Prevailing Wage Rates: Janitors

This chart is a summary of the required janitorial prevailing wage rates adopted by the San Francisco Board of Supervisors. It is based on the Collective Bargaining Agreement between the San Francisco Maintenance Contractors Association and Service Employees International Union, Building Service Employees Union, Local 1877 Division 87. The chart does NOT include all the information contained in the collective bargaining agreement. Bidders/contractors should refer to the agreement which is available on the OLSE website at www.sfgov.org/OLSE (select prevailing wage and then select collective bargaining agreement- janitorial.)

	EMPLOYER PAYMENTS						STRAIGHT-TIME			OVERTIME			
Craft (Journey Level)	Basic Hourly Rate	Health and Welfare	Pension	Vacation (10 days/yr., increases in yr 5 and 12)	E Holidays (10 / year)	F Sick Days (6 / year)	Hours	Total Hourly Rate (G)		1.5 X		2x	
Number of hours worked for any employer in the industry since June 1, 1983													
0-1950	A $ 12.895	B $1207.04 / month	C $ 1.150	D $ 0.496	$ 0.496	$ 0.298	$ 7.500	$ 15.335	+ Monthly Health Trust Fund payment (H)	$ 21.782	+ Monthly Health Trust Fund payment	$ 28.230	+ Monthly health payment
1951-3900	A $ 14.810	B $1207.04 / month	C $ 1.150	D $ 0.570	$ 0.570	$ 0.342	$ 7.500	$ 17.441		$ 24.846		$ 32.251	
3901-4850	A $ 16.735	B $1207.04 / month	C $ 1.150	D $ 0.644	$ 0.644	$ 0.386	$ 7.500	$ 19.559		$ 27.926		$ 36.294	
Over 4850	A $ 18.650	B $1207.04 / month	C $ 1.150	D $ 0.717	$ 0.717	$ 0.430	$ 7.500	$ 21.665		$ 30.990		$ 40.315	

Forepersons with 10 or fewer employees

Number of hours worked for any employer in the industry since June 1, 1983													
0-1950	A $ 13.245	B $1207.04 / month	C $ 1.150	D $ 0.509	$ 0.509	$ 0.306	$ 7.500	$ 15.720	+ Monthly Health Trust Fund payment	$ 22.342	+ Monthly Health Trust Fund payment	$ 28.965	+ Monthly Health Trust Fund payment
1951-3900	A $ 15.160	B $1207.04 / month	C $ 1.150	D $ 0.583	$ 0.583	$ 0.350	$ 7.500	$ 17.826		$ 25.406		$ 32.986	
3901-4850	A $ 17.085	B $1207.04 / month	C $ 1.150	D $ 0.657	$ 0.657	$ 0.394	$ 7.500	$ 19.944		$ 28.486		$ 37.029	
Over 4850	A $ 19.000	B $1207.04 / month	C $ 1.150	D $ 0.731	$ 0.731	$ 0.438	$ 7.500	$ 22.050		$ 31.550		$ 41.050	

Forepersons with more than 10 employees

Number of hours worked for any employer in the industry since June 1, 1983													
0-1950	A $ 13.645	B $1207.04 / month	C $ 1.150	D $ 0.525	$ 0.525	$ 0.315	$ 7.500	$ 16.160	+ Monthly Health Trust Fund payment	$ 22.982	+ Monthly Health Trust Fund payment	$ 29.805	+ Monthly Health Trust Fund payment
1951-3900	A $ 15.560	B $1207.04 / month	C $ 1.150	D $ 0.598	$ 0.598	$ 0.359	$ 7.500	$ 18.266		$ 26.046		$ 33.826	
3901-4850	A $ 17.485	B $1207.04 / month	C $ 1.150	D $ 0.673	$ 0.673	$ 0.404	$ 7.500	$ 20.384		$ 29.126		$ 37.869	
Over 4850	A $ 19.400	B $1207.04 / month	C $ 1.150	D $ 0.746	$ 0.746	$ 0.448	$ 7.500	$ 22.490		$ 32.190		$ 41.890	

Footnotes:

A. There shall be a twenty cent an hour premium for those employees working in the classifications and performing the duties of carpet and rug cleaning. See Section 8 of the Agreement for details.

B. The Health and Welfare amount ($1207.04 per month) is based on the benefit plan contribution rate effective April 2012. This amount is paid for employees who worked at least 90 hours in the previous month. This amount is paid in addition to the total hourly wage rate. See Exhibit B of the Agreement for details.

C. Pension contributions are $8.63 per shift or $1.15 per hour. See Section 16 of the Agreement for details.

D. All employees who have been in the service of the employer continuously for 1 year shall be granted 2 weeks of vacation with pay. After 5 years of continuous employment, employee receives 3 weeks. After 12 years, employee receives 4 weeks of vacation with pay. See Section 10 of the Agreement for details.

E. See Agreement for designated holidays

F. Employees with at least 90 days of service with are also entitled to 3 days of paid funeral leave. See Section 13 of the Agreement for details. Note that the Agreement does not waive the San Francisco Paid Sick Leave Ordinance.

G.The total hourly wage rate on the chart does NOT include the health and welfare amount. The health and welfare amount must be paid, in addition to the total hourly rate, if the employee has worked 90 hours in the previous month.

H. Contractors must also comply with the San Francisco Health Care Security Ordinance (HCSO) if they are a for-profit business employing 20 or more persons per week (including both employees working in and outside of SF) Contractors may also be required to comply with the HCSO even if employees worked less than 90 hours in the previous month. Note that payment of the Health and Welfare fringe benefit requirement in cash (as part of the covered employee's paycheck or otherwise) does not satisfy the Employer Spending Requirement of the HCSO. Please review the complete HCSO requirements on the OLSE website at www.sfgov.org/olse/hcso.