></td>
</tr>
<tr>
<td>After 12 months</td>
<td>1.50</td>
</tr>
<tr>
<td>After 24 months</td>
<td>3.00</td>
</tr>
<tr>
<td>After 36 months</td>
<td>4.50</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Period</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>SECURITY GUARD (ARMED)</td>
<td>$27.75</td>
<td>$28.00</td>
<td>$28.25</td>
<td>$28.50</td>
</tr>
<tr>
<td>SECURITY GUARD (UNARMED)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0 - 6 months</td>
<td>$12.60</td>
<td>$12.85</td>
<td>$13.10</td>
<td>$13.35</td>
</tr>
<tr>
<td>7 - 12 months</td>
<td>$13.10</td>
<td>$13.35</td>
<td>$13.60</td>
<td>$13.85</td>
</tr>
<tr>
<td>13 - 18 months</td>
<td>$13.60</td>
<td>$13.85</td>
<td>$14.10</td>
<td>$14.35</td>
</tr>
<tr>
<td>19 - 24 months</td>
<td>$14.10</td>
<td>$14.35</td>
<td>$14.60</td>
<td>$14.85</td>
</tr>
<tr>
<td>25 - 30 months</td>
<td>$14.60</td>
<td>$14.85</td>
<td>$15.10</td>
<td>$15.35</td>
</tr>
<tr>
<td>more than 30 months</td>
<td>$14.75</td>
<td>$15.15</td>
<td>$15.60</td>
<td>$16.00</td>
</tr>
</tbody>
</table>

IMPORTANT INFORMATION:
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**SUPPLEMENTAL BENEFITS**

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

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.

<table>
<thead>
<tr>
<th>Effective Period:</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>$ 4.09</td>
</tr>
<tr>
<td>Additional after 30 days</td>
<td>.17</td>
</tr>
<tr>
<td>Additional after 120 days</td>
<td>.11</td>
</tr>
<tr>
<td>Additional after 2 years</td>
<td>.36</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Effective Period:</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/01/2013</td>
<td>$ 4.26</td>
</tr>
<tr>
<td>Additional after 30 days</td>
<td>.17</td>
</tr>
<tr>
<td>Additional after 120 days</td>
<td>.11</td>
</tr>
<tr>
<td>Additional after 2 years</td>
<td>.36</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Effective Period:</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/01/2014</td>
<td>$ 4.44</td>
</tr>
<tr>
<td>Additional after 30 days</td>
<td>.17</td>
</tr>
<tr>
<td>Additional after 120 days</td>
<td>.024</td>
</tr>
<tr>
<td>Additional after 2 years</td>
<td>.39</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Effective Period:</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/01/2015</td>
<td>$ 4.62</td>
</tr>
<tr>
<td>Additional after 30 days</td>
<td>.17</td>
</tr>
<tr>
<td>Additional after 120 days</td>
<td>.11</td>
</tr>
<tr>
<td>Additional after 2 years</td>
<td>.44</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Effective Period:</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/01/2016</td>
<td>$ 4.76</td>
</tr>
<tr>
<td>Additional after 30 days</td>
<td>.17</td>
</tr>
<tr>
<td>Additional after 120 days</td>
<td>.11</td>
</tr>
<tr>
<td>Additional after 2 years</td>
<td>.44</td>
</tr>
</tbody>
</table>

**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>

Effective 01/01/13 one (1) additional day off.

**SICK LEAVE:**
Employees accrue paid leave at the rate of one (1) 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
NOTE:
1) Paid Holidays - apply after probationary period of 120 days.
2) Employee must work their last regularly scheduled day before and next regularly scheduled day after.

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

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:

<table>
<thead>
<tr>
<th>Class</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class A</td>
<td>$22.65</td>
<td>$22.97</td>
<td>$23.42</td>
<td>$23.92</td>
</tr>
<tr>
<td>Class B</td>
<td>22.62</td>
<td>22.94</td>
<td>23.39</td>
<td>23.89</td>
</tr>
<tr>
<td>Class C</td>
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<td>22.90</td>
<td>23.35</td>
<td>23.85</td>
</tr>
</tbody>
</table>

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

NEW HIRE:
Hired before 01/01/2012 - 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.

Hired on or after January 01/01/2012 - Shall be paid seventy-five percent (75%) of hourly rate for twenty-one months (21) of employment. Shall be paid eighty-five percent (85%) of hourly rate for twenty-second month (22) through forty-second (42nd) month. Shall be paid full rate thereafter.

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 2 or more days a week:
$6.64 $6.92* $7.22* $7.67

Employees regularly scheduled more than 20 hours a week:
9.13 9.51* 9.91* 10.46

New hires regularly scheduled more than 20 hours a week
After 3rd month-12th month:
6.64 6.92* 7.22* 7.67
after 12th month-24th month:
8.81 9.18* 9.58* 10.13

* Add $.24 per hour from 07/01/2013 to 06/30/2014

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, 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** 06/01/2013

**JOB DESCRIPTION** Landscape Maintenance

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

**WAGES**

Per hour: 07/01/12

$17.04

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

---

**Moving Furniture and Equipment** 06/01/2013

**JOB DESCRIPTION** Moving Furniture and Equipment

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

**WAGES**

Per Hour: 07/01/2012

- Driver-Heavy & Tractor Trailer $23.11 (capacity of at least 26,000 pounds Gross Vehicle Weight)
- Driver-Light Truck $18.08
- Helper $17.68

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $4.10

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

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2013

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal 06/01/2013

JOB DESCRIPTION Trash and Refuse Removal

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

WAGES
Per Hour 07/01/2012 $27.62

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

SUPPLEMENTAL BENEFITS
Per hour worked:
7/01/2012 $ 4.10

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2013

JOB DESCRIPTION Trash and Refuse Removal

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

WAGES
Per Hour:
Effective Period: 07/01/2012 04/01/2013

MEDICAL WASTE REMOVAL

Driver (Chauffeur) $ 17.75 $ 18.00
Helper $ 14.00 $ 14.25

Last Published on Jun 01 2013

Bronx County
Tractor Trailer Driver

$ 20.25
$ 20.50

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

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>8.79</td>
</tr>
<tr>
<td>04/01/2013</td>
<td>9.34</td>
</tr>
</tbody>
</table>

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

Hired prior to 12/01/1991 11 days off with pay
Hired after 12/01/1991 10 days off with pay

OVERTIME PAY
See (B, B2, S) on OVERTIME PAGE
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.

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

10-813 MW

Window Cleaners

JOB DESCRIPTION Window Cleaners

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

WAGES
Wage rate per hour:

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>26.12</td>
</tr>
<tr>
<td>01/01/2013</td>
<td>26.44</td>
</tr>
<tr>
<td>01/01/2014</td>
<td>26.90</td>
</tr>
<tr>
<td>01/01/2015</td>
<td>27.40</td>
</tr>
</tbody>
</table>

Power Operated & Manual Scaffolds & Boatswain Chairs

Scraping (additional) $8.00 a day

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Supplemental benefit rate per hour:(Start after 90 days with employer)
Condition's:

Must work regularly scheduled 20 hrs a week and more than two (2) days a week.

<table>
<thead>
<tr>
<th>FULL PAY RATE</th>
<th>$9.13</th>
<th>$9.51*</th>
<th>$9.90*</th>
<th>$10.45</th>
</tr>
</thead>
</table>

Work at least 2 regularly scheduled days a week.

<table>
<thead>
<tr>
<th>Partial rate:</th>
<th>$6.64</th>
<th>$6.91*</th>
<th>$7.21*</th>
<th>$7.66</th>
</tr>
</thead>
</table>

Work at least 20 hrs regularly scheduled hrs a week.

<table>
<thead>
<tr>
<th>Partial rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$2.49</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Partial rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$2.59*</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Partial rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$2.69*</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Partial rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$2.79</td>
</tr>
</tbody>
</table>

* Add $.24 per hour from 07/01/2013 to 06/30/2014

Vacation

<table>
<thead>
<tr>
<th>After 7 months but less than 1 year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 year but less than 5 years</td>
</tr>
<tr>
<td>5 years of service but less than 15 years</td>
</tr>
<tr>
<td>15 years of service but less than 21 years</td>
</tr>
<tr>
<td>21 years</td>
</tr>
<tr>
<td>22 years</td>
</tr>
<tr>
<td>23 years</td>
</tr>
<tr>
<td>24 years</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>25 years or more</th>
</tr>
</thead>
<tbody>
<tr>
<td>20 days</td>
</tr>
<tr>
<td>21 days</td>
</tr>
<tr>
<td>22 days</td>
</tr>
<tr>
<td>23 days</td>
</tr>
<tr>
<td>24 days</td>
</tr>
<tr>
<td>25 days</td>
</tr>
</tbody>
</table>

Plus 1 day paid off per year for medical visit

plus 10 days paid off 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 the hourly rate for Sunday.

Double the hourly rate for Saterday holiday work plus days pay.

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

Wages per hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-3 months</td>
<td>$19.35</td>
<td>$19.59</td>
<td>$19.92</td>
<td>$20.29</td>
</tr>
<tr>
<td>4 months</td>
<td>20.92</td>
<td>21.18</td>
<td>21.54</td>
<td>21.94</td>
</tr>
<tr>
<td>8 months</td>
<td>22.17</td>
<td>22.44</td>
<td>22.82</td>
<td>23.24</td>
</tr>
<tr>
<td>12 months</td>
<td>23.43</td>
<td>23.72</td>
<td>24.12</td>
<td>24.57</td>
</tr>
<tr>
<td>16-17 months</td>
<td>24.70</td>
<td>25.01</td>
<td>25.44</td>
<td>25.91</td>
</tr>
</tbody>
</table>

Supplemental benefit rate per hour::(Start after 90 days with employer)

Condition's:

Must work regularly scheduled 20 hrs a week and more than two (2) days a week.

<table>
<thead>
<tr>
<th>FULL PAY RATE</th>
<th>$9.13</th>
<th>$9.51*</th>
<th>$9.90*</th>
<th>$10.45</th>
</tr>
</thead>
</table>

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<table>
<thead>
<tr>
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<th>$6.64</th>
<th>$6.91*</th>
<th>$7.21*</th>
<th>$7.66</th>
</tr>
</thead>
</table>

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<table>
<thead>
<tr>
<th>Partial rate</th>
</tr>
</thead>
<tbody>
<tr>
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<tbody>
<tr>
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</table>

<table>
<thead>
<tr>
<th>Partial rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$2.79</td>
</tr>
</tbody>
</table>

* Add $.24 per hour from 07/01/2013 to 06/30/2014

10-32 BJ
Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators

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

WAGES
Per hour: 07/01/12
$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: $1.72

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: 07/01/12
$19.44

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

SUPPLEMENTAL BENEFITS
Per Hour worked: $1.72

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: 07/01/12
$15.72

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

**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>06/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>JOB DESCRIPTION</strong> Janitor, Porter, Cleaners, Elevator Operator</td>
<td><strong>DISTRICT</strong> 10</td>
</tr>
<tr>
<td><strong>ENTIRE COUNTIES</strong></td>
<td></td>
</tr>
<tr>
<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>
<td></td>
</tr>
<tr>
<td><strong>WAGES</strong></td>
<td>07/01/2012</td>
</tr>
<tr>
<td>Per hour:</td>
<td>$11.00</td>
</tr>
<tr>
<td>New Hire Rate:</td>
<td>10.00</td>
</tr>
<tr>
<td>Regularly scheduled to clean/strip floors:</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:**

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**SUPPLEMENTAL BENEFITS**

Per hour worked:

Benefits: (required up to 40 hrs. per week unless otherwise noted)
Full time 30 or more regularly scheduled hours in a week

<table>
<thead>
<tr>
<th>All employees</th>
<th>07/01/2012</th>
<th>07/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$.13</td>
<td>$.14</td>
</tr>
<tr>
<td>Family</td>
<td>.27</td>
<td>.27</td>
</tr>
<tr>
<td>Additional:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full time after 180 days</td>
<td>2.45</td>
<td>2.45*</td>
</tr>
<tr>
<td>Full time after 240 days</td>
<td>2.45*</td>
<td></td>
</tr>
</tbody>
</table>

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>07/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.</td>
<td>.62</td>
<td>.68</td>
</tr>
</tbody>
</table>

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** 06/01/2013

**JOB DESCRIPTION** Landscape Maintenance

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12

$11.63

**IMPORTANT INFORMATION:**
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**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

10-NYS/R&S

---

**Moving Furniture and Equipment** 06/01/2013

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12

Driver-Heavy & Tractor Trailer $19.44
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 14.51
Helper 12.05

**IMPORTANT INFORMATION:**
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer
DISTRIBUTION 10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****
FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal
DISTRIBUTION 10

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

Per Hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>05/01/2013</th>
<th>05/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash, Recycling, Roll-Off and Brush Drivers</td>
<td>$14.00</td>
<td>$14.25</td>
<td>$14.50</td>
</tr>
<tr>
<td>Thrower Helper</td>
<td>$10.00</td>
<td>$10.25</td>
<td>$10.50</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

$5.91* TBD TBD

* 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
4 Personal days after 90 days of service.

**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 06/01/2013**

**JOB DESCRIPTION** Trash and Refuse Removal

**DISTRICT** 10

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

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

Per Hour: 07/01/2012

- Indus. Truck Driver/Tractor Operator $14.30
- Laborer/ non-construction $12.05
- Conveyor operators and tenders $16.21

**IMPORTANT INFORMATION:**
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**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

---

**Window Cleaners 06/01/2013**

**JOB DESCRIPTION** Window Cleaners

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/2012

$11.54

**IMPORTANT INFORMATION:**
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**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72
OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS R&S
Cattaraugus County Article 9

Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES

Per hour: 07/01/2012

$15.48

IMPORTANT INFORMATION:

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SUPPLEMENTAL BENEFITS

Per hour worked: $1.72

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: 07/01/12

$20.25

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: $1.72

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: 07/01/12

$13.47

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: $1.72

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
Allegany, Cattaraugus, Chautauqua, Niagara

WAGES
Per hour: 07/01/12

$12.18

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance

JOB DESCRIPTION  Landscape Maintenance

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/12

$12.83

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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** 10

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

**WAGES**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td></td>
</tr>
<tr>
<td>Driver-Heavy &amp; Tractor Trailer (capacity of at least 26,000 pounds Gross Vehicle Weight)</td>
<td>$20.25</td>
</tr>
<tr>
<td>Driver-Light Truck</td>
<td>14.84</td>
</tr>
<tr>
<td>Helper</td>
<td>12.30</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: | $1.72 |

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

---

### Stationary Engineer

**JOB DESCRIPTION** Stationary Engineer

**DISTRICT** 10


**WAGES**

****** IMPORTANT NOTICE ******

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

**OVERTIME PAY**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>HOLIDAY</td>
<td></td>
</tr>
</tbody>
</table>

---

### Trash and Refuse Removal

**JOB DESCRIPTION** Trash and Refuse Removal

**DISTRICT** 10

**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**

<table>
<thead>
<tr>
<th>Per Hour:</th>
<th>07/01/2012</th>
<th>05/01/2013</th>
<th>05/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash, Recycling, Roll-Off and Brush Drivers</td>
<td>$14.00</td>
<td>$14.25</td>
<td>$14.50</td>
</tr>
</tbody>
</table>
Thrower Helper

|                | $10.00 | $10.25 | $10.50 |

**IMPORTANT INFORMATION:**

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

**SUPPLEMENTAL BENEFITS**

$5.91*  TBD  TBD

* 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

4 Personal days after 90 days of service.

**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** 06/01/2013

**JOB DESCRIPTION** Trash and Refuse Removal

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

**WAGES**

For use with Transfer Station Operation.

Per hour: 07/01/2012

- Indus. Truck Driver/Tractor Operator $16.96
- Laborer/ non-construction $12.30
- Conveyor operators and tenders $14.05

**IMPORTANT INFORMATION:**

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

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

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

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per Hour: 07/01/12
$12.18

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

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

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION  Exterminators, Fumigators

ENTIRE COUNTIES  Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES  Per hour:  07/01/12

$20.57

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

SUPPLEMENTAL BENEFITS  Per hour worked:  $1.72

OVERTIME PAY  
See (B, B2) on OVERTIME PAGE

HOLIDAY  
Paid:  See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION  Fuel Oil Delivery

ENTIRE COUNTIES  Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES  Per hour:  07/01/12

$20.91

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

SUPPLEMENTAL BENEFITS  Per hour worked:  $1.72

OVERTIME PAY  
See (B, B2) on OVERTIME PAGE

HOLIDAY  
Paid:  See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION  Guards, Watchmen

ENTIRE COUNTIES  Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES  Per hour:  07/01/12

$12.83

IMPORTANT INFORMATION:  
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator
DISTRICT 10

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: 07/01/2012 07/01/2013 07/01/2014
$ 11.00 $ 11.35 $ 11.70

New Hire Rate:
First 180 days only 10.00 10.35 10.70

Regularly scheduled to clean/strip floors: + 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
Per hour worked:

Benefits: (required up to 40 hrs. per week unless otherwise noted)
Full time 30 or more regularly scheduled hours in a week

All employees
Individual $ .13 $ .14
Family .27 .27

Additional:
Full time
after 180 days 2.45 2.45* 2.45*

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

.62 .68 .76

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: 07/01/12
$11.33

**IMPORTANT INFORMATION:**
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**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

**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: 07/01/12

Driver-Heavy & Tractor Trailer (capacity of at least 26,000 pounds Gross Vehicle Weight) $20.91
Driver-Light Truck 16.42
Helper 12.60

**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**
Per hour worked: $1.72

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

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

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**Stationary Engineer** 06/01/2013

**JOB DESCRIPTION** Stationary Engineer  
**DISTRICT** 10

**ENTIRE COUNTIES**

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**WAGES**

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5599

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**Trash and Refuse Removal** 06/01/2013

**JOB DESCRIPTION** Trash and Refuse Removal  
**DISTRICT** 10

**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**

Per Hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>05/01/2013</th>
<th>05/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash, Recycling, Roll-Off and Brush Drivers</td>
<td>$14.00</td>
<td>$14.25</td>
<td>$14.50</td>
</tr>
<tr>
<td>Thrower Helper</td>
<td>$10.00</td>
<td>$10.25</td>
<td>$10.50</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
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---

**SUPPLEMENTAL BENEFITS**

|                      | $5.91*     | TBD         | TBD         |

* 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

4 Personal days after 90 days of service.

---

**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**
Cayuga, Cortland, Madison, Onondaga, Oswego

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

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$14.95</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$12.60</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$15.26</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: | $1.72 |

**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**
For use with Transfer Station Operation.

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>$12.65</td>
<td></td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**

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**SUPPLEMENTAL BENEFITS**

| Per hour worked: | $1.72 |

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

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

JOB DESCRIPTION  Stationary Engineer  DISTRICT  10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

10-Information
Chautauqua County Article 9

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/2012

$15.48

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 worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION Fuel Oil Delivery

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/12

$20.25

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guards, Watchmen

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/12

$13.47

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: $1.72

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

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

### Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

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

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

**WAGES**
Per hour: 07/01/12

$12.18

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: $1.72

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

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

### Landscape Maintenance 06/01/2013

**JOB DESCRIPTION** Landscape Maintenance

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

**WAGES**
Per hour: 07/01/12

$12.83

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

**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  10

ENTIRE COUNTIES  Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour:  07/01/2012
Driver-Heavy & Tractor Trailer  $20.25
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck  14.84
Helper  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:  $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:  See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION  Stationary Engineer
DISTRICT  10


WAGES

***** IMPORTANT NOTICE *****
FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION  Trash and Refuse Removal
DISTRICT  10

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
Per Hour:  07/01/2012  05/01/2013  05/01/2014
Trash, Recycling, Roll-Off and Brush Drivers  $14.00  $14.25  $14.50
IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with 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></th>
<th>$5.91*</th>
<th>TBD</th>
<th>TBD</th>
</tr>
</thead>
</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

4 Personal days after 90 days of service.

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**

10

**ENTIRE COUNTIES**

Allegany, Cattaraugus, Chautauqua, Erie, Niagara

**WAGES**

For use with Transfer Station Operation.

Per hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$16.96</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$12.30</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$14.05</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**

<table>
<thead>
<tr>
<th></th>
<th>$1.72</th>
</tr>
</thead>
</table>

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid:

See (1) on HOLIDAY PAGE
JOB DESCRIPTION  Window Cleaners

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per Hour: 07/01/12

$12.18

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

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

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION Exterminators, Fumigators

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

WAGES
Per hour: 07/01/12
$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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION Fuel Oil Delivery

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

WAGES
Per hour: 07/01/12
$19.44

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guards, Watchmen

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

WAGES
Per hour: 07/01/12
$15.72

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRIBUTION 10

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>07/01/2012</td>
<td>$11.00</td>
</tr>
<tr>
<td>07/01/2013</td>
<td>$11.35</td>
</tr>
<tr>
<td>07/01/2014</td>
<td>$11.70</td>
</tr>
</tbody>
</table>

New Hire Rate:
First 180 days only

- Individual: $10.00
- Family: $10.35
- All employees: $10.70

Regularly scheduled to clean/strip floors: + 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

Per hour worked:

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

Full time 30 or more regularly scheduled hours in a week

- Individual: .13
- Family: .27

Additional:

- Full time after 180 days: 2.45
- Full time after 180 days: 2.45

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

- .62
- .68
- .76

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** 06/01/2013

**JOB DESCRIPTION** Landscape Maintenance

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12
$11.63

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: 1.72

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

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

---

**Moving Furniture and Equipment** 06/01/2013

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12

Driver-Heavy & Tractor Trailer $19.44
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 14.51
Helper 12.05

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION  Stationary Engineer DISTRICT 10

ENTIRE COUNTIES

WAGES

**** IMPORTANT NOTICE ****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION  Trash and Refuse Removal DISTRICT 10

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

Per Hour:

<table>
<thead>
<tr>
<th>Date</th>
<th>Trash, Recycling, Roll-Off and Brush Drivers</th>
<th>Thrower Helper</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>$14.00</td>
<td>$10.00</td>
</tr>
<tr>
<td>05/01/2013</td>
<td>$14.25</td>
<td>$10.25</td>
</tr>
<tr>
<td>05/01/2014</td>
<td>$14.50</td>
<td>$10.50</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

$5.91* TBD TBD

* 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
4 Personal days after 90 days of service.

**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**
10

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

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

Per Hour: 07/01/2012

- Indus. Truck Driver/Tractor Operator: $14.30
- Laborer/ non-construction: $12.05
- Conveyor operators and tenders: $16.21

**IMPORTANT INFORMATION:**

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

---

**Window Cleaners**

**JOB DESCRIPTION**
Window Cleaners

**DISTRICT**
10

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

**WAGES**

Per hour: 07/01/2012

$11.54

**IMPORTANT INFORMATION:**

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72
### Exterminators, Fumigators

**JOB DESCRIPTION** Exterminators, Fumigators

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

**WAGES**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/12</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$12.45</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>Per Hour worked:</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1.72</td>
</tr>
</tbody>
</table>

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

**WAGES**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/12</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$19.44</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>Per hour worked:</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1.72</td>
</tr>
</tbody>
</table>

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

**WAGES**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/12</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$15.72</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**
**Janitor, Porter, Cleaners, Elevator Operator**

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

**DISTRICT** 10

**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**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regularly scheduled to clean/strip floors:</td>
<td>$11.00</td>
<td>$11.35</td>
<td>$11.70</td>
</tr>
</tbody>
</table>

**New Hire Rate:**
First 180 days only

- Individual: $10.00
- Family: $10.35
- Total: $10.70

**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:**

Benefits: (required up to 40 hrs. per week unless otherwise noted)
Full time 30 or more regularly scheduled hours in a week

- Individual: $.13
- Family: $.27

**Additional:**

- Full time after 180 days: 2.45
- Total: 2.45

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

- Individual: $.62
- Family: $.68
- Total: $.76

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

<table>
<thead>
<tr>
<th>1 year of work</th>
<th>1 week of vacation</th>
</tr>
</thead>
<tbody>
<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>
<tr>
<td>6 years of work</td>
<td>2 weeks and 4 days vacation</td>
</tr>
<tr>
<td>7 years of work</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**

**JOB DESCRIPTION** Landscape Maintenance  
**DISTRICT** 10

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

**WAGES**  
Per hour: 07/01/12

$11.63

**SUPPLEMENTAL BENEFITS**  
Per hour worked: $1.72

**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** 10

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

**WAGES**
Per hour: 07/01/12

Driver-Heavy & Tractor Trailer $19.44  
(capacity of at least 26,000 pounds Gross Vehicle Weight)  
Driver-Light Truck 14.51  
Helper 12.05

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION  Stationary Engineer

DISTRICT  10

ENTIRE COUNTIES

WAGES

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

Trash and Refuse Removal

JOB DESCRIPTION  Trash and Refuse Removal

DISTRICT  10

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
Per Hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>05/01/2013</th>
<th>05/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash, Recycling, Roll-Off and Brush Drivers</td>
<td>$14.00</td>
<td>$14.25</td>
<td>$14.50</td>
</tr>
<tr>
<td>Thrower Helper</td>
<td>$10.00</td>
<td>$10.25</td>
<td>$10.50</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

$5.91*  TBD  TBD

* 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
4 Personal days after 90 days of service.

**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 06/01/2013

**JOB DESCRIPTION**  
Trash and Refuse Removal

**DISTRICT** 10

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

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

<table>
<thead>
<tr>
<th>Per Hour: 07/01/2012</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$14.30</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$12.05</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$16.21</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: $1.72

### Window Cleaners 06/01/2013

**JOB DESCRIPTION**  
Window Cleaners

**DISTRICT** 10

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

**WAGES**

<table>
<thead>
<tr>
<th>Per hour: 07/01/12</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$11.54</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: $1.72
Clinton County Article 9

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION Exterminators, Fumigators DISTRICT 10

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

WAGES Per hour: 07/01/12

$14.40

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

SUPPLEMENTAL BENEFITS Per hour worked: $1.72

OVERTIME PAY See (B, B2) on OVERTIME PAGE

HOLIDAY Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION Fuel Oil Delivery DISTRICT 10

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

WAGES Per hour: 07/01/12

$17.68

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

SUPPLEMENTAL BENEFITS Per hour worked: $1.72

OVERTIME PAY See (B, B2) on OVERTIME PAGE

HOLIDAY Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guards, Watchmen DISTRICT 10

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

WAGES Per hour: 07/01/12

$13.81

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: $1.72

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 10

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></th>
<th>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Hire Rate</td>
<td>10.00</td>
<td>10.35</td>
<td>10.70</td>
</tr>
<tr>
<td>Regularly scheduled to clean/strip floors:</td>
<td>+ 0.25 per hr.</td>
<td></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, 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:

Benefits: (required up to 40 hrs. per week unless otherwise noted)
Full time 30 or more regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Individual</th>
<th>Family</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>07/01/2012</td>
<td>.13</td>
<td>.14</td>
<td>.27</td>
<td>.27</td>
</tr>
<tr>
<td></td>
<td>07/01/2013</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>07/01/2014</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Additional:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full time after 180 days</td>
<td>2.45</td>
<td>2.45*</td>
<td>2.45*</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Vacation is paid after 1 year of employment. Part-time employees receive vacation pay on pro-rata basis.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 year of work</td>
<td>1 week of vacation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 years of work</td>
<td>2 weeks of vacation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 years of work</td>
<td>2 weeks and 1 day vacation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 years of work</td>
<td>2 weeks and 2 days vacation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 years of work</td>
<td>2 weeks and 3 days vacation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 years of work</td>
<td>2 weeks and 4 days vacation</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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**

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Landscape Maintenance</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence</td>
</tr>
<tr>
<td>WAGES</td>
<td>07/01/12</td>
</tr>
<tr>
<td>Per hour:</td>
<td>$13.07</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

**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>Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence</td>
</tr>
<tr>
<td>WAGES</td>
<td>07/01/12</td>
</tr>
<tr>
<td>Per hour:</td>
<td>Driver-Heavy &amp; Tractor Trailer: $17.68</td>
</tr>
<tr>
<td></td>
<td>(capacity of at least 26,000 pounds Gross Vehicle Weight)</td>
</tr>
<tr>
<td></td>
<td>Driver-Light Truck: 15.41</td>
</tr>
<tr>
<td></td>
<td>Helper: 12.04</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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer
DISTRICT 10

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal
DISTRICT 10
ENTIRE COUNTIES Clinton, Essex, Hamilton

WAGES
Per hour: 07/01/2012
$13.77

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

SUPPLEMENTAL BENEFITS
Per hour paid: $1.72

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 10
ENTIRE COUNTIES Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES
For use with Transfer Station Operation.
Per hour: 07/01/2012

Indus. Truck Driver/Tractor Operator
$14.74

Laborer/ non-construction
$12.04

Conveyor operators and tenders
$11.02

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners 06/01/2013

JOB DESCRIPTION Window Cleaners

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

WAGES
Per hour: 07/01/12
$12.03

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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 10


WAGES
Per hour: 07/01/2012 $ 14.24

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

SUPPLEMENTAL BENEFITS
Per hour worked: $ 1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

---

Fuel Oil Delivery

JOB DESCRIPTION Fuel Oil Delivery

DISTRICT 10


WAGES
Per hour: 07/01/2012 $20.61

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

---

Guards, Watchmen

JOB DESCRIPTION Guards, Watchmen

DISTRICT 10


WAGES
Per hour: 07/01/12 $14.30

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: $1.72

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 10

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

WAGES
07/01/2012

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.
07/01/2012

$ 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.
WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION  Trash and Refuse Removal

ENTIRE COUNTIES

WAGES
Per hour: 7/01/2012 09/16/2012 09/16/2013

Chauffer/Truck Driver
(CDL only) $15.95 $16.19 $16.43

Helper
(NON-CDL Only) 14.87 15.09 15.32

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></th>
<th>7/01/2012</th>
<th>09/16/2012</th>
<th>01/01/2013</th>
<th>09/16/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$2.45</td>
<td>$2.50</td>
<td>$2.68</td>
<td>$2.74</td>
</tr>
<tr>
<td>Two in family</td>
<td>5.49</td>
<td>5.54</td>
<td>5.98</td>
<td>6.04</td>
</tr>
<tr>
<td>Three or more</td>
<td>7.69</td>
<td>7.74</td>
<td>8.37</td>
<td>8.43</td>
</tr>
<tr>
<td>in family</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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**
10

**ENTIRE COUNTIES**

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

Per hour:

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$15.98</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$14.18</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$17.38</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
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**SUPPLEMENTAL BENEFITS**
Per hour worked:

<table>
<thead>
<tr>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1.72</td>
</tr>
</tbody>
</table>

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

**HOLIDAY**
Paid:

See (1) on HOLIDAY PAGE

---

**Window Cleaners**

**JOB DESCRIPTION**
Window Cleaners

**DISTRICT**
10

**ENTIRE COUNTIES**

**WAGES**

<table>
<thead>
<tr>
<th>Hour</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/12</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:

<table>
<thead>
<tr>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1.72</td>
</tr>
</tbody>
</table>

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

**HOLIDAY**
Paid:

See (1) on HOLIDAY PAGE
Cortland County Article 9

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION Exterminators, Fumigators

DISTRICT 10

ENTIRE COUNTIES Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour: 07/01/12

$20.57

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION Fuel Oil Delivery

DISTRICT 10

ENTIRE COUNTIES Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour: 07/01/12

$20.91

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guards, Watchmen

DISTRICT 10

ENTIRE COUNTIES Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour: 07/01/12

$12.83

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

| Per hour worked: | $1.72 |

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

---

**Janitor, Porter, Cleaners, Elevator Operator** 06/01/2013

**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**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Hire Rate:</td>
<td>10.00</td>
<td>10.35</td>
<td>10.70</td>
</tr>
</tbody>
</table>

**Regularly scheduled to clean/strip floors:** + 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**

| Per hour worked: |  
| Benefits: (required up to 40 hrs. per week unless otherwise noted) |  
| Full time 30 or more regularly scheduled hours in a week |  
| All employees |  
| Individual | $ .13 | $ .14 |
| Family | .27 | .27 |
| Additional: |  
| Full time after 180 days | 2.45 | 2.45* | 2.45* |
| * amount may change |  
| Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour. |  
| .62 | .68 | .76 |

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.

