

## Labor and Employment Code Article 102.2 - Window Cleaners

This chart is a summary of the prevailing hourly wage rate and fringe benefits for janitorial window cleaning services.

Rates effective from December 19, 2024 to March 31, 2025.

EMPLOYER PAYMENTS							STRAIGHT-TIME	(H) OVERTIME	
Classification	Basic Hourly Rate	Health & Welfare	Pension	Vacation (varies, shown at 5 years)	Hours		Total Hourly Rate	1.5 X	2 X
<b>Base</b>	<b>A, B, C, D, E \$ 29.85</b>	<b>F \$ 10.79</b>	<b>\$ 5.77</b>	<b>G \$ 1.72</b>	<b>7.5</b>		<b>\$ 48.13</b>	<b>\$ 63.06</b>	<b>\$ 77.98</b>
<i>Trainee 0 - 975 hours</i>	<i>A, C, D, E, F \$ 20.70</i>	<i>\$ -</i>	<i>\$ 5.77</i>	<i>\$ -</i>	<i>7.5</i>		<i>\$ 26.47</i>	<i>\$ 36.82</i>	<i>\$ 47.17</i>
<i>Trainee after 975 hours</i>	<i>A, C, D, E, F \$ 21.70</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.83</i>	<i>7.5</i>		<i>\$ 39.09</i>	<i>\$ 49.94</i>	<i>\$ 60.79</i>
<i>Trainee after 1950 hours</i>	<i>A, C, D, E, F \$ 22.70</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.87</i>	<i>7.5</i>		<i>\$ 40.13</i>	<i>\$ 51.48</i>	<i>\$ 62.83</i>
<i>Trainee after 2925 hours</i>	<i>A, C, D, E, F \$ 23.65</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.91</i>	<i>7.5</i>		<i>\$ 41.12</i>	<i>\$ 52.95</i>	<i>\$ 64.77</i>
<b>Scaffold / Bos'n Chair</b>	<b>A, B, D, E \$ 30.81</b>	<b>F \$ 10.79</b>	<b>\$ 5.77</b>	<b>G \$ 1.78</b>	<b>7.5</b>		<b>\$ 49.15</b>	<b>\$ 64.56</b>	<b>\$ 79.96</b>
<i>Trainee 0 - 975 hours</i>	<i>A, C, D, E, F \$ 21.20</i>	<i>\$ 10.79</i>	<i>\$ 5.77</i>	<i>\$ -</i>	<i>7.5</i>		<i>\$ 37.76</i>	<i>\$ 48.36</i>	<i>\$ 58.96</i>
<i>Trainee after 975 hours</i>	<i>A, C, D, E, F \$ 23.20</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.89</i>	<i>7.5</i>		<i>\$ 40.65</i>	<i>\$ 52.25</i>	<i>\$ 63.85</i>
<i>Trainee after 1950 hours</i>	<i>A, C, D, E, F \$ 24.20</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.93</i>	<i>7.5</i>		<i>\$ 41.69</i>	<i>\$ 53.79</i>	<i>\$ 65.89</i>
<i>Trainee after 2925 hours</i>	<i>A, C, D, E, F \$ 26.11</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 1.00</i>	<i>7.5</i>		<i>\$ 43.67</i>	<i>\$ 56.73</i>	<i>\$ 69.78</i>

### Footnotes

A. Journeyperson rates must be paid to all employees with 3900 hours worked in the window cleaning industry. **The ratio of any 1 trainee to 4 journeyperson window cleaners shall not be exceeded**, except that shops employing less than 4 journeyperson window cleaners may hire not more than 1 trainee.

B. Trainee hours refers to hours worked in the industry in any window cleaner classification.

C. Employees receive a shift premium of \$0.40 per hour for any shift starting after 1:00 P.M.

D. All expenses for travel between jobs shall be paid the by the employer.

E. **Holidays.** Recognized holidays are New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Juneteenth (effective June 19, 2025), Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, Floating Holiday. If a holiday falls on a Saturday or Sunday, it shall be observed on the following Monday. Employees shall be eligible for all holidays except the Floating Holiday after a probationary period of 60 working days. Employees become eligible for the one annual Floating Holiday 1 year after their date of hire with the employer. Employees shall receive a full day's pay for the observance of said holidays. An employee required to work on a holiday shall be paid at the rate of double time in addition to the straight time rate (for a total of 3x pay).

