

# JANITORIAL CONTRACT EXTENSION INCREASES JULY 2020



Group A—accounts in the Core Area,  
traveling wax group, and Sea-Tac Airport

Janitor	Current Rate	Effective January 1, 2021
Start	\$15.70	City of Seattle minimum wage (large employer) rate for all employers
<b>Effective July 1, 2020</b>		
1600 hrs	\$16.30	\$16.55 (\$0.25 increase)
3200 hrs	\$17.30	\$17.75 (\$0.45 increase)
5280 hrs	\$18.15	\$18.70 (\$0.55 increase)
Waxer/Shampoo	Current Rate	Effective January 1, 2021
Start	\$15.80	City of Seattle minimum wage (large employer) rate for all employers
<b>Effective July 1, 2020</b>		
1600 hrs	\$17.25	\$17.50 (\$0.25 increase)

Group B—accounts in the City of Bellevue

Janitor	Current Rate	Effective July 1, 2020
Start	\$15.70	\$16.00 (\$0.30 increase)
1600 hrs	\$16.85	\$17.05 (\$0.25 increase)
3200 hrs	\$17.35	\$17.80 (\$0.45 increase)
5280 hrs	\$17.55	\$18.10 (\$0.55 increase)
Waxer/Shampoo	Current Rate	Effective July 1, 2020
Start	\$15.80	\$16.00 (\$0.20 increase)
1600 hrs	\$17.90	\$18.15 (\$0.25 increase)
2080 hrs	\$18.15	\$18.60 (\$0.45 increase)

Group C—accounts in Outer King County,  
excluding groups "A" & "B"

Janitor	Current Rate	Effective July 1, 2020
Start	\$15.55	\$15.85 (\$0.30 increase)
1600 hrs	\$16.30	\$16.55 (\$0.25 increase)
3200 hrs	\$16.70	\$17.15 (\$0.45 increase)
5280 hrs	\$16.90	\$17.45 (\$0.55 increase)
Waxer/Shampoo	Current Rate	Effective July 1, 2020
Start	\$15.65	\$15.85 (\$0.20 increase)
1600 hrs	\$17.35	\$17.60 (\$0.25 increase)
2080 hrs	\$17.55	\$18.00 (\$0.45 increase)

## PENSION



- Employer will increase pension contribution by 15¢ per hour starting July 1, 2020

## HEALTH & SAFETY COVID-19 AGREEMENT

- Employer will provide PPE in keeping with federal, state and local regulations.
- Employer will ensure supervisors are trained on regulations and keep workers informed.
- Reasonable efforts will be made to ensure breakrooms and clock in/out areas are disinfected and allow workers to use additional approved areas for breaks and lunch.
- Upon learning an employee or an individual who visited an area tested positive for COVID-19, the employer will notify affected workers.
- There will be no retaliation against an employee for refusing to enter any area where a COVID-19 infected person frequented.
- Employers will provide temperature taking policies to workers in writing before checking workers for fevers.
- Workers who are sent home due to fever will have access to any of their available sick leave or vacation time.
- If a worker is directed to self-isolate they will first access any available "State Relief" before having to access earned benefits. If no "State Relief" is available they shall have access to short term disability if eligible.
- Workers shall be allowed to use their earned time off at their own discretion.