10-200 UNITED

Landscape Maintenance

JOB DESCRIPTION Landscape Maintenance
ENTIRE COUNTIES Cayuga, Cortland, Madison, Onondaga, Oswego
WAGES
Per hour: 07/01/12
$11.33

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS/R&S

Moving Furniture and Equipment

JOB DESCRIPTION Moving Furniture and Equipment
ENTIRE COUNTIES Cayuga, Cortland, Madison, Onondaga, Oswego
WAGES
Per hour: 07/01/12
Driver-Heavy & Tractor Trailer (capacity of at least 26,000 pounds Gross Vehicle Weight) $20.91
Driver-Light Truck 16.42
Helper 12.60

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
For information regarding stationary engineer rates, contact the NYS DOL Bureau of Public Work at (518) 457-5599.
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.

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Trash and Refuse Removal</th>
<th>DISTRICT</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Cayuga, Cortland, Madison, Onondaga, Oswego</td>
<td></td>
<td></td>
</tr>
<tr>
<td>WAGES</td>
<td>For use with Transfer Station Operation.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Per hour: 07/01/2012

- Indus. Truck Driver/Tractor Operator: $14.95
- Laborer/ non-construction: $12.60
- Conveyor operators and tenders: $15.26

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Window Cleaners</th>
<th>DISTRICT</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Cayuga, Cortland, Madison, Onondaga, Oswego</td>
<td></td>
<td></td>
</tr>
<tr>
<td>WAGES</td>
<td>Per hour: 07/01/2012</td>
<td>$12.65</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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

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

Exterminators, Fumigators 06/01/2013

**JOB DESCRIPTION** Exterminators, Fumigators

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12

$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: $1.72

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

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

Fuel Oil Delivery 06/01/2013

**JOB DESCRIPTION** Fuel Oil Delivery

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12

$19.44

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

**SUPPLEMENTAL BENEFITS**
Per Hour worked: $1.72

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

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

Guards, Watchmen 06/01/2013

**JOB DESCRIPTION** Guards, Watchmen

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12

$15.72

**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: $1.72

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

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

---

**Janitor, Porter, Cleaners, Elevator Operator**  
06/01/2013

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

**DISTRICT** 10

**ENTIRE COUNTIES**  
Delaware, Steuben

**WAGES**

Per hour: 07/01/12

$11.54

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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.

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

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.72

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

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

---

**Landscape Maintenance**  
06/01/2013

**JOB DESCRIPTION**  Landscape Maintenance

**DISTRICT** 10

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

**WAGES**

Per hour: 07/01/12

$11.63

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

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.72

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

**WAGES**
Per hour: 07/01/12

- Driver-Heavy & Tractor Trailer (capacity of at least 26,000 pounds Gross Vehicle Weight) $19.44
- Driver-Light Truck 14.51
- Helper 12.05

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

Stationary Engineer

**JOB DESCRIPTION** Stationary Engineer

**ENTIRE COUNTIES**

**WAGES**

----- IMPORTANT NOTICE -----

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

Trash and Refuse Removal

**JOB DESCRIPTION** Trash and Refuse Removal

**ENTIRE COUNTIES**
Delaware

**WAGES**
Per hour: 07/01/2012

$14.35

**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:  
$1.72

**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** 10

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

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

Per Hour:  
07/01/2012

- **Indus. Truck Driver/Tractor Operator**  
$14.30

- **Laborer/ non-construction**  
$12.05

- **Conveyor operators and tenders**  
$16.21

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

**SUPPLEMENTAL BENEFITS**
Per hour worked:  
$1.72

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

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

---

**Window Cleaners**

**JOB DESCRIPTION** Window Cleaners

**DISTRICT** 10

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

**WAGES**

Per hour:  
07/01/12

- **$11.54**

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

**SUPPLEMENTAL BENEFITS**
Per hour worked:  
$1.72

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

**HOLIDAY**
**Dutchess County Article 9**

**Exterminators, Fumigators**

**JOB DESCRIPTION**
Exterminators, Fumigators

**DISTRICT**
10

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

**WAGES**

Per hour: 07/01/2012

$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

**DISTRICT**
10

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

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10-32 BJ
WAGES
Per hour: 07/01/12
$23.66

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guards, Watchmen

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

WAGES
Per hour: 07/01/12
$13.14

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

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

WAGES
Per hour worked
Janitor

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/01/12</td>
<td>$12.85</td>
</tr>
<tr>
<td>7/01/13</td>
<td>$13.25</td>
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<td>7/01/14</td>
<td>$13.45</td>
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<tr>
<td>7/01/15</td>
<td>$13.85</td>
</tr>
<tr>
<td>10/01/15</td>
<td>$14.10</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

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>Period</th>
<th>Full Time**</th>
<th>Part Time(hired prior 12/31/07)</th>
<th>Part Time(hired after 01/01/08)</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/01/12</td>
<td>$3.92</td>
<td>1.90</td>
<td>.63</td>
</tr>
<tr>
<td>1/01/13</td>
<td>$4.25</td>
<td>2.10</td>
<td>.63</td>
</tr>
<tr>
<td>1/01/14</td>
<td>$4.53</td>
<td>2.28</td>
<td>.55</td>
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<tr>
<td>1/01/15</td>
<td>$4.98</td>
<td>2.56</td>
<td>.63</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.

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 Landscape Maintenance

DISTRIBUT 10

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

WAGES

Per hour: 07/01/12

$15.31

IMPORTANT INFORMATION:

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

SUPPLEMENTAL BENEFITS

Per hour worked: $1.72
Moving Furniture and Equipment

**JOB DESCRIPTION**  Moving Furniture and Equipment

**DISTRICT**  10

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

**WAGES**
Per hour: 07/01/12

- Driver-Heavy & Tractor Trailer  $23.66 (capacity of at least 26,000 pounds Gross Vehicle Weight)
- Driver-Light Truck  17.24
- 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: $1.72

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

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

---

Stationary Engineer

**JOB DESCRIPTION**  Stationary Engineer

**DISTRICT**  10

**ENTIRE COUNTIES**

**WAGES**

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

**OVERTIME PAY**

**HOLIDAY**

---

Trash and Refuse Removal

**JOB DESCRIPTION**  Trash and Refuse Removal

**DISTRICT**  10

**ENTIRE COUNTIES**
Dutchess

**WAGES**
Per hour: 07/01/12

- $21.43
### Trash and Refuse Removal

**JOB DESCRIPTION** Trash and Refuse Removal  
**DISTRIBUTION** 10  
**ENTIRE COUNTIES** Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester  
**WAGES** For use with Transfer Station Operation.

<table>
<thead>
<tr>
<th>Hour</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/12</td>
<td>$16.24</td>
</tr>
<tr>
<td>01/01/13</td>
<td>$18.58</td>
</tr>
<tr>
<td>07/01/14</td>
<td>$18.78</td>
</tr>
<tr>
<td>10/01/14</td>
<td>$18.98</td>
</tr>
<tr>
<td>07/01/15</td>
<td>$19.18</td>
</tr>
<tr>
<td>10/01/15</td>
<td>$19.43</td>
</tr>
</tbody>
</table>

### Window Cleaners

**JOB DESCRIPTION** Window Cleaners  
**DISTRIBUTION** 10  
**ENTIRE COUNTIES** Dutchess, Orange, Putnam, Rockland, Sullivan, Westchester  
**WAGES** Per Hour Worked:

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/12</td>
<td>$18.18</td>
</tr>
<tr>
<td>01/01/13</td>
<td>$18.58</td>
</tr>
<tr>
<td>07/01/14</td>
<td>$18.78</td>
</tr>
<tr>
<td>10/01/14</td>
<td>$18.98</td>
</tr>
<tr>
<td>07/01/15</td>
<td>$19.18</td>
</tr>
<tr>
<td>10/01/15</td>
<td>$19.43</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:** $1.72

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

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

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**Prevailing Wage Rates for 07/01/2012 - 06/30/2013 Published by the New York State Department of Labor**

**Last Published on June 01 2013 Dutchess County**
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>Date</th>
<th>Full Time **</th>
<th>Part Time hired prior to 12/31/07</th>
<th>Part Time hired after 01/01/08</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/01/12</td>
<td>$3.92</td>
<td>1.90</td>
<td>0.63</td>
</tr>
<tr>
<td>1/1/13</td>
<td>$4.25</td>
<td>2.10</td>
<td>0.63</td>
</tr>
<tr>
<td>1/1/14</td>
<td>$4.53</td>
<td>2.28</td>
<td>0.55</td>
</tr>
<tr>
<td>1/1/15</td>
<td>$4.98</td>
<td>2.56</td>
<td>0.63</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.

### 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.

10-32 BJ
Erie County Article 9

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/2012

$ 15.48

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 worked: $ 1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION Fuel Oil Delivery

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/12

$ 20.25

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guards, Watchmen

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per hour: 07/01/12

$13.47

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

JOB DESCRIPTION
Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Erie

WAGES
Wages: 07/01/2012
$ 8.90

NEW HIRE RATE:
First 180 days only $ 8.40

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
07/01/2012

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

Additional amount after 60 days (per hour paid)

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

Vacation Days
Employees hired after October 15, 1992:

Length of Service Paid Vacation
1 year but less than 3 years of work 1 week
3 years but less than 7 years of work 2 weeks
7 years of work or more 3 weeks

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.

Landscape Maintenance

JOB DESCRIPTION Landscape Maintenance
ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara
WAGES Per hour: 07/01/12 $12.83

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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: 07/01/12
Driver-Heavy & Tractor Trailer $20.25 (capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 14.84
Helper
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: $1.72

OVER TIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer
06/01/2013

JOB DESCRIPTION Stationary Engineer
DISTRIBUTION 10

ENTIRE COUNTIES

WAGES

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVER TIME PAY

HOLIDAY

Trash and Refuse Removal
06/01/2013

JOB DESCRIPTION Trash and Refuse Removal
DISTRIBUTION 10

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
Per Hour:
07/01/2012 05/01/2013 05/01/2014
Trash, Recycling, Roll-Off and Brush Drivers $14.00 $14.25 $14.50
Thrower Helper $10.00 $10.25 $10.50

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

SUPPLEMENTAL BENEFITS
$5.91* TBD TBD

* 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

4 Personal days after 90 days of service.

**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** 10

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

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

<table>
<thead>
<tr>
<th>Per hour: 07/01/2012</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$16.96</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$12.30</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$14.05</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: | $1.72 |

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

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

---

**Window Cleaners**

**JOB DESCRIPTION** Window Cleaners

**DISTRICT** 10

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

**WAGES**

<table>
<thead>
<tr>
<th>Per Hour: 07/01/2012</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$12.18</td>
<td></td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

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

JOB DESCRIPTION  Exterminators, Fumigators

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

WAGES
Per hour: 07/01/12

$14.40

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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: 07/01/12

$17.68

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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: 07/01/12

$13.81

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS/R&S

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Essex

WAGES
Per hour: 07/01/12

$12.03

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS/R&S

Landscape Maintenance 06/01/2013

JOB DESCRIPTION Landscape Maintenance

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

WAGES
Per hour: 07/01/12

$13.07

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS/R&S
Moving Furniture and Equipment

**JOB DESCRIPTION** Moving Furniture and Equipment  
**DISTRICT** 10

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

**WAGES**  
Per hour: 07/01/12

Driver-Heavy & Tractor Trailer  
$17.68  
(capacity of at least 26,000 pounds Gross Vehicle Weight)

Driver-Light Truck  
15.41

Helper  
12.04

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

**SUPPLEMENTAL BENEFITS**  
Per hour worked: $1.72

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

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

10-NYS/R&S

---

Stationary Engineer

**JOB DESCRIPTION** Stationary Engineer  
**DISTRICT** 10

**ENTIRE COUNTIES**  

**WAGES**

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,  
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

**OVERTIME PAY**

**HOLIDAY**

10-Information

---

Trash and Refuse Removal

**JOB DESCRIPTION** Trash and Refuse Removal  
**DISTRICT** 10

**ENTIRE COUNTIES**  
Clinton, Essex, Hamilton

**WAGES**  
Per hour: 07/01/12

$13.77

**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.
<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Trash and Refuse Removal</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence</td>
</tr>
<tr>
<td>WAGES</td>
<td>For use with Transfer Station Operation.</td>
</tr>
<tr>
<td>Per hour:</td>
<td>07/01/2012</td>
</tr>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$14.74</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$12.04</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$11.02</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.

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Window Cleaners</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence</td>
</tr>
<tr>
<td>WAGES</td>
<td>07/01/12</td>
</tr>
<tr>
<td>Per hour:</td>
<td>$12.03</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.
Franklin County Article 9

**Exterminators, Fumigators**

**JOB DESCRIPTION**  Exterminators, Fumigators

**DISTRICT**  10

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

**WAGES**

Per hour:  07/01/12

$14.40

**IMPORTANT INFORMATION:**

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

**SUPPLEMENTAL BENEFITS**

Per hour worked:  $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid:  See (1) on HOLIDAY PAGE

10-NYS/R&S

---

**Fuel Oil Delivery**

**JOB DESCRIPTION**  Fuel Oil Delivery

**DISTRICT**  10

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

**WAGES**

Per hour:  07/01/12

$17.68

**IMPORTANT INFORMATION:**

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

**SUPPLEMENTAL BENEFITS**

Per hour worked:  $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid:  See (1) on HOLIDAY PAGE

10-NYS/R&S

---

**Guards, Watchmen**

**JOB DESCRIPTION**  Guards, Watchmen

**DISTRICT**  10

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

**WAGES**

Per hour:  07/01/12

$13.81

**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: $1.72

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 10

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></th>
<th>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Hire Rate:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>First 180 days only</td>
<td>10.00</td>
<td>10.35</td>
<td>10.70</td>
</tr>
</tbody>
</table>

Regularly scheduled to clean/strip floors: + 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
Per hour worked:

Benefits: (required up to 40 hrs. per week unless otherwise noted)
Full time 30 or more regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>All employees</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual</td>
<td>.13</td>
<td>.14</td>
<td></td>
</tr>
<tr>
<td>Family</td>
<td>.27</td>
<td>.27</td>
<td></td>
</tr>
</tbody>
</table>

Additional:
Full time
after 180 days 2.45  2.45*  2.45*
* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vacation is paid</td>
<td>.62</td>
<td>.68</td>
<td>.76</td>
</tr>
</tbody>
</table>

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

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

DISTRICT 10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 10

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, Sullivan, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES

Per Hour:

<table>
<thead>
<tr>
<th>Trash, Recycling, Roll-Off and Brush Drivers</th>
<th>07/01/2012</th>
<th>05/01/2013</th>
<th>05/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash, Recycling, Roll-Off and Brush Drivers</td>
<td>$14.00</td>
<td>$14.25</td>
<td>$14.50</td>
</tr>
<tr>
<td>Thrower Helper</td>
<td>$10.00</td>
<td>$10.25</td>
<td>$10.50</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

$5.91*    TBD    TBD

* 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
4 Personal days after 90 days of service.

**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**  
**06/01/2013**

**JOB DESCRIPTION**  
Trash and Refuse Removal

**DISTRICT**  
10

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

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

Per hour:  
07/01/2012

Indus. Truck Driver/Tractor Operator  
$14.74

Laborer/ non-construction  
$12.04

Conveyor operators and tenders  
$11.02

**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:  
$1.72

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

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

---

**Window Cleaners**  
**06/01/2013**

**JOB DESCRIPTION**  
Window Cleaners

**DISTRICT**  
10

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

**WAGES**  
Per hour:  
07/01/12

$12.03

**IMPORTANT INFORMATION:**

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

**SUPPLEMENTAL BENEFITS**  
Per hour worked:  
$1.72

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Prevailing Wage Rates for 07/01/2012 - 06/30/2013 Published by the New York State Department of Labor  
Last Published on Jun 01 2013  
Franklin County
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: 07/01/12
$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 worked: $1.72

**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**
Per hour: 07/01/12
$18.36

**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: $1.72

**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**
Per hour: 07/01/12
$14.23

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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: 07/01/12
$11.88

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: $1.72

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: 07/01/12
$12.19

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY

Page 100
### Moving Furniture and Equipment

**JOB DESCRIPTION**  Moving Furniture and Equipment

**DISTRICT**  10

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

**WAGES**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver-Heavy &amp; Tractor Trailer (capacity of at least 26,000 pounds Gross Vehicle Weight)</td>
<td>$18.36</td>
</tr>
<tr>
<td>Driver-Light Truck</td>
<td>13.08</td>
</tr>
<tr>
<td>Helper</td>
<td>13.09</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: | $1.72 |

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid:  See (1) on HOLIDAY PAGE

### Stationary Engineer

**JOB DESCRIPTION**  Stationary Engineer

**DISTRICT**  10


**WAGES**

<table>
<thead>
<tr>
<th>7/01/2012</th>
<th>09/16/2012</th>
<th>09/16/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chauffer/Truck Driver (CDL only)</td>
<td>$15.95</td>
<td>$16.19</td>
</tr>
</tbody>
</table>

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

### Trash and Refuse Removal

**JOB DESCRIPTION**  Trash and Refuse Removal

**DISTRICT**  10

**ENTIRE COUNTIES**  Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Ulster, Warren, Washington

**WAGES**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>7/01/2012</th>
<th>09/16/2012</th>
<th>09/16/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chauffer/Truck Driver (CDL only)</td>
<td>$15.95</td>
<td>$16.19</td>
<td>$16.43</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:

<table>
<thead>
<tr>
<th></th>
<th>7/01/2012</th>
<th>09/16/2012</th>
<th>01/01/2013</th>
<th>09/16/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$2.45</td>
<td>$2.50</td>
<td>$2.68</td>
<td>$2.74</td>
</tr>
<tr>
<td>Two in family</td>
<td>5.49</td>
<td>5.54</td>
<td>5.98</td>
<td>6.04</td>
</tr>
<tr>
<td>Three or more</td>
<td>7.69</td>
<td>7.74</td>
<td>8.37</td>
<td>8.43</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Months of Service</th>
<th>Weeks</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>1 Week</td>
</tr>
<tr>
<td>36</td>
<td>2 Weeks</td>
</tr>
<tr>
<td>120</td>
<td>3 Weeks</td>
</tr>
<tr>
<td>180</td>
<td>3 Weeks 1 Day</td>
</tr>
<tr>
<td>192</td>
<td>3 Weeks 2 Day's</td>
</tr>
<tr>
<td>204</td>
<td>3 Weeks 3 Day's</td>
</tr>
<tr>
<td>216</td>
<td>3 Weeks 4 Day's</td>
</tr>
<tr>
<td>228</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.

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>Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie</td>
</tr>
<tr>
<td>WAGES</td>
<td>For use with Transfer Station Operation.</td>
</tr>
<tr>
<td>Per Hour:</td>
<td>07/01/2012</td>
</tr>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$14.38</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$13.09</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$13.43</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.
Window Cleaners

JOB DESCRIPTION  Window Cleaners

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

WAGES
Per hour:  07/01/12
$11.88

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

SUPPLEMENTAL BENEFITS
Per hour worked:  $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

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

Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators

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

WAGES
Per hour: 07/01/12

$13.68

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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: 07/01/12

$17.77

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: $1.72

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: 07/01/12

$12.90

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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
Genesee, Orleans, Wyoming

WAGES
Per hour: 07/01/12
$11.92

IMPORTANT INFORMATION:
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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance

JOB DESCRIPTION
Landscape Maintenance

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

WAGES
Per hour: 07/01/12
$11.90

IMPORTANT INFORMATION:
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: $1.72

OVERTIME PAY
Moving Furniture and Equipment

**JOB DESCRIPTION**: Moving Furniture and Equipment

**DISTRICT**: 10

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

**WAGES**

Per hour: 07/01/2012

- Driver-Heavy & Tractor Trailer (capacity of at least 26,000 pounds Gross Vehicle Weight): $17.77
- Driver-Light Truck: 15.32
- Helper: 12.71

**IMPORTANT INFORMATION**:

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

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

**JOB DESCRIPTION**: Stationary Engineer

**DISTRICT**: 10


**WAGES**

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

**OVERTIME PAY**

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal

**JOB DESCRIPTION**: Trash and Refuse Removal

**DISTRICT**: 10

**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**

Per Hour:
Trash, Recycling, Roll-Off and Brush Drivers

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>05/01/2013</th>
<th>05/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash, Recycling, Roll-Off and Brush Drivers</td>
<td>$14.00</td>
<td>$14.25</td>
<td>$14.50</td>
</tr>
<tr>
<td>Thrower Helper</td>
<td>$10.00</td>
<td>$10.25</td>
<td>$10.50</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

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$5.91*</td>
<td>TBD</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

4 Personal days after 90 days of service.

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

WAGES
For use with Transfer Station Operation.

Per hour: 07/01/2012

Indus. Truck Driver/Tractor Operator $15.41
Laborer/ non-construction $12.71
Conveyor operators and tenders $15.09

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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:

07/01/12
$11.92

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

SUPPLEMENTAL BENEFITS
Per hour worked:
$1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

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

Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators


WAGES
Per hour: 07/01/2012
$ 14.24

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

SUPPLEMENTAL BENEFITS
Per hour worked: $ 1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

JOB DESCRIPTION Fuel Oil Delivery


WAGES
Per hour: 07/01/12
$20.61

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

JOB DESCRIPTION Guards, Watchmen


WAGES
Per hour: 07/01/12
$14.30

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: $1.72

**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** 10

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

**WAGES**

07/01/2012

- 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.

07/01/2012

$ 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** 10

**ENTIRE COUNTIES**


**WAGES**

Per hour:  07/01/12  

$12.81

**SUPPLEMENTAL BENEFITS**

Per hour worked:  $1.72

**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** 10

**ENTIRE COUNTIES**


**WAGES**

Driver-Heavy & Tractor Trailer  07/01/12  

$20.61

Driver-Light Truck  15.43

Helper  14.18

**SUPPLEMENTAL BENEFITS**

Per hour worked:  $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid:  See (1) on HOLIDAY PAGE

---

**Stationary Engineer**

**JOB DESCRIPTION**  Stationary Engineer

**DISTRICT** 10

**ENTIRE COUNTIES**
WAGES

***** IMPORTANT NOTICE *****
FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION
Trash and Refuse Removal

ENTIRE COUNTIES

WAGES
Per hour: 7/01/2012 09/16/2012 09/16/2013

Chauffer/Truck Driver $15.95 $16.19 $16.43
(CDL only)

Helper 14.87 15.09 15.32
(NON-CDL Only)

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></th>
<th>7/01/2012</th>
<th>09/16/2012</th>
<th>01/01/2013</th>
<th>09/16/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$2.45</td>
<td>$2.50</td>
<td>$2.68</td>
<td>$2.74</td>
</tr>
<tr>
<td>Two in family</td>
<td>5.49</td>
<td>5.54</td>
<td>5.98</td>
<td>6.04</td>
</tr>
<tr>
<td>Three or more</td>
<td>7.69</td>
<td>7.74</td>
<td>8.37</td>
<td>8.43</td>
</tr>
</tbody>
</table>

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

**ENTIRE COUNTIES**  Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, Washington

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

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$15.98</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$14.18</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$17.38</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:  $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid:  See (1) on HOLIDAY PAGE

---

Window Cleaners

**JOB DESCRIPTION**  Window Cleaners

**ENTIRE COUNTIES**  Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, Washington

**WAGES**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></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:  $1.72

**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

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

**WAGES**
Per hour: 07/01/12

$14.40

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

**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: 07/01/12

$17.68

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

**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: 07/01/12

$13.81

**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: $1.72

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 10

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>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Hire Rate</td>
<td>10.00</td>
<td>10.35</td>
<td>10.70</td>
</tr>
</tbody>
</table>

Regularly scheduled to clean/strip floors: + 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

Per hour worked:

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

Full time 30 or more regularly scheduled hours in a week

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Individual</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>All employees</td>
<td>$ .13</td>
<td>.27</td>
</tr>
<tr>
<td></td>
<td>$ .14</td>
<td>.27</td>
</tr>
</tbody>
</table>

Additional:

<table>
<thead>
<tr>
<th>Benefit</th>
<th>After 180 days</th>
<th>Full time</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2.45</td>
<td>2.45*</td>
</tr>
</tbody>
</table>

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

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</td>
<td>1 week of vacation</td>
</tr>
<tr>
<td>2 years</td>
<td>2 weeks of vacation</td>
</tr>
<tr>
<td>3 years</td>
<td>2 weeks and 1 day vacation</td>
</tr>
<tr>
<td>4 years</td>
<td>2 weeks and 2 days vacation</td>
</tr>
<tr>
<td>5 years</td>
<td>2 weeks and 3 days vacation</td>
</tr>
<tr>
<td>6 years</td>
<td>2 weeks and 4 days vacation</td>
</tr>
</tbody>
</table>
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 06/01/2013

JOB DESCRIPTION Landscape Maintenance DISTRICT 10
ENTIRE COUNTIES Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES Per hour: 07/01/12

$13.07

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment 06/01/2013

JOB DESCRIPTION Moving Furniture and Equipment DISTRICT 10
ENTIRE COUNTIES Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence

WAGES Per hour: 07/01/12

Driver-Heavy & Tractor Trailer $17.68
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 15.41
Helper 12.04

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES
Clinton, Essex, Hamilton

WAGES
Per hour: 07/01/2012

$13.77

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

SUPPLEMENTAL BENEFITS
Per hour paid: $1.72

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

WAGES
For use with Transfer Station Operation.
Per hour: 07/01/2012

Indus. Truck Driver/Tractor Operator $14.74
Laborer/ non-construction $12.04
Conveyor operators and tenders $11.02

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners 06/01/2013

JOB DESCRIPTION Window Cleaners
DISTRICT 10

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

WAGES
Per hour: 07/01/12
$12.03

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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**

Per hour: 07/01/12

$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 worked: $1.72

**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: 07/01/12

$18.36

**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: $1.72

**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: 07/01/12

$14.23

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

SUPPLEMENTAL BENEFITS

Per hour worked: $1.72

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

10

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>07/01/2012</td>
<td>$11.00</td>
</tr>
<tr>
<td>07/01/2013</td>
<td>$11.35</td>
</tr>
<tr>
<td>07/01/2014</td>
<td>$11.70</td>
</tr>
</tbody>
</table>

New Hire Rate:

First 180 days only:

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>10.00</td>
</tr>
<tr>
<td>07/01/2013</td>
<td>10.35</td>
</tr>
<tr>
<td>07/01/2014</td>
<td>10.70</td>
</tr>
</tbody>
</table>

Regularly scheduled to clean/strip floors: + 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

Per hour worked:

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

Full time 30 or more regularly scheduled hours in a week

<table>
<thead>
<tr>
<th>Category</th>
<th>Individual</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ .13</td>
<td>.27</td>
</tr>
<tr>
<td></td>
<td>$ .14</td>
<td>.27</td>
</tr>
</tbody>
</table>

Additional:

<table>
<thead>
<tr>
<th>Category</th>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>07/01/2012</td>
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</tr>
<tr>
<td></td>
<td>07/01/2013</td>
<td>2.45*</td>
</tr>
<tr>
<td></td>
<td>07/01/2014</td>
<td>2.45*</td>
</tr>
</tbody>
</table>

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

<table>
<thead>
<tr>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>.62</td>
</tr>
<tr>
<td>.68</td>
</tr>
<tr>
<td>.76</td>
</tr>
</tbody>
</table>

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** 06/01/2013

**JOB DESCRIPTION** Landscape Maintenance

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

**WAGES**
Per hour: 07/01/12

$12.19

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

10-NYS/R&S

--

**Moving Furniture and Equipment** 06/01/2013

**JOB DESCRIPTION** Moving Furniture and Equipment

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

**WAGES**
Per hour: 07/01/12

Driver-Heavy & Tractor Trailer $18.36
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 13.08
Helper 13.09
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

DISTRICT 10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 10

ENTIRE COUNTIES
Herkimer

WAGES
Per Hour: 07/01/2012

$13.20

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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 10

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

WAGES
For use with Transfer Station Operation.
Per Hour: 07/01/2012

Indus. Truck Driver/Tractor Operator $14.38

Laborer/ non-construction $13.09

Conveyor operators and tenders $13.43

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners 06/01/2013

JOB DESCRIPTION Window Cleaners

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

WAGES Per hour: 07/01/12

$11.88

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

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

Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators

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

WAGES
Per hour: 07/01/12
$14.40

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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: 07/01/12
$17.68

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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: 07/01/12
$13.81

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator
DISTRICT 10

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: 07/01/2012 07/01/2013 07/01/2014

<table>
<thead>
<tr>
<th></th>
<th>11.00</th>
<th>11.35</th>
<th>11.70</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Hire Rate:</td>
<td>10.00</td>
<td>10.35</td>
<td>10.70</td>
</tr>
<tr>
<td>First 180 days only</td>
<td>+ 0.25 per hr.</td>
<td></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, 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:

Benefits: (required up to 40 hrs. per week unless otherwise noted)
Full time 30 or more regularly scheduled hours in a week

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All employees</td>
<td>.13</td>
<td>.14</td>
</tr>
<tr>
<td>Individual</td>
<td>.27</td>
<td>.27</td>
</tr>
</tbody>
</table>

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional:</td>
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</tr>
<tr>
<td>Full time</td>
<td>2.45</td>
<td>2.45*</td>
</tr>
<tr>
<td>after 180 days</td>
<td></td>
<td>2.45*</td>
</tr>
</tbody>
</table>

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>.62</td>
<td>.68</td>
</tr>
</tbody>
</table>

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** 10

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

**WAGES**
Per hour: 07/01/12
$13.07

**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: $1.72

**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** 10

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

**WAGES**
Per hour: 07/01/12

Driver-Heavy & Tractor Trailer $17.68
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 15.41
Helper 12.04

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION  Stationary Engineer
DISTRICT 10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION  Trash and Refuse Removal
DISTRICT 10

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
Per Hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>05/01/2013</th>
<th>05/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash, Recycling, Roll-Off and Brush Drivers</td>
<td>$14.00</td>
<td>$14.25</td>
<td>$14.50</td>
</tr>
<tr>
<td>Thrower Helper</td>
<td>$10.00</td>
<td>$10.25</td>
<td>$10.50</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

$5.91*  TBD  TBD

* 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
4 Personal days after 90 days of service.