F. Employees are eligible for **Health and Welfare** after working for the employer for at least 975 hours. After meeting this initial requirement, Health and Welfare payments are required for employees who worked 75 hours in the preceding calendar month. Paid vacations, paid holidays, and paid sick leave are considered as hours worked for computing eligibility. Health and Welfare payments are subject to a cap of \$1,752.79 per month. Note that if Health and Welfare payments are not required, other San Francisco benefit requirements, such as the Health Care Security Ordinance and Minimum Compensation Ordinance may still apply.

G. Employees are eligible for Vacation after working for the employer for at least 975 hours. After meeting this initial requirement, payments are required any month in which the employee works 75 hours. Vacation rates shown below may be prorated for trainees. Paid vacations, paid holidays, and paid sick leave are considered as hours worked for computing eligibility.

Vacation Rates	975 Hours - 2 Years	2+ Years	5+ Years	12+ Years
Base	\$ 1.15	\$ 1.38	\$ 1.72	\$ 2.30
Scaffold / Bos'n Chair	\$ 1.19	\$ 1.42	\$ 1.78	\$ 2.37

H. **Overtime.** 1.5X Overtime is due after 7.5 hours in a day or 37.5 hours in a workweek or on a Saturday provided the employee has worked 37.5 hours in the preceding Monday-Friday.

**1.5X Overtime Calculation:** 1.5X overtime rates = (1.5\*basic hourly rate) + Health & Welfare + Pension + Vacation. Double-time is due after 12 hours in a day and on Sundays provided the employee has worked 37.5 hours in the preceding Monday-Friday. **2X Overtime Calculation:** 2X overtime rates = (2\*basic hourly rate) + Health & Welfare + Pension + Vacation.

Note: Seniority-based benefits are calculated using the date of hire in the window cleaning industry.

Table is based on an analysis of the Collective Bargaining Agreement between the San Francisco Window Cleaning Contractors Association and the Window Cleaners Union – Service Employees International Union, United Service Workers West, in effect from April 1, 2023 to September 30, 2028.

## Labor and Employment Code Article 102.2 - Window Cleaners

This chart is a summary of the prevailing hourly wage rate and fringe benefits for janitorial window cleaning services.

Rates effective from April 1, 2025 to March 31, 2026.

EMPLOYER PAYMENTS							STRAIGHT-TIME	(H) OVERTIME	
Classification	Basic Hourly Rate	Health & Welfare	Pension	Vacation (varies, shown at 5 years)	Hours	Total Hourly Rate	1.5 X	2 X	
<b>Base</b>	<b>A, B, C, D, E \$ 31.35</b>	<b>F \$ 10.79</b>	<b>\$ 5.77</b>	<b>G \$ 1.81</b>	<b>7.5</b>	<b>\$ 49.72</b>	<b>\$ 65.40</b>	<b>\$ 81.07</b>	
<i>Trainee 0 - 975 hours</i>	<i>A, C, D, E, F \$ 20.70</i>	<i>\$ -</i>	<i>\$ 5.77</i>	<i>\$ -</i>	<i>7.5</i>	<i>\$ 26.47</i>	<i>\$ 36.82</i>	<i>\$ 47.17</i>	
<i>Trainee after 975 hours</i>	<i>A, C, D, E, F \$ 21.70</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.83</i>	<i>7.5</i>	<i>\$ 39.09</i>	<i>\$ 49.94</i>	<i>\$ 60.79</i>	
<i>Trainee after 1950 hours</i>	<i>A, C, D, E, F \$ 22.70</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.87</i>	<i>7.5</i>	<i>\$ 40.13</i>	<i>\$ 51.48</i>	<i>\$ 62.83</i>	
<i>Trainee after 2925 hours</i>	<i>A, C, D, E, F \$ 23.65</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.91</i>	<i>7.5</i>	<i>\$ 41.12</i>	<i>\$ 52.95</i>	<i>\$ 64.77</i>	
<b>Scaffold / Bos'n Chair</b>	<b>A, B, D, E \$ 32.31</b>	<b>F \$ 10.79</b>	<b>\$ 5.77</b>	<b>G \$ 1.86</b>	<b>7.5</b>	<b>\$ 50.73</b>	<b>\$ 66.89</b>	<b>\$ 83.04</b>	
<i>Trainee 0 - 975 hours</i>	<i>A, C, D, E, F \$ 21.20</i>	<i>\$ 10.79</i>	<i>\$ 5.77</i>	<i>\$ -</i>	<i>7.5</i>	<i>\$ 37.76</i>	<i>\$ 48.36</i>	<i>\$ 58.96</i>	
<i>Trainee after 975 hours</i>	<i>A, C, D, E, F \$ 23.20</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.89</i>	<i>7.5</i>	<i>\$ 40.65</i>	<i>\$ 52.25</i>	<i>\$ 63.85</i>	
<i>Trainee after 1950 hours</i>	<i>A, C, D, E, F \$ 24.20</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.93</i>	<i>7.5</i>	<i>\$ 41.69</i>	<i>\$ 53.79</i>	<i>\$ 65.89</i>	
<i>Trainee after 2925 hours</i>	<i>A, C, D, E, F \$ 26.11</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 1.00</i>	<i>7.5</i>	<i>\$ 43.67</i>	<i>\$ 56.73</i>	<i>\$ 69.78</i>	

