

**SEIU 32BJ Hartford Agreement - Hourly Benefit Costs Effective Jan 2025 through June 2025**

All costs listed below are hourly rates unless otherwise stated.

**Wages**

Light Cleaners	19.50
Heavy Cleaners	19.80
Furniture Handlers	19.90
Window Cleaners	23.83
Janitors	19.80
Health Care Heavy Cleaners	21.80

**Regular Holidays and Birthday**

<i>Holidays</i>	<i>10 days</i>
Light Cleaners	0.75
Heavy Cleaners	0.76
Furniture Handlers	0.77
Window Cleaners	0.92
Janitors	0.76
Health Care Heavy Cleaners	0.84

(9 regular Holidays plus 1 birthday = 10 total)

**Vacation**

	<i>1 year</i>	<i>2 years</i>	<i>5 years</i>	<i>15 years</i>
<i>Vacation Days</i>	<i>5 days</i>	<i>10 days</i>	<i>15 days</i>	<i>20 days</i>
Light Cleaners	0.38	0.75	1.13	1.50
Heavy Cleaners	0.38	0.76	1.14	1.52
Furniture Handlers	0.38	0.77	1.15	1.53
Window Cleaners	0.46	0.92	1.37	1.83
Janitors	0.38	0.76	1.14	1.52
Health Care Heavy Cleaners	0.42	0.84	1.26	1.68

(The length of employment for the purpose of the vacation schedule is computed on the basis of the amount that an employee would be entitled to on December 31 in the year in which vacation is given. The vacation year is January 1 to December 31.)

**Sick/Personal**

	<i>1-10 years</i>	<i>10 years+</i>
<i>Sick / Personal Days</i>	<i>5 Days</i>	<i>6 Days</i>
<i>Number of Days</i>	<i>5</i>	<i>6</i>
Light Cleaners	0.38	0.45
Heavy Cleaners	0.38	0.46
Furniture Handlers	0.38	0.46
Window Cleaners	0.46	0.55
Janitors	0.38	0.46

**Health**

Hourly Health	7.68
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(Health contributions are made for all hours worked; previously capped at 40 hours per week.)

**Pension**

Hourly Pension	0.90	
Health Care Heavy Cleaners	0.02	0.02

(Pension contributions are made for all hours worked; previously capped at 40 hours per week.)

**Legal**

<i>Annual Cost</i>	<i>\$200 per year</i>
Workers with 40 hours weekly	0.10
Workers with 35 hours weekly	0.11
Workers with 30 hours weekly	0.13
Workers with 25 hours weekly	0.15

**Training**

<i>Annual Cost</i>	<i>\$193.56 per year</i>
Workers with 40 hours weekly	0.09
Workers with 35 hours weekly	0.11
Workers with 30 hours weekly	0.12
Workers with 25 hours weekly	0.15

(Note: effective Jan 2011, no employee shall be scheduled to work less than 25 hours weekly)