**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** 06/01/2013

**JOB DESCRIPTION** Trash and Refuse Removal

**DISTRICT** 10

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

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

Per hour: 07/01/2012

Indus. Truck Driver/Tractor Operator $14.74

Laborer/ non-construction $12.04

Conveyor operators and tenders $11.02

**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: $1.72

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

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

---

**Window Cleaners** 06/01/2013

**JOB DESCRIPTION** Window Cleaners

**DISTRICT** 10

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

**WAGES**

Per hour: 07/01/12

$12.03

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72
OVERTIME PAY
See (B, B2) on OVERTIME PAGE

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

Exterminators, Fumigators

JOB DESCRIPTION
Exterminators, Fumigators

DISTRICT
10

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

WAGES
EXTERMINATOR

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:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
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<tbody>
<tr>
<td>Class A</td>
<td>$ 22.65</td>
<td>$ 22.97</td>
<td>$ 23.42</td>
<td>$ 23.92</td>
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<tr>
<td>Class B</td>
<td>22.62</td>
<td>22.94</td>
<td>23.39</td>
<td>23.89</td>
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<td>Class C</td>
<td>22.57</td>
<td>22.90</td>
<td>23.35</td>
<td>23.85</td>
</tr>
</tbody>
</table>

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

NEW HIRE:
Hired before 01/01/2012 - 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.

Hired on or after January 01/01/2012 - Shall be paid seventy-five percent (75%) of hourly rate for twenty-one months (21) of employment. Shall be paid eighty-five percent (85%) of hourly rate for twenty-second month (22) through forty-second (42nd) month. Shall be paid full rate thereafter.

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

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with 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 2 or more days a week:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 6.64</td>
<td>$ 6.92*</td>
<td>$ 7.22*</td>
<td>$ 7.67</td>
<td></td>
</tr>
</tbody>
</table>

Employees regularly scheduled more than 20 hours a week:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>9.13</td>
<td>9.51*</td>
<td>9.91*</td>
<td>10.46</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
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</tr>
</thead>
<tbody>
<tr>
<td>6.64</td>
<td>6.92*</td>
<td>7.22*</td>
<td>7.67</td>
<td></td>
</tr>
</tbody>
</table>
| after 12th month-24th month:
| 8.81     | 9.18*      | 9.58*      | 10.13      |

* Add $.24 per hour from 07/01/2013 to 06/30/2014

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**
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.

---

**Fire Safety Director - NYC Only**  

**JOB DESCRIPTION**  Fire Safety Director - NYC Only  

**DISTRICT** 10  

**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)

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class A</td>
<td>$22.65</td>
<td>$22.97</td>
<td>$23.42</td>
<td>$23.92</td>
</tr>
<tr>
<td>Class B</td>
<td>22.62</td>
<td>22.94</td>
<td>23.39</td>
<td>23.89</td>
</tr>
<tr>
<td>Class C</td>
<td>22.57</td>
<td>22.90</td>
<td>23.35</td>
<td>23.85</td>
</tr>
</tbody>
</table>

*Additional lump-sum bonus of $500.00 per year. (pro-rated if less than full time.)*

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

**NEW HIRE:**
Hired before 01/01/2012 - 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.

Hired on or after January 01/01/2012 - Shall be paid seventy-five percent (75%) of hourly rate for twenty-one months (21) of employment. Shall be paid eighty-five percent (85%) of hourly rate for twenty-second month (22) through forty-second (42nd) month. Shall be paid full rate thereafter.

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**SUPPLEMENTAL BENEFITS**
This is an additional required amount.

All supplements start after 3 months.

Employees regularly scheduled 2 or more days a week:

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<td>$7.67</td>
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<th>01/01/2014</th>
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<td>9.91*</td>
<td>10.46</td>
<td></td>
</tr>
</tbody>
</table>

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

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<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.64</td>
<td>6.92*</td>
<td>7.22*</td>
<td>7.67</td>
<td></td>
</tr>
</tbody>
</table>

after 12th month-24th month:
Add $ .24 per hour from 07/01/2013 to 06/30/2014

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>Date</th>
<th>07/01/2012</th>
<th>12/16/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hired before January 1, 2011</td>
<td>$ 30.11</td>
<td>$ 30.61</td>
</tr>
</tbody>
</table>

Hired on or after January 1, 2011

| 1st Year | 21.50 | 22.00 |
| 2nd Year | 23.50 | 24.00 |
| 3rd Year | 25.50 | 26.00 |
| 4th Year | 27.50 | 28.00 |
| 5th Year + | 30.11 | 30.61 |

Serviceperson

<table>
<thead>
<tr>
<th>Date</th>
<th>07/01/2012</th>
<th>12/16/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hired before January 1, 2011</td>
<td>$ 30.36</td>
<td>$ 30.86</td>
</tr>
</tbody>
</table>

Hired on or after January 1, 2011

| 1st Year | 26.15 | 26.65 |

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 officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with 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:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 1700 hours</td>
<td>$14.64*</td>
<td>$15.92*</td>
</tr>
<tr>
<td>Over 1700 hours</td>
<td>7.30</td>
<td>7.59</td>
</tr>
</tbody>
</table>

* First 30 days subtract $.05

Additionally:

<table>
<thead>
<tr>
<th></th>
<th>01/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hired before 12/15/2004</td>
<td>$4.50</td>
</tr>
<tr>
<td>Hired 12/16/2004 to 12/31/2010</td>
<td></td>
</tr>
<tr>
<td>After 12 months</td>
<td>1.50</td>
</tr>
<tr>
<td>After 24 months</td>
<td>3.00</td>
</tr>
<tr>
<td>After 36 months</td>
<td>4.50</td>
</tr>
</tbody>
</table>

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 performed on 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

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Guards, Watchmen</th>
<th>DISTRICT</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Bronx, Kings, New York, Queens, Richmond</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

WAGES
NOTE: Employment shall be defined as an Employee’s length of service with the Employer or at the Facility, whichever is greater.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>SECURITY GUARD (ARMED)</td>
<td>$27.75</td>
<td>$28.00</td>
<td>$28.25</td>
<td>$28.50</td>
</tr>
<tr>
<td>SECURITY GUARD (UNARMED)</td>
<td>$12.60</td>
<td>$12.85</td>
<td>$13.10</td>
<td>$13.35</td>
</tr>
<tr>
<td>0 - 6 months</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 - 12 months</td>
<td>$13.10</td>
<td>$13.35</td>
<td>$13.60</td>
<td>$13.85</td>
</tr>
<tr>
<td>13 - 18 months</td>
<td>$13.60</td>
<td>$13.85</td>
<td>$14.10</td>
<td>$14.35</td>
</tr>
<tr>
<td>19 - 24 months</td>
<td>$14.10</td>
<td>$14.35</td>
<td>$14.60</td>
<td>$14.85</td>
</tr>
<tr>
<td>25 - 30 months</td>
<td>$14.60</td>
<td>$14.85</td>
<td>$15.10</td>
<td>$15.35</td>
</tr>
<tr>
<td>more than 30 months</td>
<td>$14.75</td>
<td>$15.15</td>
<td>$15.60</td>
<td>$16.00</td>
</tr>
</tbody>
</table>

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**SUPPLEMENTAL BENEFITS**

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

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.

<table>
<thead>
<tr>
<th>Effective Period</th>
<th>07/01/2012</th>
<th>$ 4.09</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional after 30 days</td>
<td>.17</td>
<td></td>
</tr>
<tr>
<td>Additional after 120 days</td>
<td>.11</td>
<td></td>
</tr>
<tr>
<td>Additional after 2 years</td>
<td>.36</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Effective Period</th>
<th>01/01/2013</th>
<th>$ 4.26</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional after 30 days</td>
<td>.17</td>
<td></td>
</tr>
<tr>
<td>Additional after 120 days</td>
<td>.11</td>
<td></td>
</tr>
<tr>
<td>Additional after 2 years</td>
<td>.36</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Effective Period</th>
<th>01/01/2014</th>
<th>$ 4.44</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional after 30 days</td>
<td>.17</td>
<td></td>
</tr>
<tr>
<td>Additional after 120 days</td>
<td>.024</td>
<td></td>
</tr>
<tr>
<td>Additional after 2 years</td>
<td>.39</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Effective Period</th>
<th>01/01/2015</th>
<th>$ 4.62</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional after 30 days</td>
<td>.17</td>
<td></td>
</tr>
<tr>
<td>Additional after 120 days</td>
<td>.11</td>
<td></td>
</tr>
<tr>
<td>Additional after 2 years</td>
<td>.44</td>
<td></td>
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</table>

<table>
<thead>
<tr>
<th>Effective Period</th>
<th>01/01/2016</th>
<th>$ 4.76</th>
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</thead>
<tbody>
<tr>
<td>Additional after 30 days</td>
<td>.17</td>
<td></td>
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<tr>
<td>Additional after 120 days</td>
<td>.11</td>
<td></td>
</tr>
<tr>
<td>Additional after 2 years</td>
<td>.44</td>
<td></td>
</tr>
</tbody>
</table>

**VACATION:**

<table>
<thead>
<tr>
<th>Months on payroll</th>
<th>Vacation with Pay</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>

Effective 01/01/13 one (1) additional day off.

**SICK LEAVE:**

Employees accrue paid leave at the rate of one (1) 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
NOTE:
1) Paid Holidays - apply after probationary period of 120 days.
2) Employee must work their last regularly scheduled day before and next regularly scheduled day after.

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

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:

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

NEW HIRE:
Hired before 01/01/2012 - 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.

Hired on or after January 01/01/2012 - Shall be paid seventy-five percent (75%) of hourly rate for twenty-one months (21) of employment. Shall be paid eighty-five percent (85%) of hourly rate for twenty-second month (22) through forty-second (42nd) month. Shall be paid full rate thereafter.

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 2 or more days a week:

- $6.64 $6.92* $7.22* $7.67

Employees regularly scheduled more than 20 hours a week:

- 9.13 9.51* 9.91* 10.46

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

- 6.64 6.92* 7.22* 7.67

after 12th month-24th month:


* Add $.24 per hour from 07/01/2013 to 06/30/2014

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, 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**

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12
$17.04

**IMPORTANT INFORMATION:**
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**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

**HOLIDAY**
Paid: 10-NYS/R&S

---

**Moving Furniture and Equipment**

**DISTRICT** 10

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

**WAGES**
Per Hour: 07/01/2012

Driver-Heavy & Tractor Trailer  $23.11
(capacity of at least 26,000 pounds Gross Vehicle Weight)

Driver-Light Truck  18.08
Helper  17.68

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $4.10

**OVERTIME PAY**
Stationary Engineer

JOB DESCRIPTION: Stationary Engineer

DISTRICT: 10

ENTIRE COUNTIES:

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION: Trash and Refuse Removal

DISTRICT: 10

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

WAGES

Per Hour:
07/01/2012
$27.62

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

SUPPLEMENTAL BENEFITS

Per hour worked:
7/01/2012
$ 4.10

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: 10

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

WAGES

Per Hour:
Effective Period: 07/01/2012 04/01/2013

MEDICAL WASTE REMOVAL

Driver (Chauffeur)
$ 17.75
$ 18.00

Helper
$ 14.00
$ 14.25
Tractor Trailer Driver

$20.25

$20.50

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

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>$8.79</td>
</tr>
<tr>
<td>04/01/2013</td>
<td>$9.34</td>
</tr>
</tbody>
</table>

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

Hired prior to 12/01/1991: 11 days off with pay
Hired after 12/01/1991: 10 days off with pay

OVERTIME PAY
See (B, B2, S) on OVERTIME PAGE
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.

HOLIDAY
Paid: See (5, 6, 25) 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>Bronx, Kings, New York, Queens, Richmond</td>
</tr>
<tr>
<td>WAGES</td>
<td></td>
</tr>
<tr>
<td>Wage rate per hour:</td>
<td>7/01/2012</td>
</tr>
<tr>
<td>Window Cleaner</td>
<td>$26.12</td>
</tr>
<tr>
<td>Scraping (additional)</td>
<td>$8.00 a day</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
Supplemental benefit rate per hour:(Start after 90 days with employer)
Condition's:

Must work regularly scheduled 20 hrs a week and more than two (2) days a week.
FULL PAY RATE
$9.13 $9.51* $9.90* $10.45

Work at least 2 regularly scheduled days a week.
Partial rate: $6.64 $6.91* $7.21* $7.66

Work at least 20 hrs regularly scheduled hrs a week.
Partial rate $2.49 $2.59* $2.69* $2.79

* Add $.24 per hour from 07/01/2013 to 06/30/2014

Vacation
After 7 months but less than 1 year
1 year but less than 5 years
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 paid off per year for medical visit

plus 10 days paid off 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.
Double the hourly rate for Saterday holiday work plus days pay.
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
Wages per hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-3 months</td>
<td>$19.35</td>
<td>$19.59</td>
<td>$19.92</td>
<td>$20.29</td>
</tr>
<tr>
<td>4 months</td>
<td>$20.92</td>
<td>$21.18</td>
<td>$21.54</td>
<td>$21.94</td>
</tr>
<tr>
<td>8 months</td>
<td>$22.17</td>
<td>$22.44</td>
<td>$22.82</td>
<td>$23.24</td>
</tr>
<tr>
<td>12 months</td>
<td>$23.43</td>
<td>$23.72</td>
<td>$24.12</td>
<td>$24.57</td>
</tr>
<tr>
<td>16-17 months</td>
<td>$24.70</td>
<td>$25.01</td>
<td>$25.44</td>
<td>$25.91</td>
</tr>
</tbody>
</table>

Supplemental benefit rate per hour::(Start after 90 days with employer)

Condition's:

Must work regularly scheduled 20 hrs a week and more than two (2) days a week.
FULL PAY RATE
$9.13 $9.51* $9.90* $10.45

Work at least 2 regularly scheduled days a week.
Partial rate: $6.64 $6.91* $7.21* $7.66

Work at least 20 hrs regularly scheduled hrs a week.
Partial rate $2.49 $2.59* $2.69* $2.79

* Add $.24 per hour from 07/01/2013 to 06/30/2014
Lewis County Article 9

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION Exterminators, Fumigators

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

WAGES
Per hour: 07/01/12
$14.40

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION Fuel Oil Delivery

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

WAGES
Per hour: 07/01/12
$17.68

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guards, Watchmen

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

WAGES
Per hour: 07/01/12
$13.81

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.
Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION: Janitor, Porter, Cleaners, Elevator Operator

DISTRIBUTION: 10

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></th>
<th>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Hire Rate</td>
<td>10.00</td>
<td>10.35</td>
<td>10.70</td>
</tr>
<tr>
<td>Regularly scheduled to clean/strip floors</td>
<td>+ 0.25 per hr.</td>
<td></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, 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:

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

Full time 30 or more regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>All employees Individual</td>
<td>.13</td>
<td>.14</td>
<td></td>
</tr>
<tr>
<td>All employees Family</td>
<td>.27</td>
<td>.27</td>
<td></td>
</tr>
</tbody>
</table>

Additional:

Full time after 180 days

|                          | 2.45      | 2.45*      | 2.45*      |

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

|                          | .62       | .68        | .76        |

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2013

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES

WAGES

 ***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY
HOLIDAY

Trash and Refuse Removal 06/01/2013

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, Sullivan, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES
Per Hour:

07/01/2012 05/01/2013 05/01/2014
Trash, Recycling, Roll-Off and Brush Drivers $14.00 $14.25 $14.50
Thrower Helper $10.00 $10.25 $10.50

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

SUPPLEMENTAL BENEFITS

$5.91* TBD TBD

* 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
4 Personal days after 90 days of service.

**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** 06/01/2013

**JOB DESCRIPTION** Trash and Refuse Removal

**DISTRICT** 10

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

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

Per hour: 07/01/2012

Indus. Truck Driver/Tractor Operator $14.74

Laborer/ non-construction $12.04

Conveyor operators and tenders $11.02

**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: $1.72

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

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

---

**Window Cleaners** 06/01/2013

**JOB DESCRIPTION** Window Cleaners

**DISTRICT** 10

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

**WAGES**

Per hour: 07/01/12

$12.03

**IMPORTANT INFORMATION:**

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72
OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS R&S
Livingston County Article 9

Exterminators, Fumigators 06/01/2013

**JOB DESCRIPTION** Exterminators, Fumigators

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

**WAGES**
Per hour: 07/01/12

$13.68

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE 10-NYS/R&S

Fuel Oil Delivery 06/01/2013

**JOB DESCRIPTION** Fuel Oil Delivery

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

**WAGES**
Per hour: 07/01/12

$17.77

**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: $1.72

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

**HOLIDAY**
Paid: See (1) on HOLIDAY PAGE 10-NYS/R&S

Guards, Watchmen 06/01/2013

**JOB DESCRIPTION** Guards, Watchmen

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

**WAGES**
Per hour: 07/01/12

$12.90

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTRIES
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>
<th>Rate</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>$11.00</td>
<td>$11.35</td>
<td>$11.70</td>
</tr>
</tbody>
</table>

New Hire Rate:
First 180 days only

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
<th>Rate</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>10.00</td>
<td>10.35</td>
<td>10.70</td>
</tr>
</tbody>
</table>

Regularly scheduled to clean/strip floors: + 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
Per hour worked:

Benefits: (required up to 40 hrs. per week unless otherwise noted)
Full time 30 or more regularly scheduled hours in a week

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Rate</th>
<th>Rate</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$.13</td>
<td>$.14</td>
<td></td>
</tr>
<tr>
<td>Family</td>
<td>.27</td>
<td>.27</td>
<td></td>
</tr>
</tbody>
</table>

Additional:

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Rate</th>
<th>Rate</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full time after 180 days</td>
<td>2.45</td>
<td>2.45*</td>
<td>2.45*</td>
</tr>
</tbody>
</table>

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Rate</th>
<th>Rate</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>.62</td>
<td>.68</td>
<td>.76</td>
<td></td>
</tr>
</tbody>
</table>

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** 10

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

**WAGES**
Per hour: 07/01/12

$11.90

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

**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** 10

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

**WAGES**
Per hour: 07/01/2012

Driver-Heavy & Tractor Trailer $17.77
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 15.32
Helper 12.71
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION: Stationary Engineer
DISTRICT: 10
ENTIRE COUNTIES

WAGES

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY
HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION: Trash and Refuse Removal
DISTRICT: 10
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

FOR INFORMATION REGARDING TRASH AND REFUSE REMOVAL RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

SUPPLEMENTAL BENEFITS
$5.91* TBD TBD

* 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

4 Personal days after 90 days of service.

**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** 06/01/2013

**JOB DESCRIPTION**  Trash and Refuse Removal

**DISTRICT**  10

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

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

Per hour: 07/01/2012

Indus. Truck Driver/Tractor Operator
$15.41

Laborer/ non-construction
$12.71

Conveyor operators and tenders
$15.09

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

---

**Window Cleaners** 06/01/2013

**JOB DESCRIPTION**  Window Cleaners

**DISTRICT**  10

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

**WAGES**
Per hour: 07/01/12

$11.92

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

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

**Exterminators, Fumigators**

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12
$20.57

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

**Fuel Oil Delivery**

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12
$20.91

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

**Guards, Watchmen**

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12
$12.83

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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 10

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>Wage</th>
<th>Date</th>
<th>Wage</th>
<th>Date</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>$11.00</td>
<td>07/01/2013</td>
<td>$11.35</td>
<td>07/01/2014</td>
<td>$11.70</td>
</tr>
</tbody>
</table>

New Hire Rate:
First 180 days only

<table>
<thead>
<tr>
<th>Date</th>
<th>Wage</th>
<th>Date</th>
<th>Wage</th>
<th>Date</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>10.00</td>
<td>07/01/2013</td>
<td>10.35</td>
<td>07/01/2014</td>
<td>10.70</td>
</tr>
</tbody>
</table>

Regularly scheduled to clean/strip floors: + 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
Per hour worked:

Benefits: (required up to 40 hrs. per week unless otherwise noted)
Full time 30 or more regularly scheduled hours in a week

All employees
Individual $ .13 $ .14
Family .27 .27

Additional:
Full time after 180 days

<table>
<thead>
<tr>
<th>Date</th>
<th>Wage</th>
<th>Date</th>
<th>Wage</th>
<th>Date</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>2.45</td>
<td>07/01/2013</td>
<td>2.45*</td>
<td>07/01/2014</td>
<td>2.45*</td>
</tr>
</tbody>
</table>

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

<table>
<thead>
<tr>
<th>Date</th>
<th>Wage</th>
<th>Date</th>
<th>Wage</th>
<th>Date</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>.62</td>
<td>07/01/2013</td>
<td>.68</td>
<td>07/01/2014</td>
<td>.76</td>
</tr>
</tbody>
</table>

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.

10-200 UNITED

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**Landscape Maintenance**

**JOB DESCRIPTION** Landscape Maintenance

**DISTRICT** 10

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

**WAGES**
Per hour:
07/01/12
$11.33

**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:
$1.72

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

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

10-NYS/R&S

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**Moving Furniture and Equipment**

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 10

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

**WAGES**
Per hour:
07/01/12

Driver-Heavy & Tractor Trailer
(capacity of at least 26,000 pounds Gross Vehicle Weight)
$20.91

Driver-Light Truck
16.42

Helper
12.60

**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**
Per hour worked: $1.72

**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

**DISTRICT** 10

**ENTIRE COUNTIES**

**WAGES**

"IMPORTANT NOTICE ****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

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**Trash and Refuse Removal**

**JOB DESCRIPTION** Trash and Refuse Removal

**DISTRICT** 10

**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**

<table>
<thead>
<tr>
<th>Per Hour:</th>
<th>07/01/2012</th>
<th>05/01/2013</th>
<th>05/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash, Recycling, Roll-Off and Brush Drivers</td>
<td>$14.00</td>
<td>$14.25</td>
<td>$14.50</td>
</tr>
<tr>
<td>Thrower Helper</td>
<td>$10.00</td>
<td>$10.25</td>
<td>$10.50</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**

$5.91* TBD TBD

* 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

4 Personal days after 90 days of service.

**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 06/01/2013

**JOB DESCRIPTION**  Trash and Refuse Removal

**DISTRICT**  10

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

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

Per hour: 07/01/2012

- Indus. Truck Driver/Tractor Operator  $14.95
- Laborer/ non-construction  $12.60
- Conveyor operators and tenders  $15.26

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

---

Window Cleaners 06/01/2013

**JOB DESCRIPTION**  Window Cleaners

**DISTRICT**  10

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

**WAGES**

Per hour: 07/01/2012

- $12.65

**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: $1.72

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

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

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

WAGES
Per hour: 07/01/12

$11.88

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS R&S
Monroe County Article 9

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION Exterminators, Fumigators

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

WAGES
Per hour: 07/01/12

$13.68

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION Fuel Oil Delivery

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

WAGES
Per hour: 07/01/12

$17.77

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guards, Watchmen

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

WAGES
Per hour: 07/01/12

$12.90

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

**SUPPLEMENTAL BENEFITS**  
Per hour worked: $1.72

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

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

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### Janitor, Porter, Cleaners, Elevator Operator  
**06/01/2013**

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

**DISTRICT**  
10

**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>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>$11.00</td>
</tr>
<tr>
<td>07/01/2013</td>
<td>$11.35</td>
</tr>
<tr>
<td>07/01/2014</td>
<td>$11.70</td>
</tr>
</tbody>
</table>

New Hire Rate:  
First 180 days only  
10.00  
10.35  
10.70

Regularly scheduled to clean/strip floors:  
+ 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**  
Per hour worked:

Benefits: (required up to 40 hrs. per week unless otherwise noted)  
Full time 30 or more regularly scheduled hours in a week

<table>
<thead>
<tr>
<th>Benefit Type</th>
<th>Individual</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$0.13</td>
<td>$0.27</td>
</tr>
<tr>
<td></td>
<td>$0.14</td>
<td>$0.27</td>
</tr>
</tbody>
</table>

Additional:

<table>
<thead>
<tr>
<th>Benefit Type</th>
<th>Individual</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full time after 180 days</td>
<td>2.45</td>
<td>2.45*</td>
</tr>
<tr>
<td></td>
<td>2.45*</td>
<td>2.45*</td>
</tr>
</tbody>
</table>

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

<table>
<thead>
<tr>
<th>Benefit Type</th>
<th>Individual</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0.62</td>
<td>0.68</td>
</tr>
<tr>
<td></td>
<td>0.76</td>
<td></td>
</tr>
</tbody>
</table>

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 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.

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**Landscape Maintenance** 06/01/2013

**JOB DESCRIPTION** Landscape Maintenance

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

**WAGES**
Per hour: 07/01/12

$11.90

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

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**Moving Furniture and Equipment** 06/01/2013

**JOB DESCRIPTION** Moving Furniture and Equipment

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

**WAGES**
Per hour: 07/01/2012

- Driver-Heavy & Tractor Trailer ($capacity of at least 26,000 pounds Gross Vehicle Weight): $17.77
- Driver-Light Truck: 15.32
- Helper: 12.71
IMPORTANT INFORMATION:

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

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
Per Hour:

<table>
<thead>
<tr>
<th>Description</th>
<th>07/01/2012</th>
<th>05/01/2013</th>
<th>05/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash, Recycling, Roll-Off and Brush Drivers</td>
<td>$14.00</td>
<td>$14.25</td>
<td>$14.50</td>
</tr>
<tr>
<td>Thrower Helper</td>
<td>$10.00</td>
<td>$10.25</td>
<td>$10.50</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
$5.91* TBD TBD

* 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

4 Personal days after 90 days of service.

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  10

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

WAGES
For use with Transfer Station Operation.

