

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms  
Director

Division of Wage  
Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 1974-1257

Revision No.: 37

Date of Last Revision: 01/05/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: California

Area: California County of San Francisco

Employed on contract for janitorial services.

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE   |
|-------------------------|----------|--------|
| 11150 - Janitor         |          | 19 .25 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** \$1,154.31 per month per eligible employee. An eligible employee is one who has worked at least 90 hours in the month prior to the month in which previous contribution is due. "90 hours worked" includes straight time hours only, not overtime, and it includes compensable straight hours paid but not worked. Newly hired employees (those that have not been covered under the insurance plan) shall have an effective date of their insurance two months after working one hundred five (105) hours per month. No Employer contribution shall be made during the first three-month period.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 12 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day and Employee's Birthday. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

PENSION: \$8.63 per shift or \$1.15 per hour per employee. Paid vacation, paid holidays and paid sick leave, and straight time worked, including overtime hours, are considered as hours worked in computing pension plan contributions.

SICK PAY: SICK LEAVE: Regular employees who work continuously for the same Employer for at least one (1) full year shall thereafter be entitled to six (6) days sick leave with pay after each year of continuous service and shall accumulate sick leave at the rate of six (6) days per year. Sick leave shall be paid at the rate of seven and one-half (7.5) straight time hours per day and the annual allowance of six (6) days shall be forty-five (45) straight time hours. After the first year of employment, benefits accrue and may be used based on one-half (0.5) day per month. Employees with twelve years of service shall begin accruing sick leave pay at eight (8) days per year. Earned but unused sick leave benefits may be accumulated for five (5) years. Regular employee who has worked continuously for five (5) or more years for the same Employer and has not used sick leave for the five (5) previous years shall, together with the employee's current year's allowance, be entitled to a maximum of thirty-six (36) days sick leave. Any employee who has used sick leave shall be entitled to a lesser amount determined by deducting the number of days of sick leave used in the five (5) previous years, but in no event deducting more than thirty (30) days. Earned sick leave pay shall be granted only in cases of bona fide illness or accident.

BEREAVEMENT LEAVE: In the event of a death in the immediate family of an employee who has at least 90 days service with his Employer (or predecessor contractor at the same Federal facility), he/she shall be granted such time off with pay as is necessary to make arrangements for the funeral and attend same, not to exceed 3 regularly scheduled working days. This provision does not apply if the death occurs during employee's paid vacation, or while employee is on leave of absence, lay-off or sick leave. Immediate family shall be restricted to Father, Mother, Brother, Sister, Spouse, Child, current Mother-in-Law and Father-in-Law, and Legal Guardian and domestic partners. At the request of the Employer, the employee shall furnish a death certificate and proof of relationship. Bereavement leave applies only in instances in which the employee attends the funeral or is required to make funeral arrangements, but is not applicable for other purposes such as settling the estate of the deceased. The Employee may use vacation days or unpaid leave of absence for the additional time after the first three (3) days off up to six months.

ADDITIONAL RATE NOTES:

There shall be a twenty (\$.20) cents an hour premium for those employees working in the classifications and performing the duties of carpet and rug cleaning, (including Wet Shampooing, Dry Cleaning, Dry Foam Shampooing, Steam Shampooing, Rider Operated Power Sweeper and Rider Operated Scrubber).

Foremen who supervise ten or fewer employees shall receive \$0.50 per hour in addition to the wage rate for which they are eligible. Foremen who supervise more than ten employees shall receive \$0.75 per hour in addition to the wage rate for which they are eligible.

The following rates shall apply to employees who are non-permanent and are hired by the Employer. Employees in this category shall be placed in the following categories based on the amount of hours they worked for an Employer since June 1, 1983. (Hours worked for different Employers may not be totaled to gain higher placement on the progression rate.) As the employee reaches the minimum hours in the next highest category, said employee shall receive the next highest rate. The wage rates shall be as follows:

0-1950 hrs. 1951-3900 hrs. 3901-4850 hrs. Over 4850 hrs.

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\$13.315 \$15.290 \$17.275 \$19.250

Part-time employees shall be paid as follows:

For a call of 2 hours or less--2 hours straight time pay. For a call of more than 2 hours---pay for actual hours worked.