### Footnotes

A. Journeyperson rates must be paid to all employees with 3900 hours worked in the window cleaning industry. **The ratio of any 1 trainee to 4 journeyperson window cleaners shall not be exceeded**, except that shops employing less than 4 journeyperson window cleaners may hire not more than 1 trainee.

B. Trainee hours refers to hours worked in the industry in any window cleaner classification.

C. Employees receive a shift premium of \$0.40 per hour for any shift starting after 1:00 P.M.

D. All expenses for travel between jobs shall be paid the by the employer.

E. **Holidays.** Recognized holidays are New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Juneteenth, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, Floating Holiday. If a holiday falls on a Saturday or Sunday, it shall be observed on the following Monday. Employees shall be eligible for all holidays except the Floating Holiday after a probationary period of 60 working days. Employees become eligible for the one annual Floating Holiday 1 year after their date of hire with the employer. Employees shall receive a full day's pay for the observance of said holidays. An employee required to work on a holiday shall be paid at the rate of double time in addition to the straight time rate (for a total of 3x pay).

F. Employees are eligible for **Health and Welfare** after working for the employer for at least 975 hours. After meeting this initial requirement, Health and Welfare payments are required for employees who worked 75 hours in the preceding calendar month. Paid vacations, paid holidays, and paid sick leave are considered as hours worked for computing eligibility. Health and Welfare payments are subject to a cap of \$1,752.79 per month. Note that if Health and Welfare payments are not required, other San Francisco benefit requirements, such as the Health Care Security Ordinance and Minimum Compensation Ordinance may still apply.

G. Employees are eligible for Vacation after working for the employer for at least 975 hours. After meeting this initial requirement, payments are required any month in which the employee works 75 hours. Vacation rates shown below may be prorated for trainees. Paid vacations, paid holidays, and paid sick leave are considered as hours worked for computing eligibility.

Vacation Rates	975 Hours - 2 Years	2+ Years	5+ Years	12+ Years
Base	\$ 1.21	\$ 1.45	\$ 1.81	\$ 2.41
Scaffold / Bos'n Chair	\$ 1.24	\$ 1.49	\$ 1.86	\$ 2.49

H. **Overtime.** 1.5X Overtime is due after 7.5 hours in a day or 37.5 hours in a workweek or on a Saturday provided the employee has worked 37.5 hours in the preceding Monday-Friday.

**1.5X Overtime Calculation:** 1.5X overtime rates = (1.5\*basic hourly rate) + Health & Welfare + Pension + Vacation. Double-time is due after 12 hours in a day and on Sundays provided the employee has worked 37.5 hours in the preceding Monday-Friday. **2X Overtime Calculation:** 2X overtime rates = (2\*basic hourly rate) + Health & Welfare + Pension + Vacation.

Note: Seniority-based benefits are calculated using the date of hire in the window cleaning industry.

Table is based on an analysis of the Collective Bargaining Agreement between the San Francisco Window Cleaning Contractors Association and the Window Cleaners Union – Service Employees International Union, United Service Workers West, in effect from April 1, 2023 to September 30, 2028.