Per hour: 07/01/2012

Indus. Truck Driver/Tractor Operator
$15.41

Laborer/ non-construction
$12.71

Conveyor operators and tenders
$15.09

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners

JOB DESCRIPTION  Window Cleaners
DISTRICT  10

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

WAGES
Per hour: 07/01/12

$11.92

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS R&S
Montgomery County Article 9

Exterminators, Fumigators

**JOB DESCRIPTION** Exterminators, Fumigators

**DISTRICT** 10

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

**WAGES**

<table>
<thead>
<tr>
<th>Pay Period</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/12</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**

<table>
<thead>
<tr>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1.72</td>
</tr>
</tbody>
</table>

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

---

Fuel Oil Delivery

**JOB DESCRIPTION** Fuel Oil Delivery

**DISTRICT** 10

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

**WAGES**

<table>
<thead>
<tr>
<th>Pay Period</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/12</td>
<td>$18.36</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**

<table>
<thead>
<tr>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1.72</td>
</tr>
</tbody>
</table>

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

---

Guards, Watchmen

**JOB DESCRIPTION** Guards, Watchmen

**DISTRICT** 10

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

**WAGES**

<table>
<thead>
<tr>
<th>Pay Period</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/12</td>
<td>$14.23</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**

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Page 164
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

**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** 10

**ENTIRE COUNTIES** Fulton, Montgomery

**WAGES**
Per hour: 07/01/12

$11.88

---

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:**
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**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

---

**Landscape Maintenance**

**JOB DESCRIPTION** Landscape Maintenance

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12

$12.19

---

**IMPORTANT INFORMATION:**
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**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

**OVERTIME PAY**
<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Moving Furniture and Equipment</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td>Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie</td>
</tr>
<tr>
<td>WAGES</td>
<td></td>
</tr>
<tr>
<td>Per hour:</td>
<td>07/01/12</td>
</tr>
<tr>
<td>Driver-Heavy &amp; Tractor Trailer</td>
<td>$18.36 (capacity of at least 26,000 pounds Gross Vehicle Weight)</td>
</tr>
<tr>
<td>Driver-Light Truck</td>
<td>13.08</td>
</tr>
<tr>
<td>Helper</td>
<td>13.09</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: $1.72

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

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Stationary Engineer</th>
</tr>
</thead>
<tbody>
<tr>
<td>WAGES</td>
<td></td>
</tr>
</tbody>
</table>

***** IMPORTANT NOTICE *****
FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

**OVERTIME PAY**

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Trash and Refuse Removal</th>
</tr>
</thead>
<tbody>
<tr>
<td>WAGES</td>
<td></td>
</tr>
<tr>
<td>Per hour:</td>
<td>09/01/2012</td>
</tr>
<tr>
<td>Chauffer/Truck Driver (CDL only)</td>
<td>$15.95 $16.19 $16.43</td>
</tr>
</tbody>
</table>
Helper
(NON-CDL Only)

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

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Benefits paid to non-probationary employees:

<table>
<thead>
<tr>
<th>Date</th>
<th>Single</th>
<th>Two in family</th>
<th>Three or more</th>
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</thead>
<tbody>
<tr>
<td>7/01/2012</td>
<td>$2.45</td>
<td>5.49</td>
<td>7.69</td>
</tr>
<tr>
<td>09/16/2012</td>
<td>$2.50</td>
<td>5.54</td>
<td>7.74</td>
</tr>
<tr>
<td>01/01/2013</td>
<td>$2.68</td>
<td>5.98</td>
<td>8.37</td>
</tr>
<tr>
<td>09/16/2013</td>
<td>$2.74</td>
<td>6.04</td>
<td>8.43</td>
</tr>
</tbody>
</table>

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
ENTIRE COUNTIES  Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie
WAGES
For use with Transfer Station Operation.

Per Hour: 07/01/2012
Indus. Truck Driver/Tractor Operator  $14.38
Laborer/ non-construction  $13.09
Conveyor operators and tenders  $13.43

IMPORTANT INFORMATION:
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### Window Cleaners

**JOB DESCRIPTION**  
Window Cleaners

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

**WAGES**  
Per hour: 07/01/12

$11.88

**IMPORTANT INFORMATION:**  
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<table>
<thead>
<tr>
<th>SUPPLEMENTAL BENEFITS</th>
<th>$1.72</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>OVERTIME PAY</th>
<th>See (B, B2) on OVERTIME PAGE</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>HOLIDAY</th>
<th>See (1) on HOLIDAY PAGE</th>
</tr>
</thead>
</table>

10-NYS/R&S - Trans.Station.Ops
Exterminators, Fumigators

JOB DESCRIPTION  Exterminators, Fumigators

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

WAGES
Per hour: 07/01/2012
$ 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

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: 07/01/12

$24.45

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guaridan, Watchmen

ENTIRE COUNTIES Nassau, Suffolk

WAGES
Per hour: 07/01/12

$14.92

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES Nassau, Suffolk

WAGES
Janitors/Porters 07/01/2012 07/01/2013 07/01/2014 07/01/2015

$11.67 $11.99 $12.32 $12.65

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
Additional per hour:

All employees 07/01/2012 01/01/2013 01/01/2014 01/01/2015

$.57 $.59 $.52 $.62
After 6 months:
Employees hired before 1/01/2005 who regularly work 24 or more hours per week and
employees hired after 1/01/2005 who regularly work 27.5 or more hours per week

<table>
<thead>
<tr>
<th></th>
<th>$4.31</th>
<th>$4.66</th>
<th>$4.95</th>
<th>$5.42</th>
</tr>
</thead>
<tbody>
<tr>
<td>All others</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>after 6 months</td>
<td>$1.02</td>
<td>$1.04</td>
<td>$.97</td>
<td>$1.07</td>
</tr>
</tbody>
</table>

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>With employer</th>
<th>4 days off with pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 months</td>
<td></td>
</tr>
<tr>
<td>1 yr</td>
<td></td>
</tr>
<tr>
<td>2 yrs</td>
<td></td>
</tr>
<tr>
<td>5 yrs</td>
<td></td>
</tr>
<tr>
<td>10 yr</td>
<td></td>
</tr>
<tr>
<td>25 yr</td>
<td></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

**DISTRICT** 10

**ENTIRE COUNTIES**
Nassau, Suffolk

**WAGES**
Per hour: 07/01/12
$14.53

**IMPORTANT INFORMATION:**

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**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

**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** 10

**ENTIRE COUNTIES**
Nassau, Suffolk

**WAGES**
Per hour: 07/01/2012

Driver-Heavy & Tractor Trailer $24.45
(capacity of at least 26,000 pounds Gross Vehicle Weight)

Driver-Light Truck 19.40
Helper 12.97

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2013

JOB DESCRIPTION Stationary Engineer

DISTRICT 10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5599

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal 06/01/2013

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 10

ENTIRE COUNTIES
Nassau, Suffolk

WAGES

COMMERCIAL WORK (includes: front, rear loading and roll-off trucks) per hour worked 07/01/2012

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)

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Commercial Work</td>
<td>$ 8.10</td>
</tr>
<tr>
<td>Residential</td>
<td>7.98</td>
</tr>
</tbody>
</table>

Additional (per hr worked paid up to 40 hrs a week)

Vacation Days

Commercial hired before Sept. 1, 1995:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1 yr but less than 2</td>
<td>1 weeks</td>
</tr>
<tr>
<td>2 yrs but less than 5</td>
<td>2 weeks</td>
</tr>
<tr>
<td>5 yrs but less than 15</td>
<td>3 weeks</td>
</tr>
<tr>
<td>15 yrs but less than 25</td>
<td>4 weeks</td>
</tr>
<tr>
<td>25 plus years</td>
<td>5 weeks</td>
</tr>
</tbody>
</table>

Commercial hired after Sept. 1, 1995:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1 yr but less than 2</td>
<td>1 weeks</td>
</tr>
<tr>
<td>2 yrs but less than 5</td>
<td>2 weeks</td>
</tr>
<tr>
<td>5 plus years</td>
<td>3 weeks</td>
</tr>
</tbody>
</table>

Residential

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>First year</td>
<td>.333 hours a month worked</td>
</tr>
<tr>
<td>1 yr but less than 3</td>
<td>1 week</td>
</tr>
<tr>
<td>3 yrs but less than 5</td>
<td>2 weeks</td>
</tr>
<tr>
<td>5 plus years</td>
<td>3 weeks</td>
</tr>
</tbody>
</table>

Sick Days

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>First 6 months</td>
<td>2 days</td>
</tr>
<tr>
<td>6 months to 1 year</td>
<td>Additional 1 day for each 2 months worked</td>
</tr>
<tr>
<td>After 1 year</td>
<td>6 days</td>
</tr>
</tbody>
</table>

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
DICTRIECT 10

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

WAGES
Per Hour:
Effective Period: 07/01/2012 04/01/2013

MEDICAL WASTE REMOVAL

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver (Chauffeur)</td>
<td>$ 17.75</td>
<td>$ 18.00</td>
</tr>
<tr>
<td>Helper</td>
<td>$ 14.00</td>
<td>$ 14.25</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>$ 20.25</td>
<td>$ 20.50</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**
The following is required addition to the wages.

<table>
<thead>
<tr>
<th>Rate per Hour:</th>
<th>07/01/2012</th>
<th>04/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 8.79</td>
<td>$ 9.34</td>
</tr>
</tbody>
</table>

**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

Hired prior to 12/01/1991: 11 days off with pay
Hired after 12/01/1991: 10 days off with pay

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

**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.

**HOLIDAY**
Paid: See (5, 6, 25) on HOLIDAY PAGE

**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>07/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$16.47</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$12.97</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$14.80</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: $1.72
Window Cleaners

JOB DESCRIPTION  Window Cleaners

ENTIRE COUNTIES
Nassau, Suffolk

WAGES
Per hour: 07/01/12
$ 15.20

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

SUPPLEMENTAL BENEFITS
Per hour worked: $ 1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

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

DISTRICT 10

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

WAGES

EXTERMINATOR

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:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class A</td>
<td>$ 22.65</td>
<td>$ 22.97</td>
<td>$ 23.42</td>
<td>$ 23.92</td>
</tr>
<tr>
<td>Class B</td>
<td>22.62</td>
<td>22.94</td>
<td>23.39</td>
<td>23.89</td>
</tr>
<tr>
<td>Class C</td>
<td>22.57</td>
<td>22.90</td>
<td>23.35</td>
<td>23.85</td>
</tr>
</tbody>
</table>

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

NEW HIRE:
Hired before 01/01/2012 - 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.

Hired on or after January 01/01/2012 - Shall be paid seventy-five percent (75%) of hourly rate for twenty-one months (21) of employment. Shall be paid eighty-five percent (85%) of hourly rate for twenty-second month (22) through forty-second (42nd) month. Shall be paid full rate thereafter.

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

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with 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 2 or more days a week:
$ 6.64       $ 6.92*      $ 7.22*      $ 7.67
Employees regularly scheduled more than 20 hours a week:
9.13         9.51*       9.91*       10.46

New hires regularly scheduled more than 20 hours a week
After 3rd month-12th month:
6.64         6.92*       7.22*       7.67
after 12th month-24th month:
8.81         9.18*       9.58*       10.13

* Add $.24 per hour from 07/01/2013 to 06/30/2014

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

---

**Fire Safety Director - NYC Only** 06/01/2013

**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)

<table>
<thead>
<tr>
<th>Class</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class A</td>
<td>$ 22.65</td>
<td>$ 22.97</td>
<td>$ 23.42</td>
<td>$ 23.92</td>
</tr>
<tr>
<td>Class B</td>
<td>22.62</td>
<td>22.94</td>
<td>23.39</td>
<td>23.89</td>
</tr>
<tr>
<td>Class C</td>
<td>22.57</td>
<td>22.90</td>
<td>23.35</td>
<td>23.85</td>
</tr>
</tbody>
</table>

*Additional lump-sum bonus of $500.00 per year. (pro-rated if less than full time.)

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

**NEW HIRE:**
Hired before 01/01/2012 - 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.

Hired on or after January 01/01/2012 - Shall be paid seventy-five percent (75%) of hourly rate for twenty-one months (21) of employment. Shall be paid eighty-five percent (85%) of hourly rate for twenty-second month (22) through forty-second (42nd) month. Shall be paid full rate thereafter.

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

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with 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 2 or more days a week:

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 6.64</td>
<td>$ 6.92*</td>
<td>$ 7.22*</td>
<td>$ 7.67</td>
</tr>
</tbody>
</table>

Employees regularly scheduled more than 20 hours a week:

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>9.13</td>
<td>9.51*</td>
<td>9.91*</td>
<td>10.46</td>
</tr>
</tbody>
</table>

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

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>6.64</td>
<td>6.92*</td>
<td>7.22*</td>
<td>7.67</td>
</tr>
</tbody>
</table>
* Add $.24 per hour from 07/01/2013 to 06/30/2014

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, 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.

**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>07/01/2012</th>
<th>12/16/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hired before January 1, 2011</td>
<td>$30.11</td>
<td>$30.61</td>
</tr>
<tr>
<td>or with more than 1 year prior experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hired on or after January 1, 2011</td>
<td>$21.50</td>
<td>$22.00</td>
</tr>
<tr>
<td>or with less than 1 year prior experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st Year</td>
<td>$23.50</td>
<td>$24.00</td>
</tr>
<tr>
<td>2nd Year</td>
<td>$25.50</td>
<td>$26.00</td>
</tr>
<tr>
<td>3rd Year</td>
<td>$27.50</td>
<td>$28.00</td>
</tr>
<tr>
<td>4th Year</td>
<td>$30.11</td>
<td>$30.61</td>
</tr>
<tr>
<td>5th Year +</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Serviceperson

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>12/16/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hired before January 1, 2011</td>
<td>$30.36</td>
<td>$30.86</td>
</tr>
<tr>
<td>or with more than 1 year prior experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hired on or after January 1, 2011</td>
<td>$26.15</td>
<td>$26.65</td>
</tr>
<tr>
<td>or with less than 1 year prior experience</td>
<td></td>
<td></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:

<table>
<thead>
<tr>
<th>Description</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 1700 hours</td>
<td>14.64*</td>
<td>15.92*</td>
</tr>
<tr>
<td>Over 1700 hours</td>
<td>7.30</td>
<td>7.59</td>
</tr>
</tbody>
</table>

* First 30 days subtract $0.05

Additionally:

- Hired before 12/15/2004: $4.50
- Hired 12/16/2004 to 12/31/2010:
  - After 12 months: 1.50
  - After 24 months: 3.00
  - After 36 months: 4.50

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

JOB DESCRIPTION
Guards, Watchmen

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

WAGES
NOTE: Employment shall be defined as an Employee's length of service with the Employer or at the Facility, whichever is greater.

<table>
<thead>
<tr>
<th>Description</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>SECURITY GUARD (ARMED)</td>
<td>27.75</td>
<td>28.00</td>
<td>28.25</td>
<td>28.50</td>
</tr>
<tr>
<td>SECURITY GUARD (UNARMED)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0 - 6 months</td>
<td>12.60</td>
<td>12.85</td>
<td>13.10</td>
<td>13.35</td>
</tr>
<tr>
<td>7 - 12 months</td>
<td>13.10</td>
<td>13.35</td>
<td>13.60</td>
<td>13.85</td>
</tr>
<tr>
<td>13 - 18 months</td>
<td>13.60</td>
<td>13.85</td>
<td>14.10</td>
<td>14.35</td>
</tr>
<tr>
<td>19 - 24 months</td>
<td>14.10</td>
<td>14.35</td>
<td>14.60</td>
<td>14.85</td>
</tr>
<tr>
<td>25 - 30 months</td>
<td>14.60</td>
<td>14.85</td>
<td>15.10</td>
<td>15.35</td>
</tr>
<tr>
<td>more than 30 months</td>
<td>14.75</td>
<td>15.15</td>
<td>15.60</td>
<td>16.00</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**

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

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.

<table>
<thead>
<tr>
<th>Effective Period:</th>
<th>Additional after 30 days</th>
<th>Additional after 120 days</th>
<th>Additional after 2 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>$ 4.09</td>
<td>.17</td>
<td>.11</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>.36</td>
</tr>
<tr>
<td>01/01/2013</td>
<td>$ 4.26</td>
<td>.17</td>
<td>.11</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>.36</td>
</tr>
<tr>
<td>01/01/2014</td>
<td>$ 4.44</td>
<td>.17</td>
<td>.11</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>.39</td>
</tr>
<tr>
<td>01/01/2015</td>
<td>$ 4.62</td>
<td>.17</td>
<td>.11</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>.44</td>
</tr>
<tr>
<td>01/01/2016</td>
<td>$ 4.76</td>
<td>.17</td>
<td>.11</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>.44</td>
</tr>
</tbody>
</table>

**VACATION:**

Months on payroll - Vacation with Pay

<table>
<thead>
<tr>
<th>Months on payroll</th>
<th>Days off</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>

Effective 01/01/13 one (1) additional day off.

**SICK LEAVE:**

Employees accrue paid leave at the rate of one (1) 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
NOTE:
1) Paid Holidays - apply after probationary period of 120 days.
2) Employee must work their last regularly scheduled day before and next regularly scheduled day after.

Janitor, Porter, Cleaners, Elevator Operator

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:

<table>
<thead>
<tr>
<th>Class</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class A</td>
<td>$22.65</td>
<td>$22.97</td>
<td>$23.42</td>
<td>$23.92</td>
</tr>
<tr>
<td>Class B</td>
<td>22.62</td>
<td>22.94</td>
<td>23.39</td>
<td>23.89</td>
</tr>
<tr>
<td>Class C</td>
<td>22.57</td>
<td>22.90</td>
<td>23.35</td>
<td>23.85</td>
</tr>
</tbody>
</table>

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

NEW HIRE:
Hired before 01/01/2012 - 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.

Hired on or after January 01/01/2012 - Shall be paid seventy-five percent (75%) of hourly rate for twenty-one months (21) of employment. Shall be paid eighty-five percent (85%) of hourly rate for twenty-second month (22) through forty-second (42nd) month. Shall be paid full rate thereafter.

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 2 or more days a week:
9.13 $
Employees regularly scheduled more than 20 hours a week: $ 9.51* 9.91* 10.46

New hires regularly scheduled more than 20 hours a week
After 3rd month-12th month: 6.64 6.92* 7.22* 7.67

* Add $.24 per hour from 07//01/2013 to 06/30/2014

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, 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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Landscape Maintenance 06/01/2013

JOB DESCRIPTION Landscape Maintenance

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

WAGES
Per hour: 07/01/12
$17.04

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

---

Moving Furniture and Equipment 06/01/2013

JOB DESCRIPTION Moving Furniture and Equipment

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

WAGES
Per Hour: 07/01/2012

Driver-Heavy & Tractor Trailer $23.11
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 18.08
Helper 17.68

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

SUPPLEMENTAL BENEFITS
Per hour worked: $4.10

OVERTIME PAY
Stationary Engineer

JOB DESCRIPTION Stationary Engineer

DISTRICT 10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 10

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

WAGES

Per Hour 07/01/2012
$27.62

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

SUPPLEMENTAL BENEFITS

Per hour worked: 7/01/2012
$ 4.10

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

MEDICAL WASTE REMOVAL

Driver (Chauffeur) $ 17.75 $ 18.00
Helper $ 14.00 $ 14.25
### Tractor Trailer Driver

<table>
<thead>
<tr>
<th>Date Range</th>
<th>Wage Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012 - 04/01/2013</td>
<td>$20.25 - $20.50</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

The following is required addition to the wages.

<table>
<thead>
<tr>
<th>Date Range</th>
<th>Rate per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012 - 04/01/2013</td>
<td>$8.79 - $9.34</td>
</tr>
</tbody>
</table>

**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

Hired prior to 12/01/1991: 11 days off with pay
Hired after 12/01/1991: 10 days off with pay

**OVERTIME PAY**

See (B, B2, S) on OVERTIME PAGE

**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.

**HOLIDAY**

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

---

### Window Cleaners

**JOB DESCRIPTION** Window Cleaners

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

**WAGES**

<table>
<thead>
<tr>
<th>Date Range</th>
<th>Wage Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/01/2012 - 01/01/2013</td>
<td>$26.12 - $26.44</td>
</tr>
<tr>
<td>01/01/2014 - 01/01/2015</td>
<td>$26.90 - $27.40</td>
</tr>
</tbody>
</table>


Scraping (additional) $8.00 a day

**IMPORTANT INFORMATION:**

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

**SUPPLEMENTAL BENEFITS**

Supplemental benefit rate per hour:(Start after 90 days with employer)
Condition's:

Must work regularly scheduled 20 hrs a week and more than two (2) days a week.
FULL PAY RATE  $9.13  $9.51*  $9.90*  $10.45

Work at least 2 regularly scheduled days a week.
Partial rate: $6.64  $6.91*  $7.21*  $7.66

Work at least 20 hrs regularly scheduled hrs a week.
Partial rate $2.49  $2.59*  $2.69*  $2.79

* Add $.24 per hour from 07/01/2013 to 06/30/2014

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 fifteen (15) days
15 years of service but less than 21 years twenty (20) days
21 years twenty-one (21) days
22 years twenty-two (22) days
23 years twenty-three (23) days
24 years twenty-four (24) days
25 years or more twenty-five (25) days

Plus 1 day paid off per year for medical visit

plus 10 days paid off 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 the regular rate for Sunday.
Double the hourly rate for Saturday holiday work plus days pay.
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
Wages per hour:
<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-3 months</td>
<td>$19.35</td>
<td>$19.59</td>
<td>$19.92</td>
<td>$20.29</td>
</tr>
<tr>
<td>4 months</td>
<td>20.92</td>
<td>21.18</td>
<td>21.54</td>
<td>21.94</td>
</tr>
<tr>
<td>8 months</td>
<td>22.17</td>
<td>22.44</td>
<td>22.82</td>
<td>23.24</td>
</tr>
<tr>
<td>12 months</td>
<td>23.43</td>
<td>23.72</td>
<td>24.12</td>
<td>24.57</td>
</tr>
<tr>
<td>16-17 months</td>
<td>24.70</td>
<td>25.01</td>
<td>25.44</td>
<td>25.91</td>
</tr>
</tbody>
</table>

Supplemental benefit rate per hour: (Start after 90 days with employer)

Condition's:

Must work regularly scheduled 20 hrs a week and more than two (2) days a week.
FULL PAY RATE  $9.13  $9.51*  $9.90*  $10.45

Work at least 2 regularly scheduled days a week.
Partial rate: $6.64  $6.91*  $7.21*  $7.66

Work at least 20 hrs regularly scheduled hrs a week.
Partial rate $2.49  $2.59*  $2.69*  $2.79

* Add $.24 per hour from 07/01/2013 to 06/30/2014

10-32 BJ
Niagara County Article 9

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES

Per hour: 07/01/2012

$15.48

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 worked: $1.72

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION Fuel Oil Delivery

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES

Per hour: 07/01/12

$20.25

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: $1.72

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guards, Watchmen

ENTIRE COUNTIES Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES

Per hour: 07/01/12

$13.47

IMPORTANT INFORMATION:
### Janitor, Porter, Cleaners, Elevator Operator

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

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

**WAGES**  
Per hour: 07/01/12

|  |  
|---|---|
| $ | 12.18 |

**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

### Landscape Maintenance

**JOB DESCRIPTION**  
Landscape Maintenance

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

**WAGES**  
Per hour: 07/01/12

|  |  
|---|---|
| $ | 12.83 |

**IMPORTANT INFORMATION:**

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

### SUPPLEMENTAL BENEFITS

**Per hour worked:** $1.72

**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**  10

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

**WAGES**  
Per hour:  07/01/2012

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver-Heavy &amp; Tractor Trailer (capacity of at least 26,000 pounds Gross Vehicle Weight)</td>
<td>$20.25</td>
</tr>
<tr>
<td>Driver-Light Truck</td>
<td>14.84</td>
</tr>
<tr>
<td>Helper</td>
<td>12.30</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:  $1.72

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

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

---

Stationary Engineer

**JOB DESCRIPTION**  Stationary Engineer

**DISTRICT**  10


**WAGES**

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

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Trash and Refuse Removal

**JOB DESCRIPTION**  Trash and Refuse Removal

**DISTRICT**  10

**ENTIRE COUNTIES**  Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Erle, 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**  
Per Hour:  07/01/2012  05/01/2013  05/01/2014

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash, Recycling, Roll-Off and Brush Drivers</td>
<td>$14.00  $14.25  $14.50</td>
</tr>
</tbody>
</table>
**Thrower Helper**

$10.00  $10.25  $10.50

**IMPORTANT INFORMATION:**

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

**SUPPLEMENTAL BENEFITS**

$5.91*  TBD  TBD

* 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

4 Personal days after 90 days of service.

**OVERTIME PAY**

See (B, B2, K) on OVERTIME PAGE

**HOLIDAY**

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

**06/01/2013**

**JOB DESCRIPTION**

Trash and Refuse Removal

**DISTRICT**

10

**ENTIRE COUNTIES**

Allegany, Cattaraugus, Chautauqua, Erie, Niagara

**WAGES**

For use with Transfer Station Operation.

Per hour:

07/01/2012

Indus. Truck Driver/Tractor Operator  $16.96

 Laborer/ non-construction  $12.30

Conveyor operators and tenders  $14.05

**IMPORTANT INFORMATION:**

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

**SUPPLEMENTAL BENEFITS**

Per hour worked:  $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid:  See (1) on HOLIDAY PAGE

---
JOB DESCRIPTION  Window Cleaners

ENTIRE COUNTIES
Allegany, Cattaraugus, Chautauqua, Erie, Niagara

WAGES
Per Hour: 07/01/12
$12.18

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

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

Exterminators, Fumigators

JOBSITE DESCRIPTION Exterminators, Fumigators

DISTRICT 10

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

WAGES
Per hour: 07/01/12

$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 worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS/R&S

Fuel Oil Delivery

JOB DESCRIPTION Fuel Oil Delivery

DISTRICT 10

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

WAGES
Per hour: 07/01/12

$18.36

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS/R&S

Guards, Watchmen

JOB DESCRIPTION Guards, Watchmen

DISTRICT 10

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

WAGES
Per hour: 07/01/12

$14.23

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

JOB DESCRIPTION
Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 10

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>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Hire Rate</td>
<td>10.00</td>
<td>10.35</td>
<td>10.70</td>
</tr>
<tr>
<td>Regularly scheduled to clean/strip floors: + 0.25 per hr.</td>
<td></td>
<td></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, 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:

Benefits: (required up to 40 hrs. per week unless otherwise noted)
Full time 30 or more regularly scheduled hours in a week

<table>
<thead>
<tr>
<th>Category</th>
<th>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>.13</td>
<td>.14</td>
<td></td>
</tr>
<tr>
<td>Family</td>
<td>.27</td>
<td>.27</td>
<td></td>
</tr>
<tr>
<td>Additional:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full time after 180 days</td>
<td>2.45</td>
<td>2.45*</td>
<td>2.45*</td>
</tr>
<tr>
<td>* amount may change</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

|          | .62 | .68 | .76 |

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.
IMPORTANT INFORMATION:

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

SUPPLEMENTAL BENEFITS

Per hour worked: $1.72

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

WAGES

Trash, Recycling, Roll-Off and Brush Drivers
$14.00 $14.25 $14.50

Thrower Helper
$10.00 $10.25 $10.50

IMPORTANT INFORMATION:

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

SUPPLEMENTAL BENEFITS

$5.91* TBD TBD

* Applies the 1st of the month after 30 days of service.
4 Personal days after 90 days of service.

**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** 10

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

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

Per Hour: 07/01/2012

Indus. Truck Driver/Tractor Operator $14.38

Laborer/ non-construction $13.09

Conveyor operators and tenders $13.43

**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: $1.72

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

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

---

**Window Cleaners**

**JOB DESCRIPTION**
Window Cleaners

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12

$11.88

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

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

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES

Per hour: 07/01/12

$20.57

IMPORTANT INFORMATION:

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

SUPPLEMENTAL BENEFITS

Per hour worked: $1.72

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION Fuel Oil Delivery

ENTIRE COUNTIES Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES

Per hour: 07/01/12

$20.91

IMPORTANT INFORMATION:

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

SUPPLEMENTAL BENEFITS

Per hour worked: $1.72

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guards, Watchmen

ENTIRE COUNTIES Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES

Per hour: 07/01/12

$12.83

IMPORTANT INFORMATION:

Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator
DISTRICT 10

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>
<th>Rate</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>$11.00</td>
<td>$11.35</td>
<td>$11.70</td>
</tr>
</tbody>
</table>

New Hire Rate:
First 180 days only
10.00 10.35 10.70

Regularly scheduled to clean/strip floors:
+ 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
Per hour worked:

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

Full time 30 or more regularly scheduled hours in a week

<table>
<thead>
<tr>
<th>Type</th>
<th>Rate</th>
<th>Rate</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$ .13</td>
<td>$ .14</td>
<td></td>
</tr>
<tr>
<td>Family</td>
<td>.27</td>
<td>.27</td>
<td></td>
</tr>
</tbody>
</table>

Additional:
Full time after 180 days
2.45 2.45* 2.45*

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

<table>
<thead>
<tr>
<th>Years of work</th>
<th>Vacation</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>
</tbody>
</table>

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

10-200 UNITED

Landscape Maintenance 06/01/2013

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour: 07/01/12

$11.33

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS/R&S

Moving Furniture and Equipment 06/01/2013

JOB DESCRIPTION Moving Furniture and Equipment

ENTIRE COUNTIES Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour: 07/01/12

Driver-Heavy & Tractor Trailer $20.91
(capacity of at least 26,000 pounds Gross Vehicle Weight)

Driver-Light Truck 16.42

Helper 12.60

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
Stationary Engineer

**JOB DESCRIPTION** Stationary Engineer  
**DISTRICT** 10

**ENTIRE COUNTIES**

**WAGES**

---

Trash and Refuse Removal

**JOB DESCRIPTION** Trash and Refuse Removal  
**DISTRICT** 10

**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**

---

Per Hour:

<table>
<thead>
<tr>
<th>Timings</th>
<th>Rates</th>
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<tbody>
<tr>
<td>07/01/2012</td>
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<td>05/01/2013</td>
<td>$14.25</td>
</tr>
<tr>
<td>05/01/2014</td>
<td>$14.50</td>
</tr>
</tbody>
</table>

**Thrower Helper**

<table>
<thead>
<tr>
<th>Timings</th>
<th>Rates</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>$10.00</td>
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</tbody>
</table>

### IMPORTANT INFORMATION:

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

**SUPPLEMENTAL BENEFITS**

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$5.91*</td>
<td>TBD</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

4 Personal days after 90 days of service.

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**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
Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
For use with Transfer Station Operation.

