



VICTORY!

32BJ Philadelphia Janitors Win Strongest Contract Ever

Highlights:

- 15.5% increase in wages over life of contract
- No more premium sharing for health care
- More personal and vacation leave
- Higher wages for temporary “supplemental” workers
- More money for pensions, improved benefit
- New 401(k) plan for engineers

BOLR Class 1 Worker:

- Full employer-paid family health care– no premium sharing!

	Current	2008	2009	2010	2011
Wages per week (30 hrs)	\$399.30	\$414.07	\$428.57	\$443.57	\$461.31
Wages per week (40 hrs)	\$532.40	\$552.10	\$571.42	\$591.42	\$615.08
Health Fund (monthly contribution)	\$735	\$803	\$876	\$957	\$1045
Personal days	3	4	4	4	4
Vacation	varies	2 extra days for those with 5-10 yrs exp.			

(over)

BOLR Class 2 Worker:

- Full employer-paid family health care– no premium sharing!

	Current	2008	2009	2010	2011
Wages per week (40 hrs)	\$567.60	\$588.60	\$609.20	\$630.52	\$655.75
Health Fund (monthly contribution)	\$735	\$803	\$876	\$957	\$1045
Personal days	3	4	4	4	4
Vacation	varies	2 extra days for those with 5-10 yrs exp.			

BMCA Cleaner:

- Full employer-paid single health care coverage for full-timers!

	Current	2008	2009	2010	2011
Wages per week (40 hrs)	\$516	\$535.09	\$553.82	\$573.20	\$596.13
Wages per week (20 hrs)	\$258	\$267.55	\$276.91	\$286.60	\$298.07
Health Fund (monthly contribution)	\$365	\$363	\$406	\$455	\$510
Personal days	2	3	3	3	3

Engineers:

- Full employer-paid family health care– no premium sharing!

	Current	2008	2009	2010	2011
Wages per week (40 hrs)	\$760.00	\$788.12	\$815.70	\$844.25	\$878.20
Health Fund (monthly contribution)	\$735	\$803	\$876	\$957	\$1045
401(k) plan	\$0	25% employer match up to \$800/yr			
Personal days	3	4	4	4	4
Vacation	varies	2 extra days for those with 5-10 yrs exp.			