**Strong Wage Increases**

Our agreement guarantees a yearly wage increase of 50 cents per hour—a $2.00 increase over the four years of the contract.

A $2.00 hourly increase means that by the end of this agreement, covered cleaners will earn:

- $Over 4,000 more per year working 40 hours per week,
- $Over 2,500 more per year working 25 hours per week,
- $Over 2,000 more per year working 20 hours per week.

**Future Wage Rates for Currently Working Cleaners**

<table>
<thead>
<tr>
<th></th>
<th>7/1/16</th>
<th>7/1/17</th>
<th>7/1/18</th>
<th>7/1/19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time Cleaner</td>
<td>15.10</td>
<td>15.60</td>
<td>16.10</td>
<td>16.60</td>
</tr>
<tr>
<td>Part Time Cleaner</td>
<td>14.60</td>
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<td>16.10</td>
</tr>
<tr>
<td>Day Porter</td>
<td>15.40</td>
<td>15.90</td>
<td>16.40</td>
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</tr>
</tbody>
</table>

**Full Time Work**

This agreement will create up to 700 full time job opportunities with employer-paid health insurance in the 80 largest buildings in DC in 2017.

In addition to health insurance, full time work will provide covered cleaners with access to more hours—meaning more money to support their families.
Sick Days

Cleaners in Washington, DC maintained seven sick days guaranteed by a DC law that 32BJ fought for and passed.

Legal Services Fund

Beginning July 1, 2018, covered cleaners will have access to the 32BJ Legal Services Fund. The Legal Services Fund provides free legal services to enrollees concerning issues such as immigration, family and matrimonial matters, housing law and some criminal cases.

Maintained Part-Time Wrap Around Benefit

As a part of this overall settlement, for one year beginning in July 2017, the “wrap around” benefits available to part-time workers will provide reduced family dental and life insurance benefits and eliminate the family vision benefit. The full benefit will be restored by July of 2018.

Workplace Strength

Shop Stewards who are night cleaners can be released from work with pay for one day a year for training.

More Members, More Union Power

Our new agreement provides a process to organize workers in airports and higher educational facilities.

Enhanced Layoff & Recall Rights

Our new agreement includes language that ensures contractors must offer positions to covered cleaners on the layoff list before hiring from outside.
Larger Annual Wage Increases

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<tbody>
<tr>
<td>Full Time Cleaner</td>
<td>13.70</td>
<td>14.20</td>
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<td>15.20</td>
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<tr>
<td>Part Time Cleaner</td>
<td>13.20</td>
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</tr>
<tr>
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<td>14.00</td>
<td>14.50</td>
<td>15.00</td>
<td>15.50</td>
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</tbody>
</table>

*Start Rate: New part time cleaners can be paid a rate $1.00 below the Part Time rate for no longer than 12 months.*

**One Additional Sick Day**

Beginning on January 1, 2016, covered cleaners in Baltimore will have four sick days.
**Legal Services Fund**

Beginning July 1, 2018, covered cleaners will have access to the 32BJ Legal Services Fund. The Legal Services Fund provides free legal services to enrollees concerning issues such as immigration, family and matrimonial matters, housing law and some criminal cases.

**Maintained Part-Time Wrap Around Benefit**

The wrap around benefit provides for family dental and life insurance.

**Workplace Strength**

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Our new agreement provides a process to organize workers in airports and higher educational facilities.

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Montgomery County Tentative Agreement Highlights

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*Start Rate: New part time cleaners can be paid a rate $1.00 below the Part Time rate for no longer than 12 months until July 1, 2019. Starting on July 1, 2019, newly hired part time cleaners can be paid no less than $0.50 below the Part Time rate.

One New Sick Day Annually – With 7 Sick Days by 2019

<table>
<thead>
<tr>
<th># of Sick Days</th>
<th>1/1/16</th>
<th>1/1/17</th>
<th>1/1/18</th>
<th>1/1/19</th>
</tr>
</thead>
<tbody>
<tr>
<td># of Sick Days</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
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Montgomery County Tentative Agreement Highlights

Legal Services Fund

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Northern Virginia Tentative Agreement Highlights

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**One Additional Sick Day**

Beginning on January 1, 2016, covered cleaners in Northern Virginia will have four sick days.
Northern Virginia Tentative Agreement Highlights

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