Per hour: 07/01/2012

Indus. Truck Driver/Tractor Operator $14.95

Laborer/ non-construction $12.60

Conveyor operators and tenders $15.26

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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
Per hour: 07/01/2012

$12.65

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

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

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION  Exterminators, Fumigators

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

WAGES  Per hour: 07/01/12

$13.68

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

SUPPLEMENTAL BENEFITS  Per hour worked: $1.72

OVERTIME PAY  See (B, B2) on OVERTIME PAGE

HOLIDAY  Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION  Fuel Oil Delivery

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

WAGES  Per hour: 07/01/12

$17.77

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: $1.72

OVERTIME PAY  See (B, B2) on OVERTIME PAGE

HOLIDAY  Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION  Guards, Watchmen

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

WAGES  Per hour: 07/01/12

$12.90

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

**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**
10

**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**

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Hire Rate:</td>
<td>$11.00</td>
<td>$11.35</td>
<td>$11.70</td>
</tr>
<tr>
<td>Regularly scheduled to clean/strip floors:</td>
<td>+0.25 per hr.</td>
<td></td>
<td></td>
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</tbody>
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**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:

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

<table>
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<tr>
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<th>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
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<tbody>
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<tr>
<td>Family</td>
<td>.27</td>
<td>.27</td>
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Additional:

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<th>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full time after 180 days</td>
<td>2.45</td>
<td>2.45*</td>
<td>2.45*</td>
</tr>
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* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
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</thead>
<tbody>
<tr>
<td>.62</td>
<td>.68</td>
<td>.76</td>
<td></td>
</tr>
</tbody>
</table>

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 06/01/2013**

**JOB DESCRIPTION** Landscape Maintenance

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

**WAGES**
Per hour: 07/01/12 $11.90

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

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**Moving Furniture and Equipment 06/01/2013**

**JOB DESCRIPTION** Moving Furniture and Equipment

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

**WAGES**
Per hour: 07/01/2012

Driver-Heavy & Tractor Trailer $17.77
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 15.32
Helper 12.71
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

DISTRICT 10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 10

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, Suffolk, Sullivan, Tioga, Tompkins, Wayne, Wyoming, Yates

WAGES

Per Hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>05/01/2013</th>
<th>05/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash, Recycling, Roll-Off and Brush Drivers</td>
<td>$14.00</td>
<td>$14.25</td>
<td>$14.50</td>
</tr>
<tr>
<td>Thrower Helper</td>
<td>$10.00</td>
<td>$10.25</td>
<td>$10.50</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

$5.91* TBD TBD

* 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

4 Personal days after 90 days of service.

**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 06/01/2013**

**JOB DESCRIPTION** Trash and Refuse Removal

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

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

Per hour: 07/01/2012

Indus. Truck Driver/Tractor Operator $15.41

Laborer/ non-construction $12.71

Conveyor operators and tenders $15.09

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

---

**Window Cleaners 06/01/2013**

**JOB DESCRIPTION** Window Cleaners

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

**WAGES**

Per hour: 07/01/12

$11.92

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS R&S
Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators

DISTRICT 10

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

WAGES

Per hour: 07/01/2012 $ 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

DISTRICT 10

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

Page 208
WAGES
Per hour: 07/01/12
$23.66

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guards, Watchmen

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

WAGES
Per hour: 07/01/12
$13.14

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

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

WAGES
Per hour worked
Janitor

<table>
<thead>
<tr>
<th>Date</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/01/12</td>
<td>$12.85</td>
</tr>
<tr>
<td>7/01/13</td>
<td>$13.25</td>
</tr>
<tr>
<td>7/01/14</td>
<td>$13.45</td>
</tr>
<tr>
<td>10/1/14</td>
<td>$13.65</td>
</tr>
<tr>
<td>7/01/15</td>
<td>$13.85</td>
</tr>
<tr>
<td>10/01/15</td>
<td>$14.10</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

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>7/01/12</th>
<th>1/01/13</th>
<th>1/01/14</th>
<th>1/01/15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time**</td>
<td>$3.92</td>
<td>$4.25</td>
<td>$4.53</td>
<td>$4.98</td>
</tr>
<tr>
<td>Part Time(hired prior 12/31/07)</td>
<td>1.90</td>
<td>2.10</td>
<td>2.28</td>
<td>2.56</td>
</tr>
<tr>
<td>Part Time(hired after 01/01/08)</td>
<td>.63</td>
<td>.63</td>
<td>.55</td>
<td>.63</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

| Time employed | Vacation Earned |
|---------------|-----------------
| 6 Months      | 3 Days          |
| 1 Year        | 1 Week          |
| 2 Years       | 2 Weeks         |
| 5 Years       | 3 Weeks         |
| 15 Years      | 4 Weeks         |
| 25 Years      | 5 Weeks         |

Vacation pay is based upon the employee's regularly scheduled straight time hours.

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.

10-32 BJ

Landscape Maintenance 06/01/2013

JOB DESCRIPTION Landscape Maintenance

ENTIRE COUNTIES

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

WAGES

Per hour: 07/01/12 $15.31

IMPORTANT INFORMATION:

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

SUPPLEMENTAL BENEFITS

Per hour worked: $1.72
Moving Furniture and Equipment 06/01/2013

JOB DESCRIPTION Moving Furniture and Equipment

DISTRICT 10

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

WAGES
Per hour: 07/01/12

Driver-Heavy & Tractor Trailer $23.66
(capacity of at least 26,000 pounds Gross Vehicle Weight)

Driver-Light Truck 17.24

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2013

JOB DESCRIPTION Stationary Engineer

DISTRICT 10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal 06/01/2013

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 10

ENTIRE COUNTIES
Orange, Putnam, Rockland, Sullivan

WAGES
Per hour: 07/01/2012

Driver $21.43
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: $1.72

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

WAGES
Per Hour:
Effective Period: 07/01/2012 04/01/2013

MEDICAL WASTE REMOVAL

Driver (Chauffeur) $ 17.75 $ 18.00
Helper $ 14.00 $ 14.25
Tractor Trailer Driver $ 20.25 $ 20.50

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
The following is required addition to the wages.

Rate per Hour: 07/01/2012 04/01/2013
$ 8.79 $ 9.34

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
Hired prior to 12/01/1991 11 days off with pay
Hired after 12/01/1991 10 days off with pay

OVERTIME PAY
See (B, B2, S) on OVERTIME PAGE
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.

**HOLIDAY**
Paid: See (5, 6, 25) on HOLIDAY PAGE

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**JOB DESCRIPTION** Trash and Refuse Removal

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

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

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$ 16.24</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$ 13.01</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$ 13.71</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
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**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

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**JOB DESCRIPTION** Window Cleaners

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

**WAGES**
Per Hour Worked:

<table>
<thead>
<tr>
<th>Window Cleaner</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/01/12</td>
</tr>
<tr>
<td>$ 18.18</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.

<table>
<thead>
<tr>
<th>MONETARY BENEFIT*</th>
<th>7/01/12</th>
<th>1/1/13</th>
<th>1/1/14</th>
<th>1/1/15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time**</td>
<td>$3.92</td>
<td>$4.25</td>
<td>$4.53</td>
<td>$4.98</td>
</tr>
<tr>
<td>Part Time hired prior to 12/31/07)</td>
<td>1.90</td>
<td>2.10</td>
<td>2.28</td>
<td>2.56</td>
</tr>
</tbody>
</table>

---

Page 213
(*)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.

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.

10-32 BJ
Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators

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

WAGES
Per hour: 07/01/12
$13.68

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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: 07/01/12
$17.77

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: $1.72

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: 07/01/12
$12.90

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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 Genesee, Orleans, Wyoming

WAGES
Per hour: 07/01/12

$11.92

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

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance

JOB DESCRIPTION Landscape Maintenance

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

WAGES
Per hour: 07/01/12

$11.90

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
Moving Furniture and Equipment

**JOB DESCRIPTION**  Moving Furniture and Equipment

**DISTRICT**  10

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

**WAGES**

Per hour:  07/01/2012

- Driver-Heavy & Tractor Trailer (capacity of at least 26,000 pounds Gross Vehicle Weight):  $17.77
- Driver-Light Truck:  15.32
- Helper:  12.71

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

**SUPPLEMENTAL BENEFITS**

Per hour worked:  $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid:  See (1) on HOLIDAY PAGE

Stationary Engineer

**JOB DESCRIPTION**  Stationary Engineer

**DISTRICT**  10

**ENTIRE COUNTIES**

**WAGES**

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

**OVERTIME PAY**

**HOLIDAY**

Paid:  See (1) on HOLIDAY PAGE

Trash and Refuse Removal

**JOB DESCRIPTION**  Trash and Refuse Removal

**DISTRICT**  10

**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**

Per Hour:
Trash, Recycling, Roll-Off and Brush Drivers

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>05/01/2013</th>
<th>05/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$15.41</td>
<td>$15.55</td>
<td>$15.70</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$12.71</td>
<td>$12.76</td>
<td>$12.81</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$15.09</td>
<td>$15.15</td>
<td>$15.21</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></th>
<th>07/01/2012</th>
<th>05/01/2013</th>
<th>05/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thrower Helper</td>
<td>$10.00</td>
<td>$10.25</td>
<td>$10.50</td>
</tr>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$15.41</td>
<td>$15.55</td>
<td>$15.70</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$12.71</td>
<td>$12.76</td>
<td>$12.81</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$15.09</td>
<td>$15.15</td>
<td>$15.21</td>
</tr>
</tbody>
</table>

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

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.

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

Page 218
### Window Cleaners

#### JOB DESCRIPTION
Window Cleaners

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

#### WAGES

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/12</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$11.92</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: | $1.72 |

#### OVERTIME PAY

See (B, B2) on OVERTIME PAGE

#### HOLIDAY

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

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06/01/2013 10-NYS R&S
Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION  Exterminators, Fumigators

ENTIRE COUNTIES  Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour: 07/01/12
$20.57

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION  Fuel Oil Delivery

ENTIRE COUNTIES  Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour: 07/01/12
$20.91

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION  Guards, Watchmen

ENTIRE COUNTIES  Cayuga, Cortland, Madison, Onondaga, Oswego

WAGES
Per hour: 07/01/12
$12.83

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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:

<table>
<thead>
<tr>
<th>Date</th>
<th>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate</td>
<td>$11.00</td>
<td>$11.35</td>
<td>$11.70</td>
</tr>
</tbody>
</table>

New Hire Rate:
First 180 days only
10.00 10.35 10.70

Regularly scheduled to clean/strip floors: + 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
Per hour worked:

Benefits: (required up to 40 hrs. per week unless otherwise noted)
Full time 30 or more regularly scheduled hours in a week

<table>
<thead>
<tr>
<th>Category</th>
<th>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>.13</td>
<td>.14</td>
<td></td>
</tr>
<tr>
<td>Family</td>
<td>.27</td>
<td>.27</td>
<td></td>
</tr>
</tbody>
</table>

Additional:
Full time after 180 days
2.45 2.45* 2.45*

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

<table>
<thead>
<tr>
<th>Time worked</th>
<th>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>.62</td>
<td>.68</td>
<td>.76</td>
<td></td>
</tr>
</tbody>
</table>

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: 07/01/12
$11.33

**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: $1.72

**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: 07/01/12

Driver-Heavy & Tractor Trailer (capacity of at least 26,000 pounds Gross Vehicle Weight) $20.91
Driver-Light Truck 16.42
Helper 12.60

**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**
Per hour worked: $1.72

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

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

---

**WAGES**

**FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5599**

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**OVERTIME PAY**

**HOLIDAY**

---

**Trash and Refuse Removal**

**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.

**SUPPLEMENTAL BENEFITS**

---

* Applies the 1st of the month after 30 days of service.
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.
### Exterminators, Fumigators

**JOB DESCRIPTION** Exterminators, Fumigators  
**DISTRICT** 10  
**ENTIRE COUNTIES** Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie  
**WAGES**  
Per hour: 07/01/12  
$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 worked: $1.72  
**OVERTIME PAY**  
See (B, B2) on OVERTIME PAGE  
**HOLIDAY**  
Paid: See (1) on HOLIDAY PAGE  

### Fuel Oil Delivery

**JOB DESCRIPTION** Fuel Oil Delivery  
**DISTRICT** 10  
**ENTIRE COUNTIES** Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie  
**WAGES**  
Per hour: 07/01/12  
$18.36  

**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: $1.72  
**OVERTIME PAY**  
See (B, B2) on OVERTIME PAGE  
**HOLIDAY**  
Paid: See (1) on HOLIDAY PAGE  

### Guards, Watchmen

**JOB DESCRIPTION** Guards, Watchmen  
**DISTRICT** 10  
**ENTIRE COUNTIES** Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie  
**WAGES**  
Per hour: 07/01/12  
$14.23  

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

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

10-NYS/R&S

---

**Janitor, Porter, Cleaners, Elevator Operator**

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

**DISTRICT** 10

**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**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Hire Rate:</td>
<td>$11.00</td>
<td>$11.35</td>
<td>$11.70</td>
</tr>
</tbody>
</table>

Regularly scheduled to clean/strip floors: + 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**

Per hour worked:

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

Full time 30 or more regularly scheduled hours in a week

| Individual | $ .13 | $ .14 |
| Family | .27 | .27 |

Addition:

| Full time after 180 days | 2.45 | 2.45* | 2.45* |
| Family | .62 | .68 | .76 |

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.

10-200 UNITED

Landscape Maintenance  06/01/2013

JOB DESCRIPTION  Landscape Maintenance
DISTRICT  10

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

WAGES
Per hour:  07/01/12
$12.19

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

SUPPLEMENTAL BENEFITS
Per hour worked:  $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:  See (1) on HOLIDAY PAGE

10-NYS/R&S

Moving Furniture and Equipment  06/01/2013

JOB DESCRIPTION  Moving Furniture and Equipment
DISTRICT  10

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

WAGES
Per hour:  07/01/12

Driver-Heavy & Tractor Trailer  $18.36
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck  13.08
Helper  13.09
### Important Information

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

### Supplemental Benefits

| Per hour worked | $1.72 |

### Overtime Pay

See (B, B2) on OVERTIME PAGE

### Holiday

Paid: See (1) on HOLIDAY PAGE

### Wages

#### Important Notice

For information regarding Stationary Engineer rates, contact the NYS DOL Bureau of Public Work at (518) 457-5589

### Overtime Pay

### Holiday

### Trash and Refuse Removal

#### Job Description

Trash and Refuse Removal

#### Entire Counties


#### Wages

<table>
<thead>
<tr>
<th>Per Hour:</th>
<th>07/01/2012</th>
<th>05/01/2013</th>
<th>05/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash, Recycling, Roll-Off and Brush Drivers</td>
<td>$14.00</td>
<td>$14.25</td>
<td>$14.50</td>
</tr>
<tr>
<td>Thrower Helper</td>
<td>$10.00</td>
<td>$10.25</td>
<td>$10.50</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

| $5.91* | TBD | TBD |

* 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
4 Personal days after 90 days of service.

**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**
10

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

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

<table>
<thead>
<tr>
<th>Per Hour: 07/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
</tr>
<tr>
<td>$14.38</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
</tr>
<tr>
<td>$13.09</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
</tr>
<tr>
<td>$13.43</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
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**SUPPLEMENTAL BENEFITS**
Per hour worked:
$1.72

**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**
10

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

**WAGES**
Per hour: 07/01/12
$11.88

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

10-NYS R&S
JOB DESCRIPTION Exterminators, Fumigators

DISTRICT 10

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

WAGES
Per hour: $ 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

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 10

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

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.
WAGES
Per hour: 07/01/12
$23.66

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen
JOB DESCRIPTION Guards, Watchmen
DISTRICT 10
ENTIRE COUNTIES Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
Per hour: 07/01/12
$13.14

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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 10
ENTIRE COUNTIES Dutchess, Orange, Putnam, Rockland, Sullivan, Westchester

WAGES
Per hour worked
Janitor

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/01/12</td>
<td>$12.85</td>
</tr>
<tr>
<td>7/01/13</td>
<td>$13.25</td>
</tr>
<tr>
<td>7/01/14</td>
<td>$13.45</td>
</tr>
<tr>
<td>10/1/14</td>
<td>$13.65</td>
</tr>
<tr>
<td>7/01/15</td>
<td>$13.85</td>
</tr>
<tr>
<td>10/1/15</td>
<td>$14.10</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

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>7/01/12</th>
<th>1/01/13</th>
<th>1/01/14</th>
<th>1/01/15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time**</td>
<td>$3.92</td>
<td>$4.25</td>
<td>$4.53</td>
<td>$4.98</td>
</tr>
<tr>
<td>Part Time(hired prior 12/31/07)</td>
<td>1.90</td>
<td>2.10</td>
<td>2.28</td>
<td>2.56</td>
</tr>
<tr>
<td>Part Time(hired after 01/01/08)</td>
<td>.63</td>
<td>.63</td>
<td>.55</td>
<td>.63</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.

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.

10-32 BJ

Landscape Maintenance 06/01/2013

JOB DESCRIPTION Landscape Maintenance

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

WAGES

Per hour: 07/01/12

$15.31

IMPORTANT INFORMATION:

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

SUPPLEMENTAL BENEFITS

Per hour worked: $1.72
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 10

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

WAGES
Per hour:
07/01/12

Driver-Heavy & Tractor Trailer $23.66
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 17.24
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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

DISTRICT 10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 10

ENTIRE COUNTIES
Orange, Putnam, Rockland, Sullivan

WAGES
Per hour:
07/01/12

Driver $21.43
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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2013

JOB DESCRIPTION Trash and Refuse Removal

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

WAGES
Per Hour:
Effective Period: 07/01/2012 04/01/2013

MEDICAL WASTE REMOVAL

Driver (Chauffeur) $ 17.75 $ 18.00
Helper $ 14.00 $ 14.25
Tractor Trailer Driver $ 20.25 $ 20.50

IMPORTANT INFORMATION:
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SUPPLEMENTAL BENEFITS
The following is required addition to the wages.

Rate per Hour:

<table>
<thead>
<tr>
<th>Hours of Service</th>
<th>07/01/2012</th>
<th>04/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>01-08</td>
<td>$ 8.79</td>
<td>$ 9.34</td>
</tr>
</tbody>
</table>

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

Hired prior to 12/01/1991 11 days off with pay
Hired after 12/01/1991 10 days off with pay

OVERTIME PAY
See (B, B2, S) on OVERTIME PAGE
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.

**HOLIDAY**
Paid: See (5, 6, 25) on HOLIDAY PAGE

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**Trash and Refuse Removal**

**JOB DESCRIPTION** Trash and Refuse Removal

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

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

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$16.24</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$13.01</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$13.71</td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**
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**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

---

**Window Cleaners**

**JOB DESCRIPTION** Window Cleaners

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

**WAGES**
Per Hour Worked:

<table>
<thead>
<tr>
<th>Window Cleaner</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/01/12</td>
</tr>
<tr>
<td>$18.18</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.

<table>
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<tr>
<th>MONETARY BENEFIT*</th>
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</thead>
<tbody>
<tr>
<td>7/01/12</td>
</tr>
<tr>
<td>Full Time**</td>
</tr>
<tr>
<td>Part Time hired prior to 12/31/07)</td>
</tr>
</tbody>
</table>

---
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>
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</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.

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

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:

<table>
<thead>
<tr>
<th>Class</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class A</td>
<td>$22.65</td>
<td>$22.97</td>
<td>$23.42</td>
<td>$23.92</td>
</tr>
<tr>
<td>Class B</td>
<td>22.62</td>
<td>22.94</td>
<td>23.39</td>
<td>23.89</td>
</tr>
<tr>
<td>Class C</td>
<td>22.57</td>
<td>22.90</td>
<td>23.35</td>
<td>23.85</td>
</tr>
</tbody>
</table>

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

NEW HIRE:
Hired before 01/01/2012 - 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.

Hired on or after January 01/01/2012 - Shall be paid seventy-five percent (75%) of hourly rate for twenty-one months (21) of employment. Shall be paid eighty-five percent (85%) of hourly rate for twenty-second month (22) through forty-second (42nd) month. Shall be paid full rate thereafter.

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

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with 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 2 or more days a week:

$6.64  $6.92*  $7.22*  $7.67

Employees regularly scheduled more than 20 hours a week:

9.13  9.51*  9.91*  10.46

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

6.64  6.92*  7.22*  7.67

after 12th month-24th month:

8.81  9.18*  9.58*  10.13

* Add $.24 per hour from 07/01/2013 to 06/30/2014

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

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**Fire Safety Director - NYC Only** 06/01/2013

**JOB DESCRIPTION**  Fire Safety Director - NYC Only
**DISTRICT** 10

**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)

<table>
<thead>
<tr>
<th>Class</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class A</td>
<td>$ 22.65</td>
<td>$ 22.97</td>
<td>$ 23.42</td>
<td>$ 23.92</td>
</tr>
<tr>
<td>Class B</td>
<td>22.62</td>
<td>22.94</td>
<td>23.39</td>
<td>23.89</td>
</tr>
<tr>
<td>Class C</td>
<td>22.57</td>
<td>22.90</td>
<td>23.35</td>
<td>23.85</td>
</tr>
</tbody>
</table>

*Additional lump-sum bonus of $500.00 per year. (pro-rated if less than full time.)*

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

**NEW HIRE:**
Hired before 01/01/2012 - 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.

Hired on or after January 01/01/2012 - Shall be paid seventy-five percent (75%) of hourly rate for twenty-one months (21) of employment. Shall be paid eighty-five percent (85%) of hourly rate for twenty-second month (22) through forty-second (42nd) month. Shall be paid full rate thereafter.

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

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with 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 2 or more days a week:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 6.64</td>
<td>$ 6.92*</td>
<td>$ 7.22*</td>
<td>$ 7.67</td>
</tr>
</tbody>
</table>

Employees regularly scheduled more than 20 hours a week:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>9.13</td>
<td>9.51*</td>
<td>9.91*</td>
<td>10.46</td>
</tr>
</tbody>
</table>

New hires regularly scheduled more than 20 hours a week

<table>
<thead>
<tr>
<th>After 3rd month-12th month:</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6.64</td>
<td>6.92*</td>
<td>7.22*</td>
<td>7.67</td>
</tr>
</tbody>
</table>

after 12th month-24th month:
* Add $ .24 per hour from 07/01/2013 to 06/30/2014

Vacation

<table>
<thead>
<tr>
<th>Years of Work</th>
<th>Days of Vacation</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.

**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 Before Jan 1, 2011</th>
<th>Rate After Jan 1, 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>$30.11</td>
<td>$30.61</td>
</tr>
<tr>
<td>12/16/2012</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Hired before January 1, 2011

or with more than 1 year prior experience

Hired on or after January 1, 2011

or with less than 1 year prior experience

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate Before Jan 1, 2011</th>
<th>Rate After Jan 1, 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year</td>
<td>$21.50</td>
<td>$22.00</td>
</tr>
<tr>
<td>2nd Year</td>
<td>23.50</td>
<td>24.00</td>
</tr>
<tr>
<td>3rd Year</td>
<td>25.50</td>
<td>26.00</td>
</tr>
<tr>
<td>4th Year</td>
<td>27.50</td>
<td>28.00</td>
</tr>
<tr>
<td>5th Year +</td>
<td>30.11</td>
<td>30.61</td>
</tr>
</tbody>
</table>

Serviceperson

<table>
<thead>
<tr>
<th>Period</th>
<th>Rate Before Jan 1, 2011</th>
<th>Rate After Jan 1, 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>$30.36</td>
<td>$30.86</td>
</tr>
<tr>
<td>12/16/2012</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Hired before January 1, 2011

or with more than 1 year prior experience

Hired on or after January 1, 2011

or with less than 1 year prior experience

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate Before Jan 1, 2011</th>
<th>Rate After Jan 1, 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year</td>
<td>$26.15</td>
<td>$26.65</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 officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with 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:

<table>
<thead>
<tr>
<th>Period</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 1700 hours</td>
<td>$14.64*</td>
<td>$15.92*</td>
</tr>
<tr>
<td>Over 1700 hours</td>
<td>7.30</td>
<td>7.59</td>
</tr>
</tbody>
</table>

* First 30 days subtract $.05

### Additionally:

<table>
<thead>
<tr>
<th>Period</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hired before 12/15/2004</td>
<td>$4.50</td>
</tr>
<tr>
<td>Hired 12/16/2004 to 12/31/2010</td>
<td></td>
</tr>
<tr>
<td>After 12 months</td>
<td>1.50</td>
</tr>
<tr>
<td>After 24 months</td>
<td>3.00</td>
</tr>
<tr>
<td>After 36 months</td>
<td>4.50</td>
</tr>
</tbody>
</table>

### 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
- 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 performed on 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

### JOB DESCRIPTION

Guards, Watchmen

### ENTIRE COUNTIES

Bronx, Kings, New York, Queens, Richmond

### WAGES

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

<table>
<thead>
<tr>
<th>Period</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>SECURITY GUARD (ARMED)</td>
<td>$27.75</td>
<td>$28.00</td>
<td>$28.25</td>
<td>$28.50</td>
</tr>
<tr>
<td>SECURITY GUARD (UNARMED)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0 - 6 months</td>
<td>$12.60</td>
<td>$12.85</td>
<td>$13.10</td>
<td>$13.35</td>
</tr>
<tr>
<td>7 - 12 months</td>
<td>$13.10</td>
<td>$13.35</td>
<td>$13.60</td>
<td>$13.85</td>
</tr>
<tr>
<td>13 - 18 months</td>
<td>$13.60</td>
<td>$13.85</td>
<td>$14.10</td>
<td>$14.35</td>
</tr>
<tr>
<td>19 - 24 months</td>
<td>$14.10</td>
<td>$14.35</td>
<td>$14.60</td>
<td>$14.85</td>
</tr>
<tr>
<td>25 - 30 months</td>
<td>$14.60</td>
<td>$14.85</td>
<td>$15.10</td>
<td>$15.35</td>
</tr>
<tr>
<td>more than 30 months</td>
<td>$14.75</td>
<td>$15.15</td>
<td>$15.60</td>
<td>$16.00</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**

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

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.

<table>
<thead>
<tr>
<th>Effective Period:</th>
<th>$4.09</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional after 30 days</td>
<td>.17</td>
</tr>
<tr>
<td>Additional after 120 days</td>
<td>.11</td>
</tr>
<tr>
<td>Additional after 2 years</td>
<td>.36</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Effective Period:</th>
<th>$4.26</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional after 30 days</td>
<td>.17</td>
</tr>
<tr>
<td>Additional after 120 days</td>
<td>.11</td>
</tr>
<tr>
<td>Additional after 2 years</td>
<td>.36</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Effective Period:</th>
<th>$4.44</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional after 30 days</td>
<td>.17</td>
</tr>
<tr>
<td>Additional after 120 days</td>
<td>.024</td>
</tr>
<tr>
<td>Additional after 2 years</td>
<td>.39</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Effective Period:</th>
<th>$4.62</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional after 30 days</td>
<td>.17</td>
</tr>
<tr>
<td>Additional after 120 days</td>
<td>.11</td>
</tr>
<tr>
<td>Additional after 2 years</td>
<td>.44</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Effective Period:</th>
<th>$4.76</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional after 30 days</td>
<td>.17</td>
</tr>
<tr>
<td>Additional after 120 days</td>
<td>.11</td>
</tr>
<tr>
<td>Additional after 2 years</td>
<td>.44</td>
</tr>
</tbody>
</table>

**VACATION:**

Months on payroll - Vacation with Pay

<table>
<thead>
<tr>
<th>Months on Payroll</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>

Effective 01/01/13 one (1) additional day off.

**SICK LEAVE:**

Employees accrue paid leave at the rate of one (1) 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
NOTE:
1) Paid Holidays - apply after probationary period of 120 days.
2) Employee must work their last regularly scheduled day before and next regularly scheduled day after.

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

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:

<table>
<thead>
<tr>
<th>wage rate per hour</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class A</td>
<td>$22.65</td>
<td>$22.97</td>
<td>$23.42</td>
<td>$23.92</td>
</tr>
<tr>
<td>Class B</td>
<td>22.62</td>
<td>22.94</td>
<td>23.39</td>
<td>23.89</td>
</tr>
<tr>
<td>Class C</td>
<td>22.57</td>
<td>22.90</td>
<td>23.35</td>
<td>23.85</td>
</tr>
</tbody>
</table>

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

NEW HIRE:
Hired before 01/01/2012 - 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.

