

San Francisco Administrative Code Section 21C.10 - Loading and Unloading

This chart is submitted to show the prevailing wage hourly wage rate and fringe benefits for loading, unloading, and driving commercial vehicles on City property for a Show or a Special Event.

Rates effective from 2/3/2023 until 3/31/2023.

CRAFT (JOURNEY LEVEL)	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME HOURLY RATE						
	A, B	Basic Hourly Rate	C	Health & Welfare	Pension	Training	D	Vacation (Varies. Full-time employee at 5 years shown)	HOURS	TOTAL HOURLY RATE	E	1.5 X	F	2 X
Drivers		\$ 39.27		\$16.20	\$10.14	\$ 0.25		\$ 2.19	8.0	\$ 68.05		\$ 87.69		\$ 107.32
Forklift Operators		\$ 38.27		\$16.20	\$10.14	\$ 0.25		\$ 2.15	8.0	\$ 67.01		\$ 86.15		\$ 105.28
Helpers		\$ 37.95		\$16.20	\$10.14	\$ 0.25		\$ 2.13	8.0	\$ 66.67		\$ 85.65		\$ 104.62

21C.10 Table Footnotes

A. Holidays: Employees who worked at least 1500 hours in the prior calendar year receive all of the following paid holidays: New Year's Day, Presidents' Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Eve, Christmas Day, Day after Christmas, the Individual Employee's Birthday, and a Floating Holiday. Holidays that fall on a Sunday will be recognized and observed on the following Monday. Employees shall receive a full day's pay for the observance of said holidays. An employee required to work on a holiday shall be paid at the 2X overtime rate. Employees who worked fewer than 1500 hours in the prior calendar year receive the following number of paid holidays: 400-629 hours in the prior calendar year - 3 paid holidays. 630-1049 hours - 5 paid holidays. 1050-1264 hours - 7 paid holidays. 1265-1499 hours - 9 paid holidays. The employer shall, by each January 31, notify the employee of the previous year's qualifying hours. The employee will advise the employer by February 10 of the holidays they will want to be paid.

B. Minimum guaranteed hours for a shift shall be 8 hours, except that the guarantee shall be six hours on the first day of the break of the trade show or convention, and the guarantee shall be 4 hours for shifts starting after 7:01 PM.

C. Payable up to a maximum of \$2,807 per month until 1.1.2023 then \$16.60 per hour capped at \$2,876 per month.

D. Vacation Rates: If an employee worked at least 1500 hours in the prior calendar year, the employee earns 100% of the following vacation rates:

Craft	Years of Service				
	0-1 Years	1+ Years	3+ Years	10+ Years	20+ Years
Drivers	\$0.00	\$1.51	\$2.27	\$3.02	\$3.78
Forklift Operators	\$0.00	\$1.47	\$2.21	\$2.94	\$3.68
Helpers	\$0.00	\$1.46	\$2.19	\$2.92	\$3.65

For employees with 3 or more years of service who did not work 1500 hours in the prior calendar year, vacation rates are a percentage of those shown above. Employees with 630 to 1049 hours in the prior calendar year receive 40% of rates shown; those with 1050 to 1264 hours receive 60%; and those with 1265 to 1499 hours receive 80%.

For employees with 1-3 years of service who did not work 1500 hours in the prior calendar year, vacation rates are a percentage of those shown above. Employees with 700-1039 hours in the prior calendar year receive 20% of the rate shown; those with 1040 to 1499 hours receive 50%.

Footnotes continued on the following page.

21C.10 Footnotes Continued

E. 1.5X Overtime = (1.5 x Basic Hourly Rate) + Health & Welfare + Pension + Training + Vacation. Employees shall be paid time 1.5X Overtime Rates for work on Saturdays. Drivers shall have a minimum guaranteed shift of 6 hours for work starting between 8:00 A.M and 3 P.M. on Saturdays and a minimum guaranteed shift of 4 hours for work starting before 8:00 A.M. and after 3:00 P.M. on Saturdays. Helpers shall have a minimum guaranteed shift of 4 hours on Saturdays.