## Labor and Employment Code Article 102.2 - Window Cleaners

This chart is a summary of the prevailing hourly wage rate and fringe benefits for janitorial window cleaning services.

Rates effective from April 1, 2026 to March 31, 2027.

EMPLOYER PAYMENTS							STRAIGHT-TIME	(H) OVERTIME	
Classification	Basic Hourly Rate	Health & Welfare	Pension	Vacation (varies, shown at 5 years)	Hours	Total Hourly Rate	1.5 X	2 X	
<b>Base</b>	<b>A, B, C, D, E \$ 33.35</b>	<b>F \$ 10.79</b>	<b>\$ 5.77</b>	<b>G \$ 1.92</b>	<b>7.5</b>	<b>\$ 51.83</b>	<b>\$ 68.51</b>	<b>\$ 85.18</b>	
<i>Trainee 0 - 975 hours</i>	<i>A, C, D, E, F \$ 20.70</i>	<i>\$ -</i>	<i>\$ 5.77</i>	<i>\$ -</i>	<i>7.5</i>	<i>\$ 26.47</i>	<i>\$ 36.82</i>	<i>\$ 47.17</i>	
<i>Trainee after 975 hours</i>	<i>A, C, D, E, F \$ 21.70</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.83</i>	<i>7.5</i>	<i>\$ 39.09</i>	<i>\$ 49.94</i>	<i>\$ 60.79</i>	
<i>Trainee after 1950 hours</i>	<i>A, C, D, E, F \$ 22.70</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.87</i>	<i>7.5</i>	<i>\$ 40.13</i>	<i>\$ 51.48</i>	<i>\$ 62.83</i>	
<i>Trainee after 2925 hours</i>	<i>A, C, D, E, F \$ 23.65</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.91</i>	<i>7.5</i>	<i>\$ 41.12</i>	<i>\$ 52.95</i>	<i>\$ 64.77</i>	
<b>Scaffold / Bos'n Chair</b>	<b>A, B, D, E \$ 34.31</b>	<b>F \$ 10.79</b>	<b>\$ 5.77</b>	<b>G \$ 1.98</b>	<b>7.5</b>	<b>\$ 52.85</b>	<b>\$ 70.01</b>	<b>\$ 87.16</b>	
<i>Trainee 0 - 975 hours</i>	<i>A, C, D, E, F \$ 21.20</i>	<i>\$ 10.79</i>	<i>\$ 5.77</i>	<i>\$ -</i>	<i>7.5</i>	<i>\$ 37.76</i>	<i>\$ 48.36</i>	<i>\$ 58.96</i>	
<i>Trainee after 975 hours</i>	<i>A, C, D, E, F \$ 23.20</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.89</i>	<i>7.5</i>	<i>\$ 40.65</i>	<i>\$ 52.25</i>	<i>\$ 63.85</i>	
<i>Trainee after 1950 hours</i>	<i>A, C, D, E, F \$ 24.20</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.93</i>	<i>7.5</i>	<i>\$ 41.69</i>	<i>\$ 53.79</i>	<i>\$ 65.89</i>	
<i>Trainee after 2925 hours</i>	<i>A, C, D, E, F \$ 26.11</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 1.00</i>	<i>7.5</i>	<i>\$ 43.67</i>	<i>\$ 56.73</i>	<i>\$ 69.78</i>	

### Footnotes

A. Journeyman rates must be paid to all employees with 3900 hours worked in the window cleaning industry. **The ratio of any 1 trainee to 4 journeyman window cleaners shall not be exceeded**, except that shops employing less than 4 journeyman window cleaners may hire not more than 1 trainee.

B. Trainee hours refers to hours worked in the industry in any window cleaner classification.

C. Employees receive a shift premium of \$0.40 per hour for any shift starting after 1:00 P.M.

D. All expenses for travel between jobs shall be paid the by the employer.

E. **Holidays.** Recognized holidays are New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Juneteenth, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, Floating Holiday. If a holiday falls on a Saturday or Sunday, it shall be observed on the following Monday. Employees shall be eligible for all holidays except the Floating Holiday after a probationary period of 60 working days. Employees become eligible for the one annual Floating Holiday 1 year after their date of hire with the employer. Employees shall receive a full day's pay for the observance of said holidays. An employee required to work on a holiday shall be paid at the rate of double time in addition to the straight time rate (for a total of 3x pay).