Hired on or after January 01/01/2012 - Shall be paid seventy-five percent (75%) of hourly rate for twenty-one months (21) of employment. Shall be paid eighty-five percent (85%) of hourly rate for twenty-second month (22) through forty-second (42nd) month. Shall be paid full rate thereafter.

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 2 or more days a week:
$6.64  $6.92  $7.22  $7.67

Employees regularly scheduled more than 20 hours a week:
9.13  9.51*  9.91*  10.46

New hires regularly scheduled more than 20 hours a week
After 3rd month-12th month:
6.64  6.92*  7.22*  7.67
after 12th month-24th month:
8.81  9.18*  9.58*  10.13

* Add $.24 per hour from 07/01/2013 to 06/30/2014

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, 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  
**DISTRICT** 10  
**ENTIRE COUNTIES** Bronx, Kings, New York, Queens, Richmond

**WAGES**
Per hour: $17.04

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

**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** 10  
**ENTIRE COUNTIES** Bronx, Kings, New York, Queens, Richmond

**WAGES**
Per hour: $23.11  
Driver-Heavy & Tractor Trailer
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 18.08  
Helper 17.68

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $4.10

**OVERTIME PAY**
Stationary Engineer

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY
HOLIDAY
10-Information

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

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

WAGES
Per Hour
07/01/2012
$27.62

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

SUPPLEMENTAL BENEFITS
Per hour worked:
7/01/2012
$ 4.10

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

WAGES
Per Hour:
Effective Period: 07/01/2012 04/01/2013

MEDICAL WASTE REMOVAL

Driver (Chauffeur) $ 17.75 $ 18.00

Helper $ 14.00 $ 14.25

Prevaling Wage Rates for 07/01/2012 - 06/30/2013 Published by the New York State Department of Labor
Last Updated on Jun 01 2013
Tractor Trailer Driver

$ 20.25
$ 20.50

IMPORTANT INFORMATION:

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

<table>
<thead>
<tr>
<th>Rate per Hour</th>
<th>07/01/2012</th>
<th>04/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 8.79</td>
<td>$ 9.34</td>
</tr>
</tbody>
</table>

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

Hired prior to 12/01/1991 11 days off with pay
Hired after 12/01/1991 10 days off with pay

OVERTIME PAY

See (B, B2, S) on OVERTIME PAGE

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.

HOLIDAY

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

Window Cleaners

JOB DESCRIPTION  Window Cleaners

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

WAGES

Wage rate per hour:

<table>
<thead>
<tr>
<th>Rate per Hour</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Window Cleaner</td>
<td>$26.12</td>
<td>$26.44</td>
<td>$26.90</td>
<td>$27.40</td>
</tr>
<tr>
<td>Scraping (additional)</td>
<td>$8.00 a day</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

SUPPLEMENTAL BENEFITS

Supplemental benefit rate per hour:(Start after 90 days with employer)
Condition's:

Must work regularly scheduled 20 hrs a week and more than two (2) days a week.
FULL PAY RATE $9.13 $9.51* $9.90* $10.45

Work at least 2 regularly scheduled days a week.
Partial rate: $6.64 $6.91* $7.21* $7.66

Work at least 20 hrs regularly scheduled hrs a week.
Partial rate $2.49 $2.59* $2.69* $2.79

* Add $.24 per hour from 07/01/2013 to 06/30/2014

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 fifteen (15) days
15 years of service but less than 21 years twenty (20) days
21 years twenty-one (21) days
22 years twenty-two (22) days
23 years twenty-three (23) days
24 years twenty-four (24) days
25 years or more twenty-five (25) days
Plus 1 day paid off per year for medical visit
plus 10 days paid off 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.
Double the hourly rate for Saterday holiday work plus days pay.
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
Wages per hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-3 months</td>
<td>$19.35</td>
<td>$19.59</td>
<td>$19.92</td>
<td>$20.29</td>
</tr>
<tr>
<td>4 months</td>
<td>20.92</td>
<td>21.18</td>
<td>21.54</td>
<td>21.94</td>
</tr>
<tr>
<td>8 months</td>
<td>22.17</td>
<td>22.44</td>
<td>22.82</td>
<td>23.24</td>
</tr>
<tr>
<td>12 months</td>
<td>23.43</td>
<td>23.72</td>
<td>24.12</td>
<td>24.57</td>
</tr>
<tr>
<td>16-17 months</td>
<td>24.70</td>
<td>25.01</td>
<td>25.44</td>
<td>25.91</td>
</tr>
</tbody>
</table>

Supplemental benefit rate per hour: (Start after 90 days with employer)

Condition's:

Must work regularly scheduled 20 hrs a week and more than two (2) days a week.
FULL PAY RATE $9.13 $9.51* $9.90* $10.45

Work at least 2 regularly scheduled days a week.
Partial rate: $6.64 $6.91* $7.21* $7.66

Work at least 20 hrs regularly scheduled hrs a week.
Partial rate $2.49 $2.59* $2.69* $2.79

* Add $.24 per hour from 07/01/2013 to 06/30/2014
Rensselaer County Article 9

Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators


WAGES
Per hour: 07/01/2012
$14.24

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS/R&S

Fuel Oil Delivery

JOB DESCRIPTION Fuel Oil Delivery


WAGES
Per hour: 07/01/12
$20.61

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS/R&S

Guards, Watchmen

JOB DESCRIPTION Guards, Watchmen


WAGES
Per hour: 07/01/12
$14.30

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: $1.72

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
10

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

WAGES

07/01/2012

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.

07/01/2012

$ 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** 10

**ENTIRE COUNTIES**

**WAGES**
Per hour: 07/01/12

$12.81

**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: $1.72

**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** 10

**ENTIRE COUNTIES**

**WAGES**

Per hour: 07/01/12

- Driver-Heavy & Tractor Trailer: $20.61
- (capacity of at least 26,000 pounds Gross Vehicle Weight)
- Driver-Light Truck: 15.43
- Helper: 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: $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

---

**Stationary Engineer**

**JOB DESCRIPTION** Stationary Engineer

**DISTRICT** 10

**ENTIRE COUNTIES**

---
WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

<table>
<thead>
<tr>
<th>JOB DESCRIPTION</th>
<th>Trash and Refuse Removal</th>
<th>DISTRICT 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTIRE COUNTIES</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

WAGES

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>7/01/2012</th>
<th>09/16/2012</th>
<th>09/16/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chauffer/Truck Driver (CDL only)</td>
<td>$15.95</td>
<td>$16.19</td>
<td>$16.43</td>
</tr>
<tr>
<td>Helper (NON-CDL Only)</td>
<td>14.87</td>
<td>15.09</td>
<td>15.32</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:

<table>
<thead>
<tr>
<th>Benefits</th>
<th>7/01/2012</th>
<th>09/16/2012</th>
<th>01/01/2013</th>
<th>09/16/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$2.45</td>
<td>$2.50</td>
<td>$2.68</td>
<td>$2.74</td>
</tr>
<tr>
<td>Two in family</td>
<td>5.49</td>
<td>5.54</td>
<td>5.98</td>
<td>6.04</td>
</tr>
<tr>
<td>Three or more in family</td>
<td>7.69</td>
<td>7.74</td>
<td>8.37</td>
<td>8.43</td>
</tr>
</tbody>
</table>

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

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

---

**Trash and Refuse Removal**

**JOB DESCRIPTION**  Trash and Refuse Removal

**ENTIRE COUNTIES**  Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, Washington

**WAGES**

For use with Transfer Station Operation.

Per hour:

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$15.98</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$14.18</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$17.38</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:  $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid:  See (1) on HOLIDAY PAGE

---

**Window Cleaners**

**JOB DESCRIPTION**  Window Cleaners

**ENTIRE COUNTIES**  Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, Washington

**WAGES**

Per hour:

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></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:  $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

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

JOB DESCRIPTION  Exterminators, Fumigators

DISTRICT  10

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

WAGES
EXTERMINATOR

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:

<table>
<thead>
<tr>
<th>Class</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class A</td>
<td>$ 22.65</td>
<td>$ 22.97</td>
<td>$ 23.42</td>
<td>$ 23.92</td>
</tr>
<tr>
<td>Class B</td>
<td>22.62</td>
<td>22.94</td>
<td>23.39</td>
<td>23.89</td>
</tr>
<tr>
<td>Class C</td>
<td>22.57</td>
<td>22.90</td>
<td>23.35</td>
<td>23.85</td>
</tr>
</tbody>
</table>

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

NEW HIRE:
Hired before 01/01/2012 - 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.

Hired on or after January 01/01/2012 - Shall be paid seventy-five percent (75%) of hourly rate for twenty-one months (21) of employment. Shall be paid eighty-five percent (85%) of hourly rate for twenty-second month (22) through forty-second (42nd) month. Shall be paid full rate thereafter.

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

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with 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 2 or more days a week:
$ 6.64  $ 6.92*  $ 7.22*  $ 7.67

Employees regularly scheduled more than 20 hours a week:
9.13    9.51*    9.91*    10.46

New hires regularly scheduled more than 20 hours a week
After 3rd month-12th month:
6.64    6.92*    7.22*    7.67
after 12th month-24th month:
8.81    9.18*    9.58*    10.13

* Add $.24 per hour from 07/01/2013 to 06/30/2014

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**
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

### Fire Safety Director - NYC Only

**JOB DESCRIPTION**  Fire Safety Director - NYC Only

**DISTRICT**  10

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

**WAGES**

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

<table>
<thead>
<tr>
<th>Office Building Class</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class A</td>
<td>$ 22.65</td>
<td>$ 22.97</td>
<td>$ 23.42</td>
<td>$ 23.92</td>
</tr>
<tr>
<td>Class B</td>
<td>22.62</td>
<td>22.94</td>
<td>23.39</td>
<td>23.89</td>
</tr>
<tr>
<td>Class C</td>
<td>22.57</td>
<td>22.90</td>
<td>23.35</td>
<td>23.85</td>
</tr>
</tbody>
</table>

*Additional lump-sum bonus of $500.00 per year. (pro-rated if less than full time.)*

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

**NEW HIRE:**
Hired before 01/01/2012 - 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.

Hired on or after January 01/01/2012 - Shall be paid seventy-five percent (75%) of hourly rate for twenty-one months (21) of employment. Shall be paid eighty-five percent (85%) of hourly rate for twenty-second month (22) through forty-second (42nd) month. Shall be paid full rate thereafter.

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

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with 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 2 or more days a week:**

<table>
<thead>
<tr>
<th></th>
<th>01/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 6.64</td>
<td>$ 6.92*</td>
<td>$ 7.22*</td>
<td>$ 7.67</td>
</tr>
</tbody>
</table>

**Employees regularly scheduled more than 20 hours a week:**

|            | 9.13       | 9.51*      | 9.91*      | 10.46      |

New hires regularly scheduled more than 20 hours a week

**After 3rd month-12th month:**

|            | 6.64       | 6.92*      | 7.22*      | 7.67       |

after 12th month-24th month:

|            |           |           |           |           |
* Add $.24 per hour from 07/01/2013 to 06/30/2014

**Vacation**

<table>
<thead>
<tr>
<th>Work Duration</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

**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>Date Range</th>
<th>Rate Before Jan 1, 2011</th>
<th>Rate After Jan 1, 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012 - 12/16/2012</td>
<td>$30.11</td>
<td>$30.61</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Experience</th>
<th>Rate Before Jan 1, 2011</th>
<th>Rate After Jan 1, 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year</td>
<td>$21.50</td>
<td>$22.00</td>
</tr>
<tr>
<td>2nd Year</td>
<td>23.50</td>
<td>24.00</td>
</tr>
<tr>
<td>3rd Year</td>
<td>25.50</td>
<td>26.00</td>
</tr>
<tr>
<td>4th Year</td>
<td>27.50</td>
<td>28.00</td>
</tr>
<tr>
<td>5th Year +</td>
<td>30.11</td>
<td>30.61</td>
</tr>
</tbody>
</table>

**Serviceperson**

<table>
<thead>
<tr>
<th>Date Range</th>
<th>Rate Before Jan 1, 2011</th>
<th>Rate After Jan 1, 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012 - 12/16/2012</td>
<td>$30.36</td>
<td>$30.86</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Experience</th>
<th>Rate Before Jan 1, 2011</th>
<th>Rate After Jan 1, 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Year</td>
<td>$26.15</td>
<td>$26.65</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 officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with 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:

<table>
<thead>
<tr>
<th>Period</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 1700 hours</td>
<td>$14.64*</td>
<td>$15.92*</td>
</tr>
<tr>
<td>Over 1700 hours</td>
<td>7.30</td>
<td>7.59</td>
</tr>
<tr>
<td>* First 30 days subtract $.05</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Additionally:

<table>
<thead>
<tr>
<th>Period</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hired before 12/15/2004</td>
<td>$4.50</td>
</tr>
<tr>
<td>Hired 12/16/2004 to 12/31/2010</td>
<td></td>
</tr>
<tr>
<td>After 12 months</td>
<td>1.50</td>
</tr>
<tr>
<td>After 24 months</td>
<td>3.00</td>
</tr>
<tr>
<td>After 36 months</td>
<td>4.50</td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>Period</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>SECURITY GUARD (ARMED)</td>
<td>$27.75</td>
<td>$28.00</td>
<td>$28.25</td>
<td>$28.50</td>
</tr>
</tbody>
</table>

SECURITY GUARD (UNARMED)

<table>
<thead>
<tr>
<th>Period</th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 6 months</td>
<td>$12.60</td>
<td>$12.85</td>
<td>$13.10</td>
<td>$13.35</td>
</tr>
<tr>
<td>7 - 12 months</td>
<td>$13.10</td>
<td>$13.35</td>
<td>$13.60</td>
<td>$13.85</td>
</tr>
<tr>
<td>13 - 18 months</td>
<td>$13.60</td>
<td>$13.85</td>
<td>$14.10</td>
<td>$14.35</td>
</tr>
<tr>
<td>19 - 24 months</td>
<td>$14.10</td>
<td>$14.35</td>
<td>$14.60</td>
<td>$14.85</td>
</tr>
<tr>
<td>25 - 30 months</td>
<td>$14.60</td>
<td>$14.85</td>
<td>$15.10</td>
<td>$15.35</td>
</tr>
<tr>
<td>more than 30 months</td>
<td>$14.75</td>
<td>$15.15</td>
<td>$15.60</td>
<td>$16.00</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

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

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.

<table>
<thead>
<tr>
<th>Period</th>
<th>Effective Date</th>
<th>Rate per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td></td>
<td>$ 4.09</td>
</tr>
<tr>
<td>Additional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>after 30 days</td>
<td></td>
<td>.17</td>
</tr>
<tr>
<td>after 120 days</td>
<td></td>
<td>.11</td>
</tr>
<tr>
<td>after 2 years</td>
<td></td>
<td>.36</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Period</th>
<th>Effective Date</th>
<th>Rate per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/01/2013</td>
<td></td>
<td>$ 4.26</td>
</tr>
<tr>
<td>Additional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>after 30 days</td>
<td></td>
<td>.17</td>
</tr>
<tr>
<td>after 120 days</td>
<td></td>
<td>.11</td>
</tr>
<tr>
<td>after 2 years</td>
<td></td>
<td>.36</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Period</th>
<th>Effective Date</th>
<th>Rate per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/01/2014</td>
<td></td>
<td>$ 4.44</td>
</tr>
<tr>
<td>Additional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>after 30 days</td>
<td></td>
<td>.17</td>
</tr>
<tr>
<td>after 120 days</td>
<td></td>
<td>.024</td>
</tr>
<tr>
<td>after 2 years</td>
<td></td>
<td>.39</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Period</th>
<th>Effective Date</th>
<th>Rate per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/01/2015</td>
<td></td>
<td>$ 4.62</td>
</tr>
<tr>
<td>Additional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>after 30 days</td>
<td></td>
<td>.17</td>
</tr>
<tr>
<td>after 120 days</td>
<td></td>
<td>.11</td>
</tr>
<tr>
<td>after 2 years</td>
<td></td>
<td>.44</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Period</th>
<th>Effective Date</th>
<th>Rate per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/01/2016</td>
<td></td>
<td>$ 4.76</td>
</tr>
<tr>
<td>Additional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>after 30 days</td>
<td></td>
<td>.17</td>
</tr>
<tr>
<td>after 120 days</td>
<td></td>
<td>.11</td>
</tr>
<tr>
<td>after 2 years</td>
<td></td>
<td>.44</td>
</tr>
</tbody>
</table>

VACATION:

Months on payroll - Vacation with Pay

<table>
<thead>
<tr>
<th>Months on Payroll</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>

Effective 01/01/13 one (1) additional day off.

SICK LEAVE:

Employees accrue paid leave at the rate of one (1) 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
NOTE:
1) Paid Holidays - apply after probationary period of 120 days.
2) Employee must work their last regularly scheduled day before and next regularly scheduled day after.

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

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:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class A</td>
<td>$22.65</td>
<td>$22.97</td>
<td>$23.42</td>
<td>$23.92</td>
</tr>
<tr>
<td>Class B</td>
<td>22.62</td>
<td>22.94</td>
<td>23.39</td>
<td>23.89</td>
</tr>
<tr>
<td>Class C</td>
<td>22.57</td>
<td>22.90</td>
<td>23.35</td>
<td>23.85</td>
</tr>
</tbody>
</table>

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

NEW HIRE:
Hired before 01/01/2012 - 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.

Hired on or after January 01/01/2012 - Shall be paid seventy-five percent (75%) of hourly rate for twenty-one months (21) of employment. Shall be paid eighty-five percent (85%) of hourly rate for twenty-second month (22) through forty-second (42nd) month. Shall be paid full rate thereafter.

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 2 or more days a week:

<table>
<thead>
<tr>
<th></th>
<th>$6.64</th>
<th>$6.92*</th>
<th>$7.22*</th>
<th>$7.67</th>
</tr>
</thead>
</table>

Employees regularly scheduled more than 20 hours a week:

|        | 9.13       | 9.51*      | 9.91*      | 10.46  |

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

|        | 6.64       | 6.92*      | 7.22*      | 7.67   |

after 12th month-24th month:

|        | 8.81       | 9.18*      | 9.58*      | 10.13  |

* Add .24 per hour from 07/01/2013 to 06/30/2014

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, 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: 07/01/12
$17.04

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

**WAGES**
Per Hour: 07/01/2012

- Driver-Heavy & Tractor Trailer $23.11 (capacity of at least 26,000 pounds Gross Vehicle Weight)
- Driver-Light Truck 18.08
- Helper 17.68

**IMPORTANT INFORMATION:**
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**SUPPLEMENTAL BENEFITS**
Per hour worked: $4.10

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

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

06/01/2013

JOB DESCRIPTION Stationary Engineer

DISTRICT 10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

10-Information

Trash and Refuse Removal

06/01/2013

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 10

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

WAGES
Per Hour 07/01/2012 $27.62

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

SUPPLEMENTAL BENEFITS
Per hour worked:
7/01/2012 $4.10

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS/R&S

Trash and Refuse Removal

06/01/2013

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 10

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

WAGES
Per Hour:
Effective Period: 07/01/2012 04/01/2013

MEDICAL WASTE REMOVAL

Driver (Chauffeur) $ 17.75 $ 18.00
Helper $ 14.00 $ 14.25
Tractor Trailer Driver

$ 20.25  
$ 20.50

IMPORTANT INFORMATION:

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SUPPLEMENTAL BENEFITS

The following is required addition to the wages.

Rate per Hour:

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>$ 8.79</td>
</tr>
<tr>
<td>04/01/2013</td>
<td>$ 9.34</td>
</tr>
</tbody>
</table>

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

Hired prior to 12/01/1991 11 days off with pay
Hired after 12/01/1991 10 days off with pay

OVERTIME PAY

See (B, B2, S) on OVERTIME PAGE

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.

HOLIDAY

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

Window Cleaners

06/01/2013

JOB DESCRIPTION  Window Cleaners
ENTIRE COUNTIES  Bronx, Kings, New York, Queens, Richmond

WAGES

Wage rate per hour:

<table>
<thead>
<tr>
<th>Date</th>
<th>Window Cleaner</th>
<th>Power Operated &amp; Manual Scaffolds &amp; Boatswain Chairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/01/2012</td>
<td>$26.12</td>
<td>28.37</td>
</tr>
<tr>
<td>01/01/2013</td>
<td>$26.44</td>
<td>28.69</td>
</tr>
<tr>
<td>01/01/2014</td>
<td>$26.90</td>
<td>29.28</td>
</tr>
<tr>
<td>01/01/2015</td>
<td>$27.40</td>
<td>29.90</td>
</tr>
</tbody>
</table>

Scraping (additional) $8.00 a day

IMPORTANT INFORMATION:

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

SUPPLEMENTAL BENEFITS

Supplemental benefit rate per hour:(Start after 90 days with employer)
Condition's:

Must work regularly scheduled 20 hrs a week and more than two (2) days a week.
FULL PAY RATE $9.13 $9.51* $9.90* $10.45

Work at least 2 regularly scheduled days a week.
Partial rate: $6.64 $6.91* $7.21* $7.66

Work at least 20 hrs regularly scheduled hrs a week.
Partial rate $2.49 $2.59* $2.69* $2.79

* Add $.24 per hour from 07/01/2013 to 06/30/2014

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 fifteen (15) days
15 years of service but less than 21 years twenty (20) days
21 years twenty-one (21) days
22 years twenty-two (22) days
23 years twenty-three (23) days
24 years twenty-four (24) days
25 years or more twenty-five (25) days
Plus 1 day paid off per year for medical visit
plus 10 days paid off 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.
Double the hourly rate for Saterday holiday work plus days pay.
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
Wages per hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>01/01/2013</th>
<th>01/01/2014</th>
<th>01/01/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-3 months</td>
<td>$19.35</td>
<td>$19.59</td>
<td>$19.92</td>
<td>$20.29</td>
</tr>
<tr>
<td>4 months</td>
<td>20.92</td>
<td>21.18</td>
<td>21.54</td>
<td>21.94</td>
</tr>
<tr>
<td>8 months</td>
<td>22.17</td>
<td>22.44</td>
<td>22.82</td>
<td>23.24</td>
</tr>
<tr>
<td>12 months</td>
<td>23.43</td>
<td>23.72</td>
<td>24.12</td>
<td>24.57</td>
</tr>
<tr>
<td>16-17 months</td>
<td>24.70</td>
<td>25.01</td>
<td>25.44</td>
<td>25.91</td>
</tr>
</tbody>
</table>

Supplemental benefit rate per hour: (Start after 90 days with employer)

Condition's:

Must work regularly scheduled 20 hrs a week and more than two (2) days a week.
FULL PAY RATE $9.13 $9.51* $9.90* $10.45

Work at least 2 regularly scheduled days a week.
Partial rate: $6.64 $6.91* $7.21* $7.66

Work at least 20 hrs regularly scheduled hrs a week.
Partial rate $2.49 $2.59* $2.69* $2.79

* Add $.24 per hour from 07/01/2013 to 06/30/2014

10-32 BJ
**Exterminators, Fumigators**

**JOB DESCRIPTION** Exterminators, Fumigators

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

**WAGES**

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 19.08</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.

<table>
<thead>
<tr>
<th>Per hour worked:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees regularly scheduled more than 16 hours in a week:</td>
<td>$ 6.37</td>
</tr>
<tr>
<td>Employees regularly scheduled more than 20 hours in a week:</td>
<td>$ 8.76</td>
</tr>
</tbody>
</table>

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

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10-32 BJ 06/01/2013
### Wages

**Guards, Watchmen**

- **Per hour:** 07/01/12
- **Wages:** $13.14

**Important Information:**

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**Supplemental Benefits**

- **Per hour worked:** $1.72

**Overtime Pay**

See (B, B2) on OVERTIME PAGE

**Holiday**

- Paid: See (1) on HOLIDAY PAGE

10-NYS/R&S

### Janitor, Porter, Cleaners, Elevator Operator

- **JOB DESCRIPTION** Janitor, Porter, Cleaners, Elevator Operator
- **District:** 10

**Entire Counties**

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

**Wages**

- **Per hour:** 07/01/12
- **Wages:** $12.85

**Important Information:**

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

**Supplemental Benefits**

- **Per hour worked:** $1.72

**Overtime Pay**

See (B, B2) on OVERTIME PAGE

**Holiday**

- Paid: See (1) on HOLIDAY PAGE

10-NYS/R&S

---

**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

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>Time Employed</th>
<th>7/01/12</th>
<th>1/01/13</th>
<th>1/01/14</th>
<th>1/01/15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time**</td>
<td>$3.92</td>
<td>$4.25</td>
<td>$4.53</td>
<td>$4.98</td>
</tr>
<tr>
<td>Part Time(hired prior 12/31/07)</td>
<td>1.90</td>
<td>2.10</td>
<td>2.28</td>
<td>2.56</td>
</tr>
<tr>
<td>Part Time(hired after 01/01/08)</td>
<td>.63</td>
<td>.63</td>
<td>.55</td>
<td>.63</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.

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 Landscape Maintenance

ENTIRE COUNTIES

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

WAGES

Per hour: 07/01/12

$15.31

IMPORTANT INFORMATION:

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

SUPPLEMENTAL BENEFITS

Per hour worked: $1.72
Moving Furniture and Equipment

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 10

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

**WAGES**

- Per hour: 07/01/12
  - Driver-Heavy & Tractor Trailer: $23.66 (capacity of at least 26,000 pounds Gross Vehicle Weight)
  - Driver-Light Truck: 17.24
  - 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: $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

---

Stationary Engineer

**JOB DESCRIPTION** Stationary Engineer

**DISTRICT** 10

**ENTIRE COUNTIES**

**WAGES**

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

**OVERTIME PAY**

**HOLIDAY**

10-Information

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Trash and Refuse Removal

**JOB DESCRIPTION** Trash and Refuse Removal

**DISTRICT** 10

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

**WAGES**

- Per hour: 07/01/12
  - Driver: $21.43
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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2013

JOB DESCRIPTION Trash and Refuse Removal
ENTIRE COUNTIES Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester
WAGES

<table>
<thead>
<tr>
<th>District</th>
<th>07/01/2012</th>
<th>Indus. Truck Driver/Tractor Operator</th>
<th>$16.24</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>Laborer/ non-construction</td>
<td>$13.01</td>
<td></td>
</tr>
<tr>
<td>07/01/2012</td>
<td>Conveyor operators and tenders</td>
<td>$13.71</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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners 06/01/2013

JOB DESCRIPTION Window Cleaners
ENTIRE COUNTIES Dutchess, Orange, Putnam, Rockland, Sullivan, Westchester
WAGES

<table>
<thead>
<tr>
<th>Window Cleaner</th>
<th>7/01/12</th>
<th>1/1/13</th>
<th>7/1/14</th>
<th>10/1/14</th>
<th>7/1/15</th>
<th>10/1/15</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$18.18</td>
<td>$18.58</td>
<td>$18.78</td>
<td>$18.98</td>
<td>$19.18</td>
<td>$19.43</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
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*  7/01/12  1/1/13  1/1/14  1/1/15
Full Time**          $3.92  $4.25  $4.53  $4.98
Part Time
hired prior to 12/31/07)  1.90  2.10  2.28  2.56
Part Time
(hired after 01/01/08)  0.63  0.63  0.55  0.63

(*)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>
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<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.

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.
Saratoga County Article 9

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION Exterminators, Fumigators

DISTRICT 10


WAGES

Per hour: 07/01/2012

$ 14.24

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

SUPPLEMENTAL BENEFITS

Per hour worked: $ 1.72

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION Fuel Oil Delivery

DISTRICT 10


WAGES

Per hour: 07/01/12

$20.61

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: $1.72

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guards, Watchmen

DISTRICT 10


WAGES

Per hour: 07/01/12

$14.30

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 10

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

WAGES 07/01/2012

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.

07/01/2012

$ 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**  10

**ENTIRE COUNTIES**  Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, Washington

**WAGES**  
Per hour:  07/01/12  
$12.81

**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:  $1.72

**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**  10

**ENTIRE COUNTIES**  Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, Washington

**WAGES**  
Per hour:  07/01/12  
Driver-Heavy & Tractor Trailer  $20.61  
(capacity of at least 26,000 pounds Gross Vehicle Weight)  
Driver-Light Truck  15.43  
Helper  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:  $1.72

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

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

---

### Stationary Engineer

**JOB DESCRIPTION**  Stationary Engineer  
**DISTRICT**  10

**ENTIRE COUNTIES**
WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION Trasch and Refuse Removal

DISTRIBUT 10

ENTIRE COUNTIES


WAGES

Per hour:

<table>
<thead>
<tr>
<th></th>
<th>7/01/2012</th>
<th>09/16/2012</th>
<th>09/16/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chauffer/Truck Driver (CDL only)</td>
<td>$15.95</td>
<td>$16.19</td>
<td>$16.43</td>
</tr>
<tr>
<td>Helper (NON-CDL Only)</td>
<td>14.87</td>
<td>15.09</td>
<td>15.32</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:

<table>
<thead>
<tr>
<th></th>
<th>7/01/2012</th>
<th>09/16/2012</th>
<th>01/01/2013</th>
<th>09/16/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$2.45</td>
<td>$2.50</td>
<td>$2.68</td>
<td>$2.74</td>
</tr>
<tr>
<td>Two in family</td>
<td>5.49</td>
<td>5.54</td>
<td>5.98</td>
<td>6.04</td>
</tr>
<tr>
<td>Three or more in family</td>
<td>7.69</td>
<td>7.74</td>
<td>8.37</td>
<td>8.43</td>
</tr>
</tbody>
</table>

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 06/01/2013

**JOB DESCRIPTION**  Trash and Refuse Removal

**ENTIRE COUNTIES**  Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, Washington

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

<table>
<thead>
<tr>
<th>Position</th>
<th>Hourly Rate</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$15.98</td>
<td>07/01/12</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$14.18</td>
<td></td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$17.38</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:  $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid:  See (1) on HOLIDAY PAGE

---

### Window Cleaners 06/01/2013

**JOB DESCRIPTION**  Window Cleaners

**ENTIRE COUNTIES**  Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, Washington

**WAGES**

<table>
<thead>
<tr>
<th>Position</th>
<th>Hourly Rate</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$12.56</td>
<td>07/01/12</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.

