

Attachment A

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA PUBLIC UTILITIES CODE, SECTIONS 465, 466 AND 467

Determination: STC-2021-1
Issue Date of Determination: December 22, 2021
2019-1

Reference: 22-1877-2
Supersedes Det: STC-

Expiration Date of Determination: April 30, 2024*. Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days from the expiration date if no subsequent determination is issued.

Locality: Santa Clara County
Craft: Janitor/Cleaner

Wage Rates:	<u>Classification</u>		<u>Basic Straight-Time Hourly Rate</u>
	Janitor/Cleaner	Expires 4/30/2022	\$18.25
		Effective 5/1/2022	\$19.25
		Effective 5/1/2023	\$20.00

Employer Payments: (Public Utilities Code Section 465)

<u>Health & Welfare:</u>	\$8.25 per hour after 24 months of service.
<u>Paid Holidays:</u> service. Effective 5/1/2022 service. Effective 1/1/2023 service. Effective 5/1/2023 service. Effective 1/1/2024 of service.	Five (5) holidays per year or \$0.35 per hour after 60 days of Five (5) holidays per year or \$0.37 per hour after 60 days of Six (6) holidays per year or \$0.44 per hour after 60 days of Six (6) holidays per year or \$0.46 per hour after 60 days of Seven (7) holidays per year or \$0.54 per hour after 60 days
<u>Pension:</u> Effective 5/1/2023	\$0.15 per hour after 90 days of service. \$0.30 per hour after 90 days of service.
<u>Paid Vacation:</u> Effective 5/1/2022 Effective 5/1/2023	Five (5) days after 1 year of service or \$0.35 per hour Ten (10) days after 3 years of service or \$0.70 per hour Fifteen (15) days after 12 years of service or \$1.05 per hour. Five (5) days after 1 year of service or \$0.37 per hour Ten (10) days after 3 years of service or \$0.74 per hour Fifteen (15) days after 12 years of service or \$1.11 per hour. Five (5) days after 1 year of service or \$0.38 per hour Ten (10) days after 3 years of service or \$0.77 per hour Fifteen (15) days after 10 years of service or \$1.15 per hour.
<u>Paid Sick Leave:</u> Effective 5/1/2022 Effective 5/1/2023	Three (3) days or \$0.21 per hour. Three (3) days or \$0.22 per hour. Three (3) days or \$0.23 per hour.

<u>Training:</u>	\$0.075 per hour.
Effective 5/1/2022	\$0.08 per hour.
Effective 5/1/2023	\$0.085 per hour.

<u>Other Payment:</u>	\$0.05 per hour to Industry Investigation Fund.
Effective 5/1/2022	\$0.06 per hour to Industry Investigation Fund.
Effective 5/1/2023	\$0.07 per hour to Industry Investigation Fund.

Bereavement Leave: Three (3) days paid leave and covers immediate family members (mother, father, spouse, son, daughter, brother, sister, grandmother, grandfather, grandson, granddaughter, and registered domestic partner).

Recognized Holidays: New Year's Day, 4th of July, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. If a holiday falls on a Saturday, it shall be observed either on Friday or Saturday as determined by the employer. Effective 2023, add Memorial Day. Effective 2024, add President's Day.

Straight-time Hours: Eight (8) hours per day. A week's work shall consist of five (5) consecutive days.

Overtime Rate: All work performed in excess of 8 hours per day and on the 6th day shall be paid at one and one-half times (1½) the basic hourly rate. All work performed on the 7th day shall be paid double (2x) the straight-time hourly rate. Work on a holiday shall be paid at one and one-half (1½) times the basic hourly rate in addition to the regular day's pay.

Travel and Subsistence: Employees required to furnish own vehicle between locations shall be reimbursed at the rate of the standard IRS mileage rate.