F. Employees are eligible for **Health and Welfare** after working for the employer for at least 975 hours. After meeting this initial requirement, Health and Welfare payments are required for employees who worked 75 hours in the preceding calendar month. Paid vacations, paid holidays, and paid sick leave are considered as hours worked for computing eligibility. Health and Welfare payments are subject to a cap of \$1,752.79 per month. Note that if Health and Welfare payments are not required, other San Francisco benefit requirements, such as the Health Care Security Ordinance and Minimum Compensation Ordinance may still apply.

G. Employees are eligible for Vacation after working for the employer for at least 975 hours. After meeting this initial requirement, payments are required any month in which the employee works 75 hours. Vacation rates shown below may be prorated for trainees. Paid vacations, paid holidays, and paid sick leave are considered as hours worked for computing eligibility.

Vacation Rates	975 Hours - 2 Years	2+ Years	5+ Years	12+ Years
Base	\$ 1.28	\$ 1.54	\$ 1.92	\$ 2.57
Scaffold / Bos'n Chair	\$ 1.32	\$ 1.58	\$ 1.98	\$ 2.64

H. **Overtime.** 1.5X Overtime is due after 7.5 hours in a day or 37.5 hours in a workweek or on a Saturday provided the employee has worked 37.5 hours in the preceding Monday-Friday.

**1.5X Overtime Calculation:** 1.5X overtime rates = (1.5\*basic hourly rate) + Health & Welfare + Pension + Vacation. Double-time is due after 12 hours in a day and on Sundays provided the employee has worked 37.5 hours in the preceding Monday-Friday. **2X Overtime Calculation:** 2X overtime rates = (2\*basic hourly rate) + Health & Welfare + Pension + Vacation.

Note: Seniority-based benefits are calculated using the date of hire in the window cleaning industry.

Table is based on an analysis of the Collective Bargaining Agreement between the San Francisco Window Cleaning Contractors Association and the Window Cleaners Union – Service Employees International Union, United Service Workers West, in effect from April 1, 2023 to September 30, 2028.

## Labor and Employment Code Article 102.2 - Window Cleaners

This chart is a summary of the prevailing hourly wage rate and fringe benefits for janitorial window cleaning services.

Rates effective from April 1, 2027 until superseded.

EMPLOYER PAYMENTS							STRAIGHT-TIME	(H) OVERTIME	
Classification	Basic Hourly Rate	Health & Welfare	Pension	Vacation (varies, shown at 5 years)	Hours		Total Hourly Rate	1.5 X	2 X
<b>Base</b>	<b>A, B, C, D, E \$ 35.35</b>	<b>F \$ 10.79</b>	<b>\$ 5.77</b>	<b>G \$ 2.04</b>	<b>7.5</b>		<b>\$ 53.95</b>	<b>\$ 71.63</b>	<b>\$ 89.30</b>
<i>Trainee 0 - 975 hours</i>	<i>A, C, D, E, F \$ 20.70</i>	<i>\$ -</i>	<i>\$ 5.77</i>	<i>\$ -</i>	<i>7.5</i>		<i>\$ 26.47</i>	<i>\$ 36.82</i>	<i>\$ 47.17</i>
<i>Trainee after 975 hours</i>	<i>A, C, D, E, F \$ 21.70</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.83</i>	<i>7.5</i>		<i>\$ 39.09</i>	<i>\$ 49.94</i>	<i>\$ 60.79</i>
<i>Trainee after 1950 hours</i>	<i>A, C, D, E, F \$ 22.70</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.87</i>	<i>7.5</i>		<i>\$ 40.13</i>	<i>\$ 51.48</i>	<i>\$ 62.83</i>
<i>Trainee after 2925 hours</i>	<i>A, C, D, E, F \$ 23.65</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.91</i>	<i>7.5</i>		<i>\$ 41.12</i>	<i>\$ 52.95</i>	<i>\$ 64.77</i>
<b>Scaffold / Bos'n Chair</b>	<b>A, B, D, E \$ 36.31</b>	<b>F \$ 10.79</b>	<b>\$ 5.77</b>	<b>G \$ 2.09</b>	<b>7.5</b>		<b>\$ 54.96</b>	<b>\$ 73.12</b>	<b>\$ 91.27</b>
<i>Trainee 0 - 975 hours</i>	<i>A, C, D, E, F \$ 21.20</i>	<i>\$ 10.79</i>	<i>\$ 5.77</i>	<i>\$ -</i>	<i>7.5</i>		<i>\$ 37.76</i>	<i>\$ 48.36</i>	<i>\$ 58.96</i>
<i>Trainee after 975 hours</i>	<i>A, C, D, E, F \$ 23.20</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.89</i>	<i>7.5</i>		<i>\$ 40.65</i>	<i>\$ 52.25</i>	<i>\$ 63.85</i>
<i>Trainee after 1950 hours</i>	<i>A, C, D, E, F \$ 24.20</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 0.93</i>	<i>7.5</i>		<i>\$ 41.69</i>	<i>\$ 53.79</i>	<i>\$ 65.89</i>
<i>Trainee after 2925 hours</i>	<i>A, C, D, E, F \$ 26.11</i>	<i>F \$ 10.79</i>	<i>\$ 5.77</i>	<i>G \$ 1.00</i>	<i>7.5</i>		<i>\$ 43.67</i>	<i>\$ 56.73</i>	<i>\$ 69.78</i>