**SUPPLEMENTAL BENEFITS**

Per hour worked:  $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

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

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION  Exterminators, Fumigators  DISTRICT  10


WAGES
Per hour:  07/01/2012

$ 14.24

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

SUPPLEMENTAL BENEFITS
Per hour worked:  $ 1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:  See (1) on HOLIDAY PAGE  10-NYS/R&S

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION  Fuel Oil Delivery  DISTRICT  10


WAGES
Per hour:  07/01/2012

$20.61

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:  $ 1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:  See (1) on HOLIDAY PAGE  10-NYS/R&S

Guards, Watchmen 06/01/2013

JOB DESCRIPTION  Guards, Watchmen  DISTRICT  10


WAGES
Per hour:  07/01/12

$14.30

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: $1.72

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
10

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

WAGES
07/01/2012

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.

07/01/2012

$ 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

ENTIRE COUNTIES

WAGES
Per hour: 07/01/12
$12.81

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: $1.72

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

WAGES
Per hour: 07/01/12

Driver-Heavy & Tractor Trailer $20.61
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 15.43
Helper 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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

06/01/2013

Trash and Refuse Removal

JOB DESCRIPTION  Trash and Refuse Removal


WAGES

Per hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>09/16/2012</th>
<th>09/16/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chauffer/Truck Driver (CDL only)</td>
<td>$15.95</td>
<td>$16.19</td>
<td>$16.43</td>
</tr>
<tr>
<td>Helper (NON-CDL Only)</td>
<td>14.87</td>
<td>15.09</td>
<td>15.32</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:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>09/16/2012</th>
<th>01/01/2013</th>
<th>09/16/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$2.45</td>
<td>$2.50</td>
<td>$2.68</td>
<td>$2.74</td>
</tr>
<tr>
<td>Two in family</td>
<td>5.49</td>
<td>5.54</td>
<td>5.98</td>
<td>6.04</td>
</tr>
<tr>
<td>Three or more</td>
<td>7.69</td>
<td>7.74</td>
<td>8.37</td>
<td>8.43</td>
</tr>
</tbody>
</table>

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**  10  
**ENTIRE COUNTIES**  Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, Washington  
**WAGES**  
For use with Transfer Station Operation.

Per hour: 07/01/2012

- Indus. Truck Driver/Tractor Operator  $15.98
- Laborer/ non-construction  $14.18
- Conveyor operators and tenders  $17.38

**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:  $1.72

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

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

Window Cleaners

**JOB DESCRIPTION**  Window Cleaners  
**DISTRICT**  10  
**ENTIRE COUNTIES**  Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, Washington  
**WAGES**  
Per hour: 07/01/2012  
$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:  $1.72

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

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

**JOB DESCRIPTION** Exterminators, Fumigators  
**DISTRICT** 10  
**ENTIRE COUNTIES** Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie  

<table>
<thead>
<tr>
<th>WAGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per hour:</td>
</tr>
<tr>
<td>07/01/12</td>
</tr>
<tr>
<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 worked: | $1.72 |  

**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** 10  
**ENTIRE COUNTIES** Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie  

<table>
<thead>
<tr>
<th>WAGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per hour:</td>
</tr>
<tr>
<td>07/01/12</td>
</tr>
<tr>
<td>$18.36</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**  
| Per hour worked: | $1.72 |  

**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** 10  
**ENTIRE COUNTIES** Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie  

<table>
<thead>
<tr>
<th>WAGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per hour:</td>
</tr>
<tr>
<td>07/01/12</td>
</tr>
<tr>
<td>$14.23</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: $1.72

**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** 10

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

**WAGES**

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janitorial Start</td>
<td>$9.25</td>
</tr>
<tr>
<td>After 90 Days</td>
<td>9.75</td>
</tr>
<tr>
<td>Floor Maintenance</td>
<td>+.50</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**

Supplements:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Note:</td>
<td></td>
</tr>
<tr>
<td>Full time 31 or more regularly scheduled hrs per week</td>
<td>Health Care:</td>
</tr>
</tbody>
</table>
| Part Time 30 or less regularly scheduled hrs per week | FULL TIME ONLY: Only on first 40 hrs a week.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vacation with pay based upon employees anniversary date or hire as follows:</td>
<td>$ 3.58</td>
</tr>
<tr>
<td>1 year of work</td>
<td>5 working days</td>
</tr>
<tr>
<td>3 years of work</td>
<td>10 working days</td>
</tr>
<tr>
<td>4 years of work</td>
<td>11 working days</td>
</tr>
<tr>
<td>6 years of work</td>
<td>12 working days</td>
</tr>
<tr>
<td>10 years of work</td>
<td>15 working days</td>
</tr>
</tbody>
</table>

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.

10-200 UNITED
06/01/2013

Landscape Maintenance

JOB DESCRIPTION Landscape Maintenance
DISTRICT 10

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

WAGES
Per hour: 07/01/12
$12.19

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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 10

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

WAGES
Per hour: 07/01/12
Driver-Heavy & Tractor Trailer $18.36
Driver-Light Truck 13.08
Helper 13.09

Driver-Heavy & Tractor Trailer
(capacity of at least 26,000 pounds Gross Vehicle Weight)

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer
DISTRICT 10

06/01/2013
ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal 06/01/2013

JOB DESCRIPTION Trash and Refuse Removal


WAGES

Per hour: 7/01/2012 09/16/2012 09/16/2013

Chauffer/Truck Driver (CDL only) $15.95 $16.19 $16.43

Helper (NON-CDL Only) 14.87 15.09 15.32

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></th>
<th>7/01/2012</th>
<th>09/16/2012</th>
<th>01/01/2013</th>
<th>09/16/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$2.45</td>
<td>$2.50</td>
<td>$2.68</td>
<td>$2.74</td>
</tr>
<tr>
<td>Two in family</td>
<td>5.49</td>
<td>5.54</td>
<td>5.98</td>
<td>6.04</td>
</tr>
<tr>
<td>Three or more in family</td>
<td>7.69</td>
<td>7.74</td>
<td>8.37</td>
<td>8.43</td>
</tr>
</tbody>
</table>

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

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

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

- **Per Hour:** 07/01/2012
  - Indus. Truck Driver/Tractor Operator: $14.38
  - Laborer/ non-construction: $13.09
  - Conveyor operators and tenders: $13.43

**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: $1.72

**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, Otsego, Schoharie

**WAGES**

- **Per hour:** 07/01/12  
  - $11.88

**IMPORTANT INFORMATION:**

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

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

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

Exterminators, Fumigators

JOB DESCRIPTION  Exterminators, Fumigators
DISTRICT  10

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

WAGES
Per hour:  07/01/12
$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:  $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:  See (1) on HOLIDAY PAGE

Fuel Oil Delivery

JOB DESCRIPTION  Fuel Oil Delivery
DISTRICT  10

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

WAGES
Per hour:  07/01/12
$19.44

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

SUPPLEMENTAL BENEFITS
Per Hour worked:  $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:  See (1) on HOLIDAY PAGE

Guards, Watchmen

JOB DESCRIPTION  Guards, Watchmen
DISTRICT  10

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

WAGES
Per hour:  07/01/12
$15.72

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 10

ENTIRE COUNTRIES
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>07/01/2012</td>
<td>$11.00</td>
</tr>
<tr>
<td>07/01/2013</td>
<td>$11.35</td>
</tr>
<tr>
<td>07/01/2014</td>
<td>$11.70</td>
</tr>
</tbody>
</table>

New Hire Rate:
First 180 days only

<table>
<thead>
<tr>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>10.00</td>
</tr>
<tr>
<td>10.35</td>
</tr>
<tr>
<td>10.70</td>
</tr>
</tbody>
</table>

Regularly scheduled to clean/strip floors: + 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
Per hour worked:

Benefits: (required up to 40 hrs. per week unless otherwise noted)
Full time 30 or more regularly scheduled hours in a week

<table>
<thead>
<tr>
<th></th>
<th>Individual</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>$11.00</td>
<td>$11.35</td>
<td>$11.70</td>
</tr>
</tbody>
</table>

Regularly scheduled:

<table>
<thead>
<tr>
<th>Additional</th>
<th>Full time after 180 days</th>
</tr>
</thead>
<tbody>
<tr>
<td>$2.45</td>
<td>$2.45*</td>
</tr>
</tbody>
</table>

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

<table>
<thead>
<tr>
<th>Vacation pay on pro-rata basis.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 year of work</td>
</tr>
<tr>
<td>2 years of work</td>
</tr>
<tr>
<td>3 years of work</td>
</tr>
<tr>
<td>4 years of work</td>
</tr>
<tr>
<td>5 years of work</td>
</tr>
<tr>
<td>6 years of work</td>
</tr>
<tr>
<td>7 years of work</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Vacation pay on pro-rata basis.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 year of work</td>
</tr>
<tr>
<td>2 years of work</td>
</tr>
<tr>
<td>3 years of work</td>
</tr>
<tr>
<td>4 years of work</td>
</tr>
<tr>
<td>5 years of work</td>
</tr>
<tr>
<td>6 years of work</td>
</tr>
<tr>
<td>7 years of work</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.

---

**JOB DESCRIPTION**  
Landscape Maintenance  
**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12
$11.63

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

---

**JOB DESCRIPTION**  
Moving Furniture and Equipment  
**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12

- Driver-Heavy & Tractor Trailer: $19.44
- (capacity of at least 26,000 pounds Gross Vehicle Weight)
- Driver-Light Truck: 14.51
- Helper: 12.05

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

DISTRICT 10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****
FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 10

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
Per Hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>05/01/2013</th>
<th>05/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash, Recycling,</td>
<td>$14.00</td>
<td>$14.25</td>
<td>$14.50</td>
</tr>
<tr>
<td>Roll-Off and Brush</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Drivers</td>
<td>$10.00</td>
<td>$10.25</td>
<td>$10.50</td>
</tr>
<tr>
<td>Thrower Helper</td>
<td></td>
<td></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

|                      | $5.91*     | TBD        | TBD        |

* 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
4 Personal days after 90 days of service.

**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** 06/01/2013

**JOB DESCRIPTION**  Trash and Refuse Removal  
**DISTRICT** 10

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

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

Per Hour: 07/01/2012

- Indus. Truck Driver/Tractor Operator  
  $14.30

- Laborer/ non-construction  
  $12.05

- Conveyor operators and tenders  
  $16.21

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

**SUPPLEMENTAL BENEFITS**  
Per hour worked: $1.72

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

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

---

**Window Cleaners** 06/01/2013

**JOB DESCRIPTION**  Window Cleaners  
**DISTRICT** 10

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

**WAGES**

Per hour: 07/01/12

$11.54

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72
OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS R&S
Seneca County Article 9

Exterminators, Fumigators

06/01/2013

JOB DESCRIPTION  Exterminators, Fumigators

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

WAGES
Per hour: 07/01/12

$13.68

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

06/01/2013

JOB DESCRIPTION  Fuel Oil Delivery

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

WAGES
Per hour: 07/01/12

$17.77

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

06/01/2013

JOB DESCRIPTION  Guards, Watchmen

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

WAGES
Per hour: 07/01/12

$12.90

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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
10

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>07/01/2012</th>
<th>07/01/2013</th>
<th>07/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>$11.00</td>
<td>$11.35</td>
<td>$11.70</td>
<td></td>
</tr>
</tbody>
</table>

New Hire Rate:
First 180 days only
10.00 10.35 10.70

Regularly scheduled to clean/strip floors:
+ 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
Per hour worked:

Benefits: (required up to 40 hrs. per week unless otherwise noted)
Full time 30 or more regularly scheduled hours in a week

All employees
Individual $ .13 $ .14
Family .27 .27

Additional:
Full time after 180 days
2.45 2.45* 2.45*

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

.62 .68 .76

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
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** 06/01/2013

**JOB DESCRIPTION** Landscape Maintenance

**DISTRICT** 10

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

**WAGES**

Per hour: 07/01/12

$11.90

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

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.72

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

**HOLIDAY**

Paid:  See (1) on HOLIDAY PAGE

---

**Moving Furniture and Equipment** 06/01/2013

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 10

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

**WAGES**

Per hour: 07/01/2012

Driver-Heavy & Tractor Trailer $17.77
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 15.32
Helper 12.71
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer
06/01/2013

JOB DESCRIPTION  Stationary Engineer  DISTRICT  10

ENTIRE COUNTIES

WAGES

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal
06/01/2013

JOB DESCRIPTION  Trash and Refuse Removal  DISTRICT  10

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
Per Hour:

07/01/2012  05/01/2013  05/01/2014
Trash, Recycling, Roll-Off and Brush Drivers $14.00 $14.25 $14.50
Thrower Helper $10.00 $10.25 $10.50

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

SUPPLEMENTAL BENEFITS
$5.91*  TBD  TBD

* 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

4 Personal days after 90 days of service.

**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**
Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates

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

**Per hour:** 07/01/2012

- Indus. Truck Driver/Tractor Operator $15.41
- Laborer/ non-construction $12.71
- Conveyor operators and tenders $15.09

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

**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: 07/01/12

$11.92

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION Exterminators, Fumigators

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

WAGES
Per hour: 07/01/12

$14.40

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION Fuel Oil Delivery

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

WAGES
Per hour: 07/01/12

$17.68

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guards, Watchmen

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

WAGES
Per hour: 07/01/12

$13.81

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: $1.72

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 10

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: 07/01/2012 07/01/2013 07/01/2014

$11.00 $11.35 $11.70

New Hire Rate:
First 180 days only

10.00 10.35 10.70

Regularly scheduled to clean/strip floors: + 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
Per hour worked:

Benefits: (required up to 40 hrs. per week unless otherwise noted)
Full time 30 or more regularly scheduled hours in a week

All employees
Individual $ .13 $ .14
Family .27 .27

Additional:
Full time after 180 days 2.45 2.45* 2.45*

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

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** 06/01/2013

**JOB DESCRIPTION** Landscape Maintenance

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

**WAGES**
Per hour: 07/01/12
$13.07

**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: $1.72

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

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

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**Moving Furniture and Equipment** 06/01/2013

**JOB DESCRIPTION** Moving Furniture and Equipment

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

**WAGES**
Per hour: 07/01/12

Driver-Heavy & Tractor Trailer $17.68
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 15.41
Helper 12.04

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

SUPPLEMENTAL BENEFITS

Per hour worked: $1.72

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2013

JOB DESCRIPTION Stationary Engineer

DISTRICT 10

ENTIRE COUNTIES


WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal 06/01/2013

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 10

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

Per Hour:

<table>
<thead>
<tr>
<th>Date</th>
<th>Trash, Recycling, Roll-Off and Brush Drivers</th>
<th>Thrower Helper</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>$14.00</td>
<td>$10.00</td>
</tr>
<tr>
<td>05/01/2013</td>
<td>$14.25</td>
<td>$10.25</td>
</tr>
<tr>
<td>05/01/2014</td>
<td>$14.50</td>
<td>$10.50</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

$5.91* TBD TBD

* 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
4 Personal days after 90 days of service.

**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**
10

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

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

Per hour: 07/01/2012

- Indus. Truck Driver/Tractor Operator: $14.74
- Laborer/ non-construction: $12.04
- Conveyor operators and tenders: $11.02

**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: $1.72

---

**Window Cleaners**

**JOB DESCRIPTION**
Window Cleaners

**DISTRICT**
10

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

**WAGES**

Per hour: 07/01/2012

$12.03

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72
OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS R&S
Steuben County Article 9

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION Exterminators, Fumigators

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

WAGES
Per hour: 07/01/12

$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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION Fuel Oil Delivery

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

WAGES
Per hour: 07/01/12

$19.44

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

SUPPLEMENTAL BENEFITS
Per Hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guards, Watchmen

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

WAGES
Per hour: 07/01/12

$15.72

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: $1.72

**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**
Delaware, Steuben

**WAGES**
Per hour: 07/01/12

$11.54

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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.

**IMPORTANT INFORMATION:**

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

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.72

**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

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

**WAGES**
Per hour: 07/01/12

$11.63

---

**IMPORTANT INFORMATION:**

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

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.72

**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**  10

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

**WAGES**

<table>
<thead>
<tr>
<th></th>
<th>Per hour:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver-Heavy &amp; Tractor Trailer</td>
<td>07/01/12</td>
</tr>
<tr>
<td>(capacity of at least 26,000 pounds Gross Vehicle Weight)</td>
<td>$19.44</td>
</tr>
<tr>
<td>Driver-Light Truck</td>
<td></td>
</tr>
<tr>
<td>Helper</td>
<td></td>
</tr>
</tbody>
</table>

**IMPORTANT INFORMATION:**

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**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

### Stationary Engineer

**JOB DESCRIPTION**  Stationary Engineer

**DISTRICT**  10

**ENTIRE COUNTIES**

**WAGES**

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

**OVERTIME PAY**

**HOLIDAY**

See (1) on HOLIDAY PAGE

### Trash and Refuse Removal

**JOB DESCRIPTION**  Trash and Refuse Removal

**DISTRICT**  10

**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, Putnam, Queens, Rensselaer, Richmond, Rockland, Saratoga, Schenectady, Schoharie, Schuyler, Seneca, St. Lawrence, Steuben, Suffolk, Sullivan, Tioga, Tompkins, Wayne, Wyoming, Yates

**WAGES**

<table>
<thead>
<tr>
<th></th>
<th>Per Hour:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash, Recycling, Roll-Off and Brush Drivers</td>
<td>07/01/2012 05/01/2013 05/01/2014</td>
</tr>
<tr>
<td></td>
<td>$14.00</td>
</tr>
<tr>
<td></td>
<td>$14.25</td>
</tr>
<tr>
<td></td>
<td>$14.50</td>
</tr>
</tbody>
</table>
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### SUPPLEMENTAL BENEFITS

<table>
<thead>
<tr>
<th></th>
<th>$5.91*</th>
<th>TBD</th>
<th>TBD</th>
</tr>
</thead>
</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
- 4 Personal days after 90 days of service.

### 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.

---

### Prevailing Wage Rates for 07/01/2012 - 06/30/2013

**JOB DESCRIPTION**  
Trash and Refuse Removal

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

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

<table>
<thead>
<tr>
<th>Position</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$14.30</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$12.05</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$16.21</td>
</tr>
</tbody>
</table>

**SUPPLEMENTAL BENEFITS**

Per hour worked: $1.72

**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, Schuyler, Steuben, Tioga, Tompkins

## WAGES

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/12</th>
</tr>
</thead>
<tbody>
<tr>
<td>$11.54</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: | $1.72 |

## OVERTIME PAY

See (B, B2) on OVERTIME PAGE

## HOLIDAY

Paid: See (1) on HOLIDAY PAGE

10-NYS R&S
Exterminators, Fumigators

JOB DESCRIPTION  Exterminators, Fumigators

DISTRICT  10

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

WAGES
Per hour: 07/01/2012
$ 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

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  10

ENTIRE COUNTIES
Nassau, Suffolk
WAGES
Per hour:
07/01/12
$24.45

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:
$1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:
See (1) on HOLIDAY PAGE

Guards, Watchmen
06/01/2013

JOB DESCRIPTION
Guards, Watchmen

ENTIRE COUNTIES
Nassau, Suffolk

WAGES
Per hour:
07/01/12
$14.92

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

SUPPLEMENTAL BENEFITS
Per hour worked:
$1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid:
See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator
06/01/2013

JOB DESCRIPTION
Janitor, Porter, Cleaners, Elevator Operator

ENTIRE COUNTIES
Nassau, Suffolk

WAGES
Per hour:
07/01/12
07/01/2013
07/01/2014
07/01/2015

Janitors/Porters
$11.67
$11.99
$12.32
$12.65

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
Additional per hour:

All employees
07/01/2012
01/01/2013
01/01/2014
01/01/2015

first 3 months
$.57
$.59
$.52
$.62
After 6 months:
Employees hired before 1/01/2005 who regularly work 24 or more hours per week and
employees hired after 1/01/2005 who regularly work 27.5 or more hours per week

<table>
<thead>
<tr>
<th></th>
<th>$4.31</th>
<th>$4.66</th>
<th>$4.95</th>
<th>$5.42</th>
</tr>
</thead>
<tbody>
<tr>
<td>All others</td>
<td>$1.02</td>
<td>$1.04</td>
<td>$ .97</td>
<td>$1.07</td>
</tr>
<tr>
<td>after 6 months</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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>Time with employer</th>
<th>Days off with pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 months with employer</td>
<td>4 days</td>
</tr>
<tr>
<td>1 yr - with employer</td>
<td>6 day</td>
</tr>
<tr>
<td>2 yrs- with employer</td>
<td>11 days</td>
</tr>
<tr>
<td>5 yrs- with employer</td>
<td>16 days</td>
</tr>
<tr>
<td>10 yr- with employer</td>
<td>21 days</td>
</tr>
<tr>
<td>25 yr- with employer</td>
<td>26 days</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.

10-32 BJ

Landscape Maintenance

JOB DESCRIPTION  Landscape Maintenance

ENTIRE COUNTIES  Nassau, Suffolk

WAGES

Per hour: 07/01/12

$14.53

IMPORTANT INFORMATION:

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SUPPLEMENTAL BENEFITS

Per hour worked: $1.72

OVERTIME PAY

See (B, B2) on OVERTIME PAGE

HOLIDAY

Paid: See (1) on HOLIDAY PAGE

10-NYS/R&S

Moving Furniture and Equipment

JOB DESCRIPTION  Moving Furniture and Equipment

ENTIRE COUNTIES  Nassau, Suffolk

WAGES

DISTRIBUTION 06/01/2013

DISTRIBUTION 06/01/2013
Per hour: 07/01/2012

Driver-Heavy & Tractor Trailer  $24.45
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck  19.40
Helper  12.97

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2013

JOB DESCRIPTION  Stationary Engineer
DISTRICT  10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****
FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5599

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal 06/01/2013

JOB DESCRIPTION  Trash and Refuse Removal
DISTRICT  10

ENTIRE COUNTIES
Nassau, Suffolk

WAGES
COMMERCIAL WORK (includes: front, rear loading and roll-off trucks) per hour worked
07/01/2012

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)

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Commercial Work</td>
<td>$ 8.10</td>
</tr>
<tr>
<td>Residential</td>
<td>7.98</td>
</tr>
</tbody>
</table>

Additional (per hr worked paid up to 40 hrs a week)

**Vacation Days**

Commercial hired before Sept. 1, 1995:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1 yr but less than 2</td>
<td>1 weeks</td>
</tr>
<tr>
<td>2 yrs but less than 5</td>
<td>2 weeks</td>
</tr>
<tr>
<td>5 yrs but less than 15</td>
<td>3 weeks</td>
</tr>
<tr>
<td>15 yrs but less than 25</td>
<td>4 weeks</td>
</tr>
<tr>
<td>25 plus years</td>
<td>5 weeks</td>
</tr>
</tbody>
</table>

Commercial hired after Sept. 1, 1995:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1 yr but less than 2</td>
<td>1 weeks</td>
</tr>
<tr>
<td>2 yrs but less than 5</td>
<td>2 weeks</td>
</tr>
<tr>
<td>5 plus years</td>
<td>3 weeks</td>
</tr>
</tbody>
</table>

Residential

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>First year</td>
<td>.333 hours a month worked</td>
</tr>
<tr>
<td>1 yr but less than 3</td>
<td>1 week</td>
</tr>
<tr>
<td>3 yrs but less than 5</td>
<td>2 weeks</td>
</tr>
<tr>
<td>5 plus years</td>
<td>3 weeks</td>
</tr>
</tbody>
</table>

**Sick Days**

First 6 months

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>6 months to 1 year</td>
<td>Additional 1 day for each 2 months worked</td>
</tr>
<tr>
<td>After 1 year</td>
<td>6 days</td>
</tr>
</tbody>
</table>

**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

**DISTRICT**
10

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

**WAGES**

Per Hour:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Effective Period:</td>
<td>07/01/2012 04/01/2013</td>
</tr>
</tbody>
</table>

**MEDICAL WASTE REMOVAL**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver (Chauffeur)</td>
<td>$ 17.75 $ 18.00</td>
</tr>
<tr>
<td>Helper</td>
<td>$ 14.00 $ 14.25</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>$ 20.25 $ 20.50</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
The following is required addition to the wages.

<table>
<thead>
<tr>
<th>Rate per Hour:</th>
<th>07/01/2012</th>
<th>04/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 8.79</td>
<td>$ 9.34</td>
</tr>
</tbody>
</table>

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

Hired prior to 12/01/1991 11 days off with pay
Hired after 12/01/1991 10 days off with pay

OVERTIME PAY
See (B, B2, S) on OVERTIME PAGE
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.

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

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES Nassau, Suffolk

WAGES
For use with Transfer Station Operation.

Per hour: 07/01/2012

Indus. Truck Driver/Tractor Operator $16.47

Laborer/ non-construction $12.97

Conveyor operators and tenders $14.80

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72
Window Cleaners

JOB DESCRIPTION
Window Cleaners

ENTIRE COUNTIES
Nassau, Suffolk

WAGES
Per hour: 07/01/12
$ 15.20

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

SUPPLEMENTAL BENEFITS
Per hour worked: $ 1.72

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
10

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

WAGES
Per hour:

07/01/2012

$ 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

DISTRICT
10

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

Page 314
Guards, Watchmen

JOB DESCRIPTION Guards, Watchmen

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

WAGES

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/12</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$13.14</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: | $1.72 |

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 Dutchess, Orange, Putnam, Rockland, Sullivan, Westchester

WAGES

Per hour worked

<table>
<thead>
<tr>
<th>7/01/12</th>
<th>7/01/13</th>
<th>7/01/14</th>
<th>10/1/14</th>
<th>7/01/15</th>
<th>10/1/15</th>
</tr>
</thead>
</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

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>Time Employed</th>
<th>7/01/12</th>
<th>1/01/13</th>
<th>1/01/14</th>
<th>1/01/15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time**</td>
<td>$3.92</td>
<td>$4.25</td>
<td>$4.53</td>
<td>$4.98</td>
</tr>
<tr>
<td>Part Time(hired prior 12/31/07)</td>
<td>1.90</td>
<td>2.10</td>
<td>2.28</td>
<td>2.56</td>
</tr>
<tr>
<td>Part Time(hired after 01/01/08)</td>
<td>0.63</td>
<td>0.63</td>
<td>0.55</td>
<td>0.63</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

Time employed | Vacation Earned
--- | ---
6 Months | 3 Days
1 Year | 1 Week
2 Years | 2 Weeks
5 Years | 3 Weeks
15 Years | 4 Weeks
25 Years | 5 Weeks

Vacation pay is based upon the employee's regularly scheduled straight time hours.

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.

10-32 BJ

Landscape Maintenance 06/01/2013

JOB DESCRIPTION Landscape Maintenance

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

WAGES

Per hour: 07/01/12

$15.31

IMPORTANT INFORMATION:

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

SUPPLEMENTAL BENEFITS

Per hour worked: $1.72
Moving Furniture and Equipment

JOB DESCRIPTION Moving Furniture and Equipment
DISTRICT 10

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

WAGES
Per hour: 07/01/12
Driver-Heavy & Tractor Trailer $23.66
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 17.24
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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer
DISTRICT 10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal
DISTRICT 10

ENTIRE COUNTIES
Orange, Putnam, Rockland, Sullivan

WAGES
Per hour: 07/01/12

Driver $21.43
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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Trash and Refuse Removal 06/01/2013

JOB DESCRIPTION Trash and Refuse Removal

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

WAGES
For use with Transfer Station Operation.

Per hour: 07/01/2012
Indus. Truck Driver/Tractor Operator $ 16.24
Laborer/ non-construction $ 13.01
Conveyor operators and tenders $ 13.71

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners 06/01/2013

JOB DESCRIPTION Window Cleaners

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

WAGES
Per Hour Worked:

Window Cleaner

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/01/12</td>
<td>$18.18</td>
</tr>
<tr>
<td>1/1/13</td>
<td>$18.58</td>
</tr>
<tr>
<td>7/1/14</td>
<td>$18.78</td>
</tr>
<tr>
<td>10/1/14</td>
<td>$18.98</td>
</tr>
<tr>
<td>7/1/15</td>
<td>$19.18</td>
</tr>
<tr>
<td>10/1/15</td>
<td>$19.43</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
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>Period</th>
<th>7/01/12</th>
<th>1/1/13</th>
<th>1/1/14</th>
<th>1/1/15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time**</td>
<td>$3.92</td>
<td>$4.25</td>
<td>$4.53</td>
<td>$4.98</td>
</tr>
<tr>
<td>Part Time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>hired prior to 12/31/07</td>
<td>1.90</td>
<td>2.10</td>
<td>2.28</td>
<td>2.56</td>
</tr>
<tr>
<td>Part Time (hired after 01/01/08)</td>
<td>0.63</td>
<td>0.63</td>
<td>0.55</td>
<td>0.63</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.

