

## SEIU 32BJ Hartford Agreement - Hourly Benefit Costs Effective January 2020 through June 2020

All costs listed below are hourly rates unless otherwise stated.

### Wages

Light Cleaners	16.40
Heavy Cleaners	16.70
Furniture Handlers	16.80
Window Cleaners	20.73
Janitors	16.70

### Regular Holidays and Birthday

<i>Holidays</i>	<i>9 days</i>
Light Cleaners	0.57
Heavy Cleaners	0.58
Furniture Handlers	0.58
Window Cleaners	0.72
Janitors	0.58

(8 regular Holidays plus 1 birthday = 9 total)

### Vacation

	1 year	2 years	5 years	15 years
<i>Vacation Days</i>	<i>5 days</i>	<i>10 days</i>	<i>15 days</i>	<i>20 days</i>
Light Cleaners	0.32	0.63	0.95	1.26
Heavy Cleaners	0.32	0.64	0.96	1.28
Furniture Handlers	0.32	0.65	0.97	1.29
Window Cleaners	0.40	0.80	1.20	1.59
Janitors	0.32	0.64	0.96	1.28

(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

	1-10 years	10 years+
<i>Sick / Personal Days</i>	<i>4 Days</i>	<i>5 Days</i>
Light Cleaners	0.25	0.32
Heavy Cleaners	0.26	0.32
Furniture Handlers	0.26	0.32
Window Cleaners	0.32	0.40
Janitors	0.26	0.32

### Health

Hourly Health	6.86
---------------	------

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

### Pension

Hourly Pension	0.70
----------------	------

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

### Legal

<i>Annual Cost</i>	<i>\$199.60 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>\$169.60 per year</i>
Workers with 40 hours weekly	0.08
Workers with 35 hours weekly	0.09
Workers with 30 hours weekly	0.11
Workers with 25 hours weekly	0.13

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