### Footnotes

A. Journey person rates must be paid to all employees with 3900 hours worked in the window cleaning industry. **The ratio of any 1 trainee to 4 journey person window cleaners shall not be exceeded**, except that shops employing less than 4 journey person window cleaners may hire not more than 1 trainee.

B. Trainee hours refers to hours worked in the industry in any window cleaner classification.

C. Employees receive a shift premium of \$0.40 per hour for any shift starting after 1:00 P.M.

D. All expenses for travel between jobs shall be paid the by the employer.

E. **Holidays.** Recognized holidays are New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Juneteenth, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, Floating Holiday. If a holiday falls on a Saturday or Sunday, it shall be observed on the following Monday. Employees shall be eligible for all holidays except the Floating Holiday after a probationary period of 60 working days. Employees become eligible for the one annual Floating Holiday 1 year after their date of hire with the employer. Employees shall receive a full day's pay for the observance of said holidays. An employee required to work on a holiday shall be paid at the rate of double time in addition to the straight time rate (for a total of 3x pay).

F. Employees are eligible for **Health and Welfare** after working for the employer for at least 975 hours. After meeting this initial requirement, Health and Welfare payments are required for employees who worked 75 hours in the preceding calendar month. Paid vacations, paid holidays, and paid sick leave are considered as hours worked for computing eligibility. Health and Welfare payments are subject to a cap of \$1,752.79 per month. Note that if Health and Welfare payments are not required, other San Francisco benefit requirements, such as the Health Care Security Ordinance and Minimum Compensation Ordinance may still apply.

G. Employees are eligible for Vacation after working for the employer for at least 975 hours. After meeting this initial requirement, payments are required any month in which the employee works 75 hours. Vacation rates shown below may be prorated for trainees. Paid vacations, paid holidays, and paid sick leave are considered as hours worked for computing eligibility.

Vacation Rates	975 Hours - 2 Years	2+ Years	5+ Years	12+ Years
Base	\$ 1.36	\$ 1.63	\$ 2.04	\$ 2.72
Scaffold / Bos'n Chair	\$ 1.40	\$ 1.68	\$ 2.09	\$ 2.79

H. **Overtime.** 1.5X Overtime is due after 7.5 hours in a day or 37.5 hours in a workweek or on a Saturday provided the employee has worked 37.5 hours in the preceding Monday-Friday.

**1.5X Overtime Calculation:** 1.5X overtime rates = (1.5\*basic hourly rate) + Health & Welfare + Pension + Vacation. Double-time is due after 12 hours in a day and on Sundays provided the employee has worked 37.5 hours in the preceding Monday-Friday. **2X Overtime Calculation:** 2X overtime rates = (2\*basic hourly rate) + Health & Welfare + Pension + Vacation.

Note: Seniority-based benefits are calculated using the date of hire in the window cleaning industry.

Table is based on an analysis of the Collective Bargaining Agreement between the San Francisco Window Cleaning Contractors Association and the Window Cleaners Union – Service Employees International Union, United Service Workers West, in effect from April 1, 2023 to September 30, 2028.