### 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.

10-32 BJ
Exterminators, Fumigators

**JOB DESCRIPTION** Exterminators, Fumigators

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12

$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: $1.72

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

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

Fuel Oil Delivery

**JOB DESCRIPTION** Fuel Oil Delivery

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12

$19.44

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

**SUPPLEMENTAL BENEFITS**
Per Hour worked: $1.72

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

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

Guards, Watchmen

**JOB DESCRIPTION** Guards, Watchmen

**DISTRICT** 10

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

**WAGES**
Per hour: 07/01/12

$15.72

**IMPORTANT INFORMATION:**
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**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

 Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

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: 07/01/2012 07/01/2013 07/01/2014
$ 11.00 $ 11.35 $ 11.70

New Hire Rate:
First 180 days only 10.00 10.35 10.70

Regularly scheduled to clean/strip floors: + 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

Per hour worked:

Benefits: (required up to 40 hrs. per week unless otherwise noted)
Full time 30 or more regularly scheduled hours in a week

All employees
Individual .13 .14
Family .27 .27

Additional:
Full time after 180 days 2.45 2.45* 2.45*

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

.62 .68 .76

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** 10

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

**WAGES**
Per hour: 07/01/12
$11.63

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

**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** 10

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

**WAGES**
Per hour: 07/01/12

- Driver-Heavy & Tractor Trailer $19.44
- (capacity of at least 26,000 pounds Gross Vehicle Weight)
- Driver-Light Truck 14.51
- Helper 12.05

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer
JOB DESCRIPTION Stationary Engineer
DISTRICT 10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY
HOLIDAY

Trash and Refuse Removal
JOB DESCRIPTION Trash and Refuse Removal
DISTRICT 10

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
Per Hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>05/01/2013</th>
<th>05/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash, Recycling, Roll-Off and Brush Drivers</td>
<td>$14.00</td>
<td>$14.25</td>
<td>$14.50</td>
</tr>
<tr>
<td>Thrower Helper</td>
<td>$10.00</td>
<td>$10.25</td>
<td>$10.50</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

$5.91* TBD TBD

* 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
4 Personal days after 90 days of service.

**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**
10

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

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

Per Hour: 07/01/2012

Indus. Truck Driver/Tractor Operator
$14.30

Laborer/ non-construction
$12.05

Conveyor operators and tenders
$16.21

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

**SUPPLEMENTAL BENEFITS**
Per hour worked:
$1.72

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

---

**Window Cleaners**

**JOB DESCRIPTION**
Window Cleaners

**DISTRICT**
10

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

**WAGES**
Per hour: 07/01/12

$11.54

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

**SUPPLEMENTAL BENEFITS**
Per hour worked:
$1.72
OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION  Exterminators, Fumigators  
DISTRICT  10

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

WAGES  
Per hour:  07/01/12  
$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:  $1.72

OVERTIME PAY  
See (B, B2) on OVERTIME PAGE

HOLIDAY  
Paid:  See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION  Fuel Oil Delivery  
DISTRICT  10

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

WAGES  
Per hour:  07/01/12  
$19.44

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

SUPPLEMENTAL BENEFITS  
Per Hour worked:  $1.72

OVERTIME PAY  
See (B, B2) on OVERTIME PAGE

HOLIDAY  
Paid:  See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION  Guards, Watchmen  
DISTRICT  10

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

WAGES  
Per hour:  07/01/12  
$15.72

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
Janitor, Porter, Cleaners, Elevator Operator

JOB DESCRIPTION
Janitor, Porter, Cleaners, Elevator Operator

DISTRIBUTION
10

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>
<th>Rate</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>$11.00</td>
<td>$11.35</td>
<td>$11.70</td>
</tr>
<tr>
<td>07/01/2013</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>07/01/2014</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

New Hire Rate:
First 180 days only
10.00
10.35
10.70

Regularly scheduled to clean/strip floors: + 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
Per hour worked:

Benefits: (required up to 40 hrs. per week unless otherwise noted)
Full time 30 or more regularly scheduled hours in a week

All employees
Individual       $ .13
Family           $.27

Additional:
Full time after 180 days 2.45
2.45*
2.45*

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

.62
.68
.76

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** 10

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

**WAGES**
Per hour: 07/01/12
$11.63

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

**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** 10

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

**WAGES**
Per hour: 07/01/12

Driver-Heavy & Tractor Trailer $19.44
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 14.51
Helper 12.05

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

DISTRICT 10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 10

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

Per Hour:

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<th>05/01/2014</th>
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SUPPLEMENTAL BENEFITS

$5.91* TBD TBD

* 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
4 Personal days after 90 days of service.

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
10

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

WAGES
For use with Transfer Station Operation.

Per Hour: 07/01/2012

Indus. Truck Driver/Tractor Operator
$14.30

Laborer/ non-construction
$12.05

Conveyor operators and tenders
$16.21

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners

JOB DESCRIPTION
Window Cleaners

DISTRICT
10

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

WAGES

Per hour: 07/01/2012

$11.54

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72
OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS R&S
Ulster County Article 9

Exterminators, Fumigators

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES Ulster

WAGES
Per hour: 07/01/12

$15.18

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: $1.72

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: 07/01/12

$23.66

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: $1.72

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: 07/01/12

$13.14

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

J O B D E S C R I P T I O N  Janitor, Porter, Cleaners, Elevator Operator

D I S T R I C T  10

E N T I R E C O U N T I E S
Ulster

WAGES
Per hour: 07/01/12

$ 15.05

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance 06/01/2013

J O B D E S C R I P T I O N  Landscape Maintenance

D I S T R I C T  10

E N T I R E C O U N T I E S
Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester

WAGES
Per hour: 07/01/12

$15.31

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

SUPPLEMENTAL BENEFITS
Moving Furniture and Equipment

06/01/2013

**JOB DESCRIPTION**
Moving Furniture and Equipment

**DISTRICT**
10

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

**WAGES**

- Per hour: 07/01/12
  - Driver-Heavy & Tractor Trailer $23.66
    (capacity of at least 26,000 pounds Gross Vehicle Weight)
  - Driver-Light Truck 17.24
  - 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: $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

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

Stationary Engineer

06/01/2013

**JOB DESCRIPTION**
Stationary Engineer

**DISTRICT**
10

**ENTIRE COUNTIES**

**WAGES**

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

**OVERTIME PAY**

**HOLIDAY**

Trash and Refuse Removal

06/01/2013

**JOB DESCRIPTION**
Trash and Refuse Removal

**DISTRICT**
10

**ENTIRE COUNTIES**

**WAGES**

- Per hour: 7/01/2012 09/16/2012 09/16/2013
Chauffer/Truck Driver  \(15.95\)  \(16.19\)  \(16.43\)
(CDL only)
Helper  \(14.87\)  \(15.09\)  \(15.32\)
(NON-CDL Only)

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:

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<th>09/16/2013</th>
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<tbody>
<tr>
<td>Single</td>
<td>$2.45</td>
<td>$2.50</td>
<td>$2.68</td>
<td>$2.74</td>
</tr>
<tr>
<td>Two in family</td>
<td>5.49</td>
<td>5.54</td>
<td>5.98</td>
<td>6.04</td>
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<tr>
<td>Three or more in family</td>
<td>7.69</td>
<td>7.74</td>
<td>8.37</td>
<td>8.43</td>
</tr>
</tbody>
</table>

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.

JOB DESCRIPTION  Trash and Refuse Removal  DISTRICT 10

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

WAGES
For use with Transfer Station Operation.

Per hour: 07/01/2012
Indus. Truck Driver/Tractor Operator  $16.24
Laborer/ non-construction  $13.01
Conveyor operators and tenders  $13.71

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

WINDOW CLEANERS
06/01/2013

JOB DESCRIPTION Window Cleaners

ENTIRE COUNTIES Ulster

WAGES
Per hour: 07/01/12

$15.05

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS R&S - Trans.Station.Ops
Warren County Article 9

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION Exterminators, Fumigators

ENTIRE COUNTIES

WAGES
Per hour: 07/01/2012
$ 14.24

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

SUPPLEMENTAL BENEFITS
Per hour worked: $ 1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION Fuel Oil Delivery

ENTIRE COUNTIES

WAGES
Per hour: 07/01/12
$20.61

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guards, Watchmen

ENTIRE COUNTIES

WAGES
Per hour: 07/01/12
$14.30

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: $1.72

**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** 10

**ENTIRE COUNTIES**
Warren, Washington

**WAGES**
Per Hour 07/01/12

$12.56

---

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

**DISTRICT** 10

**ENTIRE COUNTIES**

**WAGES**
Per hour: 07/01/12

$12.81

---

**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.

---
Moving Furniture and Equipment

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 10

**ENTIRE COUNTIES**

**WAGES**

Per hour: 07/01/12

- Driver-Heavy & Tractor Trailer (capacity of at least 26,000 pounds Gross Vehicle Weight) $20.61
- Driver-Light Truck 15.43
- Helper 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: $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

**JOB DESCRIPTION** Stationary Engineer

**DISTRICT** 10

**ENTIRE COUNTIES**

**WAGES**

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

**OVERTIME PAY**

**HOLIDAY**

Trash and Refuse Removal

**JOB DESCRIPTION** Trash and Refuse Removal

**DISTRICT** 10

**ENTIRE COUNTIES**

**WAGES**

Per hour: 7/01/2012 09/16/2012 09/16/2013

- Chauffer/Truck Driver (CDL only) $15.95 $16.19 $16.43
- Helper (NON-CDL Only) 14.87 15.09 15.32

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></th>
<th>7/01/2012</th>
<th>09/16/2012</th>
<th>01/01/2013</th>
<th>09/16/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$2.45</td>
<td>$2.50</td>
<td>$2.68</td>
<td>$2.74</td>
</tr>
<tr>
<td>Two in family</td>
<td>5.49</td>
<td>5.54</td>
<td>5.98</td>
<td>6.04</td>
</tr>
<tr>
<td>Three or more in family</td>
<td>7.69</td>
<td>7.74</td>
<td>8.37</td>
<td>8.43</td>
</tr>
</tbody>
</table>

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


WAGES For use with Transfer Station Operation.

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$15.98</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$14.18</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$17.38</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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE
Window Cleaners

JOB DESCRIPTION  Window Cleaners

ENTIRE COUNTIES

WAGES
Per hour: 07/01/12
$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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE
WASHINGTON COUNTY ARTICLE 9

Exterminators, Fumigators

JOB DESCRIPTION  Exterminators, Fumigators

ENTIRE COUNTIES

WAGES
Per hour: 07/01/2012

$ 14.24

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

SUPPLEMENTAL BENEFITS
Per hour worked: $ 1.72

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: 07/01/12

$20.61

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: $1.72

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: 07/01/12

$14.30

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-NYS/R&S

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

JOB DESCRIPTION  Janitor, Porter, Cleaners, Elevator Operator
DISTRICT  10

ENTIRE COUNTIES
Warren, Washington

WAGES
Per Hour 07/01/12

$12.56

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

10-NYS/R&S

Landscape Maintenance 06/01/2013

JOB DESCRIPTION  Landscape Maintenance
DISTRICT  10

ENTIRE COUNTIES

WAGES
Per hour: 07/01/12

$12.81

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
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specified in such local law.
Moving Furniture and Equipment

**JOB DESCRIPTION** Moving Furniture and Equipment

**DISTRICT** 10

**ENTIRE COUNTIES**

**WAGES**

Per hour: 07/01/12

Driver-Heavy & Tractor Trailer $20.61
(capacity of at least 26,000 pounds Gross Vehicle Weight)

Driver-Light Truck 15.43

Helper 14.18

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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: $1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

Paid: See (1) on HOLIDAY PAGE

---

Stationary Engineer

**JOB DESCRIPTION** Stationary Engineer

**DISTRICT** 10

**ENTIRE COUNTIES**

**WAGES**

**** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

**OVERTIME PAY**

**HOLIDAY**

---

Trash and Refuse Removal

**JOB DESCRIPTION** Trash and Refuse Removal

**DISTRICT** 10

**ENTIRE COUNTIES**

**WAGES**

Per hour: 7/01/2012 09/16/2012 09/16/2013

Chauffer/Truck Driver (CDL only) $15.95 $16.19 $16.43

Helper (NON-CDL Only) 14.87 15.09 15.32

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.

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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
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- 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.
HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Window Cleaners

JOB DESCRIPTION  Window Cleaners

DISTRICT  10

ENTIRE COUNTIES

WAGES
Per hour: 07/01/12
$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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

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

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION  Exterminators, Fumigators

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

WAGES
Per hour: 07/01/12
$13.68

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION  Fuel Oil Delivery

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

WAGES
Per hour: 07/01/12
$17.77

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION  Guards, Watchmen

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

WAGES
Per hour: 07/01/12
$12.90

IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with 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 | Per hour worked: | $1.72 |

**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>
</tr>
</thead>
<tbody>
<tr>
<td><strong>JOB DESCRIPTION</strong> Janitor, Porter, Cleaners, Elevator Operator</td>
</tr>
<tr>
<td><strong>DISTRICT</strong> 10</td>
</tr>
<tr>
<td><strong>ENTIRE COUNTIES</strong> 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><strong>WAGES</strong></td>
</tr>
<tr>
<td><strong>Per hour:</strong></td>
</tr>
<tr>
<td>07/01/2012</td>
</tr>
<tr>
<td>$11.00</td>
</tr>
</tbody>
</table>

New Hire Rate:
First 180 days only

| 10.00 | 10.35 | 10.70 |

Regularly scheduled to clean/strip floors:

+ 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**

Per hour worked:

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

| Benefits | 07/01/2012 | 07/01/2013 | 07/01/2014 |
| Individual | $ .13 | $ .14 |
| Family | .27 | .27 |

Additional:

| Benefits | 07/01/2012 | 07/01/2013 | 07/01/2014 |
| Full time after 180 days | 2.45 | 2.45* | 2.45* |

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

| .62 | .68 | .76 |

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

Page 348
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.
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

WAGES

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

ENTIRE COUNTIES

WAGES

FOR INFORMATION REGARDING TRASH AND REFUSE REMOVAL RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

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

4 Personal days after 90 days of service.

**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**  10

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

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

Per hour: 07/01/2012

- Indus. Truck Driver/Tractor Operator $15.41
- Laborer/ non-construction $12.71
- Conveyor operators and tenders $15.09

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

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

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

---

**Window Cleaners**

**JOB DESCRIPTION**  Window Cleaners

**DISTRICT**  10

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

**WAGES**
Per hour: 07/01/12

$11.92

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

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

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION  Exterminators, Fumigators  DISTRICT  10

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

WAGES
Per hour:  07/01/2012
          $ 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.

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 06/01/2013

JOB DESCRIPTION  Fuel Oil Delivery  DISTRICT  10

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

10-32 BJ
WAGES
Per hour: 07/01/12

$23.66

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: $1.72

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: 07/01/12

$13.14

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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  Dutchess, Orange, Putnam, Rockland, Sullivan, Westchester

WAGES
Per hour worked

<table>
<thead>
<tr>
<th>Janitor</th>
<th>7/01/12</th>
<th>7/01/13</th>
<th>7/01/14</th>
<th>10/1/14</th>
<th>7/01/15</th>
<th>10/1/15</th>
</tr>
</thead>
</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

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>7/01/12</th>
<th>1/01/13</th>
<th>1/01/14</th>
<th>1/01/15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time**</td>
<td>$3.92</td>
<td>$4.25</td>
<td>$4.53</td>
<td>$4.98</td>
</tr>
<tr>
<td>Part Time(hired prior 12/31/07)</td>
<td>1.90</td>
<td>2.10</td>
<td>2.28</td>
<td>2.56</td>
</tr>
<tr>
<td>Part Time(hired after 01/01/08)</td>
<td>.63</td>
<td>.63</td>
<td>.55</td>
<td>.63</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 rata 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.

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.

10-32 BJ

Landscape Maintenance 06/01/2013

JOB DESCRIPTION Landscape Maintenance

DISTRICT 10

ENTIRE COUNTIES

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

WAGES

Per hour: 07/01/12

$15.31

IMPORTANT INFORMATION:

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

SUPPLEMENTAL BENEFITS

Per hour worked: $1.72
OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Moving Furniture and Equipment 06/01/2013

JOB DESCRIPTION Moving Furniture and Equipment

DISTRICT 10

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

WAGES
Per hour: 07/01/12

Driver-Heavy & Tractor Trailer $23.66 (capacity of at least 26,000 pounds Gross Vehicle Weight)

Driver-Light Truck 17.24

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer 06/01/2013

JOB DESCRIPTION Stationary Engineer

DISTRICT 10


WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES, CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal 06/01/2013

JOB DESCRIPTION Trash and Refuse Removal

DISTRICT 10

ENTIRE COUNTIES Westchester

WAGES

07/01/2012

RESIDENTIAL
Packer Truck Dr  $25.51
Satellite Truck  24.94
Recycling Truck  24.94
Helpers  22.08

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:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with 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 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:**
- **Hired before Feb. 1, 2009**: 4 days a year
- **Hired after Feb. 1, 2009**:
  - 1st year - 1 day
  - 2nd year - 2 days
  - 3rd year - 3 days
  - Beginning 4th yr. 4 days

- **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**

**JOB DESCRIPTION**  Trash and Refuse Removal

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

**WAGES**

**Effective Period:** 07/01/2012 04/01/2013

**MEDICAL WASTE REMOVAL**

<table>
<thead>
<tr>
<th>Role</th>
<th>Rate 07/01/2012</th>
<th>Rate 04/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver (Chauffeur)</td>
<td>$17.75</td>
<td>$18.00</td>
</tr>
<tr>
<td>Helper</td>
<td>$14.00</td>
<td>$14.25</td>
</tr>
<tr>
<td>Tractor Trailer Driver</td>
<td>$20.25</td>
<td>$20.50</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
The following is required addition to the wages.

<table>
<thead>
<tr>
<th>Rate per Hour:</th>
<th>07/01/2012</th>
<th>04/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 8.79</td>
<td>$ 9.34</td>
</tr>
</tbody>
</table>

Vacation:

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 year of service</td>
<td>(10) days</td>
</tr>
<tr>
<td>5 years of service</td>
<td>(15) days</td>
</tr>
<tr>
<td>10 years of service</td>
<td>(16) days</td>
</tr>
<tr>
<td>11 years of service</td>
<td>(17) days</td>
</tr>
<tr>
<td>12 years of service</td>
<td>(18) days</td>
</tr>
<tr>
<td>13 years of service</td>
<td>(19) days</td>
</tr>
<tr>
<td>14 years of service</td>
<td>(20) days</td>
</tr>
<tr>
<td>20 years of service</td>
<td>(21) days</td>
</tr>
<tr>
<td>21 years of service</td>
<td>(22) days</td>
</tr>
<tr>
<td>22 years of service</td>
<td>(23) days</td>
</tr>
<tr>
<td>23 years of service</td>
<td>(24) days</td>
</tr>
<tr>
<td>24 years of service</td>
<td>(25) days</td>
</tr>
<tr>
<td>5 years of service (Hired prior to 12/01/1991)</td>
<td>11 days off with pay</td>
</tr>
<tr>
<td>5 years of service (Hired after 12/01/1991)</td>
<td>10 days off with pay</td>
</tr>
</tbody>
</table>

OVERTIME PAY
See (B, B2, S) on OVERTIME PAGE
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.

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

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JOB DESCRIPTION  Trash and Refuse Removal

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

WAGES
For use with Transfer Station Operation.

<table>
<thead>
<tr>
<th>Per hour:</th>
<th>07/01/2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indus. Truck Driver/Tractor Operator</td>
<td>$ 16.24</td>
</tr>
<tr>
<td>Laborer/ non-construction</td>
<td>$ 13.01</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>$ 13.71</td>
</tr>
</tbody>
</table>

IMPORTANT INFORMATION:

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

SUPPLEMENTAL BENEFITS

Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

---

Window Cleaners

<table>
<thead>
<tr>
<th>06/01/2013</th>
<th>10-NYS/R&amp;S - Trans.Station.Ops</th>
</tr>
</thead>
</table>

Page 359
JOB DESCRIPTION  Window Cleaners

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

WAGES
Per Hour Worked:

Window Cleaner

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/01/12</td>
<td>$18.18</td>
</tr>
<tr>
<td>1/1/13</td>
<td>$18.58</td>
</tr>
<tr>
<td>7/1/14</td>
<td>$18.78</td>
</tr>
<tr>
<td>10/1/14</td>
<td>$18.98</td>
</tr>
<tr>
<td>7/1/15</td>
<td>$19.18</td>
</tr>
<tr>
<td>10/1/15</td>
<td>$19.43</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
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*
Full Time**

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/01/12</td>
<td>$3.92</td>
</tr>
<tr>
<td>1/1/13</td>
<td>$4.25</td>
</tr>
<tr>
<td>1/1/14</td>
<td>$4.53</td>
</tr>
<tr>
<td>1/1/15</td>
<td>$4.98</td>
</tr>
</tbody>
</table>

Part Time

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>12/31/07</td>
<td>1.90</td>
</tr>
<tr>
<td></td>
<td>2.10</td>
</tr>
<tr>
<td></td>
<td>2.28</td>
</tr>
<tr>
<td></td>
<td>2.56</td>
</tr>
</tbody>
</table>

Part Time (hired after 01/01/08)

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0.63</td>
</tr>
<tr>
<td></td>
<td>0.63</td>
</tr>
<tr>
<td></td>
<td>0.55</td>
</tr>
<tr>
<td></td>
<td>0.63</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.

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.

10-32 BJ
Wyoming County Article 9

Exterminators, Fumigators

06/01/2013

JOB DESCRIPTION  Exterminators, Fumigators

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

WAGES
Per hour: 07/01/12

$13.68

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery

06/01/2013

JOB DESCRIPTION  Fuel Oil Delivery

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

WAGES
Per hour: 07/01/12

$17.77

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen

06/01/2013

JOB DESCRIPTION  Guards, Watchmen

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

WAGES
Per hour: 07/01/12

$12.90

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Janitor, Porter, Cleaners, Elevator Operator 06/01/2013

JOB DESCRIPTION Janitor, Porter, Cleaners, Elevator Operator

DISTRICT 10

ENTIRE COUNTIES Genesee, Orleans, Wyoming

WAGES
Per hour: 07/01/12

$11.92

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

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Landscape Maintenance 06/01/2013

JOB DESCRIPTION Landscape Maintenance

DISTRICT 10

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

WAGES
Per hour: 07/01/12

$11.90

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
JOB DESCRIPTION  Moving Furniture and Equipment

DISTRICT  10

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

WAGES

Per hour:  07/01/2012

Driver-Heavy & Tractor Trailer  $17.77
(capacity of at least 26,000 pounds Gross Vehicle Weight)

Driver-Light Truck  15.32

Helper  12.71

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

SUPPLEMENTAL BENEFITS

Per hour worked:  $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
See (1) on HOLIDAY PAGE

JOB DESCRIPTION  Stationary Engineer

DISTRICT  10

ENTIRE COUNTIES

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

JOB DESCRIPTION  Trash and Refuse Removal

DISTRICT  10

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

Per Hour:
Trash, Recycling, Roll-Off and Brush Drivers

<table>
<thead>
<tr>
<th>Date</th>
<th>Indus. Truck Driver/Tractor Operator</th>
<th>Laborer/ non-construction</th>
<th>Conveyor operators and tenders</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>$15.41</td>
<td>$12.71</td>
<td>$15.09</td>
</tr>
<tr>
<td>05/01/2013</td>
<td>$15.41</td>
<td>$12.71</td>
<td>$15.09</td>
</tr>
<tr>
<td>05/01/2014</td>
<td>$15.41</td>
<td>$12.71</td>
<td>$15.09</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

* 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
- 4 Personal days after 90 days of service.

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.

06/01/2013

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.

Per hour: 07/01/2012

Indus. Truck Driver/Tractor Operator $15.41
Laborer/ non-construction $12.71
Conveyor operators and tenders $15.09

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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:  
07/01/12  
$11.92

**IMPORTANT INFORMATION:**

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

**SUPPLEMENTAL BENEFITS**

Per hour worked:  
$1.72

**OVERTIME PAY**

See (B, B2) on OVERTIME PAGE

**HOLIDAY**

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

Exterminators, Fumigators 06/01/2013

JOB DESCRIPTION Exterminators, Fumigators

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

WAGES
Per hour: 07/01/12
$13.68

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Fuel Oil Delivery 06/01/2013

JOB DESCRIPTION Fuel Oil Delivery

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

WAGES
Per hour: 07/01/12
$17.77

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: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Guards, Watchmen 06/01/2013

JOB DESCRIPTION Guards, Watchmen

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

WAGES
Per hour: 07/01/12
$12.90

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

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

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 10

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>07/01/2012</td>
<td>$11.00</td>
</tr>
<tr>
<td>07/01/2013</td>
<td>$11.35</td>
</tr>
<tr>
<td>07/01/2014</td>
<td>$11.70</td>
</tr>
</tbody>
</table>

New Hire Rate:
First 180 days only

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>10.00</td>
</tr>
<tr>
<td>07/01/2013</td>
<td>10.35</td>
</tr>
<tr>
<td>07/01/2014</td>
<td>10.70</td>
</tr>
</tbody>
</table>

Regularly scheduled to clean/strip floors: + 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
Per hour worked:

Benefits: (required up to 40 hrs. per week unless otherwise noted)
Full time 30 or more regularly scheduled hours in a week

<table>
<thead>
<tr>
<th>Group</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$0.13</td>
</tr>
<tr>
<td>Family</td>
<td>$0.27</td>
</tr>
<tr>
<td>Additional:</td>
<td></td>
</tr>
<tr>
<td>Full time</td>
<td></td>
</tr>
<tr>
<td>after 180 days</td>
<td>2.45</td>
</tr>
<tr>
<td></td>
<td>2.45*</td>
</tr>
<tr>
<td></td>
<td>2.45*</td>
</tr>
</tbody>
</table>

* amount may change

Also additional: Employees regularly scheduled to work 1000 hours in a 12 consecutive month period (including sick, vacation & personal hours). If not scheduled then works 1000 hours in 12 consecutive months, payment is required retroactive to first hour.

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/01/2012</td>
<td>.62</td>
</tr>
<tr>
<td>07/01/2013</td>
<td>.68</td>
</tr>
<tr>
<td>07/01/2014</td>
<td>.76</td>
</tr>
</tbody>
</table>

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.

JOB DESCRIPTION Landscape Maintenance
DISTRICT 10

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

WAGES Per hour: 07/01/12
$11.90

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

SUPPLEMENTAL BENEFITS Per hour worked: $1.72

OVERTIME PAY See (B, B2) on OVERTIME PAGE

HOLIDAY Paid: See (1) on HOLIDAY PAGE

JOB DESCRIPTION Moving Furniture and Equipment
DISTRICT 10

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

WAGES Per hour: 07/01/2012

Driver-Heavy & Tractor Trailer $17.77
(capacity of at least 26,000 pounds Gross Vehicle Weight)
Driver-Light Truck 15.32
Helper 12.71

10-200 UNITED
IMPORTANT INFORMATION:
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.

SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

Stationary Engineer

JOB DESCRIPTION Stationary Engineer

District

Entire Counties

WAGES

***** IMPORTANT NOTICE *****

FOR INFORMATION REGARDING STATIONARY ENGINEER RATES,
CONTACT THE NYS DOL BUREAU OF PUBLIC WORK AT (518) 457-5589

OVERTIME PAY

HOLIDAY

Trash and Refuse Removal

JOB DESCRIPTION Trash and Refuse Removal

District

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

Per Hour:

<table>
<thead>
<tr>
<th></th>
<th>07/01/2012</th>
<th>05/01/2013</th>
<th>05/01/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trash, Recycling, Roll-Off and Brush Drivers</td>
<td>$14.00</td>
<td>$14.25</td>
<td>$14.50</td>
</tr>
<tr>
<td>Thrower Helper</td>
<td>$10.00</td>
<td>$10.25</td>
<td>$10.50</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

|          | $5.91* | TBD   | TBD   |

* 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

4 Personal days after 90 days of service.

**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**
10

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

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

Per hour: 07/01/2012

Indus. Truck Driver/Tractor Operator
$15.41

Laborer/ non-construction
$12.71

Conveyor operators and tenders
$15.09

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

**SUPPLEMENTAL BENEFITS**
Per hour worked: $1.72

**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**
10

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

**WAGES**
Per hour: 07/01/12

$11.92

**IMPORTANT INFORMATION:**
Article 9 §230.6. "Prevailing wage" means the wage determined by the fiscal officer to be prevailing for the various classes of building service employees in the locality. In no event shall the basic hourly cash rate of pay be less than the statutory minimum wage established by article nineteen of this chapter, or, in a city with a local law requiring a higher minimum wage on city contract work, less than the minimum wage specified in such local law.
SUPPLEMENTAL BENEFITS
Per hour worked: $1.72

OVERTIME PAY
See (B, B2) on OVERTIME PAGE

HOLIDAY
Paid: See (1) on HOLIDAY PAGE

10-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) 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

(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) Saturday and Sunday 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
NOTE: BENEFITS are PER HOUR WORKED, for each hour worked, unless otherwise noted

(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.
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