

SEIU Local 1877 Justice for Janitors
Los Angeles + Orange County Contract Summary
May 17, 2008

FACT SHEET

ONE MASTER CONTRACT

- Janitors in Los Angeles (4,700) and Orange Counties (2,000) will now be covered under one master contract.

ORANGE COUNTY: WAGES + HEALTHCARE

- Orange County janitors will get a \$3.50/hour total increase, including wages and benefits.
- Orange County janitors' wages will increase from \$8.65/hour to \$10.25 in 2012, when the contract will expire.
- Orange County janitors will maintain their employer-paid family healthcare coverage and for the first time, will receive expanded coverage for dental.
- Orange County janitors won 3 more paid sick days and 2 more paid holidays, bringing the total to 4 paid sick days and 8 paid holidays.

LOS ANGELES: WAGES + HEALTHCARE

- Janitors in downtown and Century City will get a \$3.61/hour total increase, including wages, pension and benefits.
- Janitors in the Westside and other areas of L.A. County (Glendale, Burbank, Pasadena, Encino, Sherman Oaks, Mid-Wilshire, South Bay, Long Beach) will get a \$3.51/hour total increase, including wages and benefits.
- Janitors in the San Gabriel Valley, South Los Angeles and outer parts of the San Fernando Valley, for the first time, can move up to higher paying areas by seniority.
- Los Angeles janitors will maintain their employer-paid family healthcare coverage, including dental, and for the first time, will receive expanded coverage for vision.
- Los Angeles janitors will maintain their 5 paid sick days per year and 8 paid holidays, and will maintain their 20 and 15 paid vacation days in Areas 1 and 2 respectively.
- For the first time, Los Angeles janitors will receive paid bereavement leave, starting with one paid day in 2009 and increasing to two paid days in 2010 and beyond.
- Total employer contribution toward pension for Area 1 janitors will increase \$0.20 over the life of the contract to \$0.30.

BUILDING SKILLS PARTNERSHIP

- Cleaning contractors will contribute \$0.03 per hour per worker in both counties, or \$1,123,178 over the life of the agreement, to the Building Skills Partnership, a project of the Leadership Training & Education Fund

between the California janitors' union SEIU Local 1877 and responsible businesses to build a strong future for building service workers, their families, and communities by advancing skills, opportunities and self-sufficiency. For more info, visit www.buildingskills.org.

MAINTENATNCE COOPERATION TRUST FUND (MCTF)

- Cleaning contactors will contribute \$665,587 more compounded total to the MCTF, a Los Angeles-based industry watchdog group concerned with ensuring high standards in the cleaning industry. For more information read the Los Angeles Times article "Speaking Up for Exploited Workers" published March 3, 2008.

ORANGE COUNTY: WAGES BY YEAR

Ratification – '08	5/01/2009	5/01/2010	5/01/2011
\$8.95/hour	\$9.25/hour	\$9.80/hour	\$10.25/hour

ORANGE COUNTY: WAGE INCREASES BY YEAR

Ratification – '08	5/01/2009	5/01/2010	5/01/2011
\$0.30/hour	\$0.30/hour	\$0.55/hour	\$0.45/hour

LOS ANGELES COUNTY: WAGES BY YEAR

	Ratification – '08	5/01/2009	5/01/2010	5/01/2011
Area 1	\$12.50/hour	\$13.00/hour	\$13.50/hour	\$14.05/hour
Area 2	\$11.20/hour	\$11.70/hour	\$12.25/hour	\$12.85/hour
Area 3	\$8.30/hour	\$8.30/hour	\$8.35/hour	\$8.40/hour

For the first time, janitors in Area 3 can now transfer to Area 2 by seniority.

LOS ANGELES COUNTY: WAGE INCREASES BY YEAR

	Ratification – '08	5/01/2009	5/01/2010	5/01/2011
Area 1	\$0.50/hour	\$0.50/hour	\$0.50/hour	\$0.55/hour
Area 2	\$0.50/hour	\$0.55/hour	\$0.50/hour	\$0.60/hour
Area 3	n/a*	n/a*	\$0.05/hour	\$0.05/hour

For the first time, janitors in Area 3 can now transfer to Area 2 by seniority.

*\$0.30 above statutory minimum wage.

LOS ANGELES COUNTY GEOGRAPHIC AREAS

- AREA 1: 1,200 union janitors who work in downtown L.A. and Century City.
- AREA 2: 3,000 union janitors who work in Santa Monica, Beverly Hills, Brentwood, Westwood, Miracle Mike, San Fernando Valley, Glendale, Pasadena Burbank, South Bay, Long Beach and other parts of L.A. County.
- AREA 3: 500 union janitors who work in the San Gabriel Valley, outer parts of the San Fernando Valley and South Los Angeles.