F. 2X Overtime = (2 x basic hourly rate) + Health & Welfare + Pension + Training + Vacation. All Sunday and holiday work will be paid at 2X Overtime, with a 4 hour minimum guaranteed shift.

The table is based on the Collective Bargaining Agreement between Freeman Exposition Inc., GES/Global Experience Specialists, Curtin Convention & Exposition Services, Inc. and Teamsters Local 2785, Local 853 and Local 70 in effect for signatories from April 1, 2017 to March 31, 2022.

San Francisco Administrative Code Section 21C.10 - Loading and Unloading

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Effective from 4/1/2023 until 3/31/2024

CRAFT (JOURNEY LEVEL)	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME HOURLY RATE					
	A, B	Basic Hourly Rate	C	Health & Welfare	Pension	Training	D	Vacation (Varies. Full-time employee at 5 years shown)	HOURS	TOTAL HOURLY RATE	E	1.5 X	F	2 X
Drivers		\$ 40.52		\$16.60	\$10.69	\$ 0.25		\$2.34	8.0	\$ 70.40		\$ 90.66		\$ 110.92
Forklift Operators		\$ 39.27		\$16.60	\$10.69	\$ 0.25		\$2.27	8.0	\$ 69.08		\$ 88.71		\$ 108.35
Helpers		\$ 38.95		\$16.60	\$10.69	\$ 0.25		\$2.25	8.0	\$ 68.74		\$ 88.21		\$ 107.69

21C.10 Table Footnotes

A. Holidays: Employees who worked at least 1500 hours in the prior calendar year receive all of the following paid holidays: New Year's Day, Presidents' Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Eve, Christmas Day, Day after Christmas, the Individual Employee's Birthday, and a Floating Holiday. Holidays that fall on a Sunday will be recognized and observed on the following Monday. Employees shall receive a full day's pay for the observance of said holidays. An employee required to work on a holiday shall be paid at the 2X overtime rate. Employees who worked fewer than 1500 hours in the prior calendar year receive the following number of paid holidays: 400-629 hours in the prior calendar year - 3 paid holidays. 630-1049 hours - 5 paid holidays. 1050-1264 hours - 7 paid holidays. 1265-1499 hours - 9 paid holidays. The employer shall, by each January 31, notify the employee of the previous year's qualifying hours. The employee will advise the employer by February 10 of the holidays they will want to be paid.

B. Minimum guaranteed hours for a shift shall be 8 hours, except that the guarantee shall be six hours on the first day of the break of the trade show or convention, and the guarantee shall be 4 hours for shifts starting after 7:01 PM.

C. Payable up to a maximum of \$2,807 per month until 12.31.2023, then, beginning 1.1.2024 hourly rate is \$17.02 and maximum per month is \$2,946

D. Vacation Rates: If an employee worked at least 1500 hours in the prior calendar year, the employee earns 100% of the following vacation rates:

Craft	Years of Service				
	0-1 Years	1+ Years	3+ Years	10+ Years	20+ Years
Drivers	\$0.00	\$1.56	\$2.34	\$3.12	\$3.90
Forklift Operators	\$0.00	\$1.51	\$2.27	\$3.02	\$3.78
Helpers	\$0.00	\$1.50	\$2.25	\$3.00	\$3.75

For employees with 3 or more years of service who did not work 1500 hours in the prior calendar year, vacation rates are a percentage of those shown above. Employees with 630 to 1049 hours in the prior calendar year receive 40% of rates shown; those with 1050 to 1264 hours receive 60%; and those with 1265 to 1499 hours receive 80%.

For employees with 1-3 years of service who did not work 1500 hours in the prior calendar year, vacation rates are a percentage of those shown above. Employees with 700-1039 hours in the prior calendar year receive 20% of the rate shown; those with 1040 to 1499 hours receive 50%.

Footnotes continued on the following page.

21C.10 Footnotes Continued

E. 1.5X Overtime = (1.5 x Basic Hourly Rate) + Health & Welfare + Pension + Training + Vacation. Employees shall be paid time 1.5X Overtime Rates for work on Saturdays. Drivers shall have a minimum guaranteed shift of 6 hours for work starting between 8:00 A.M and 3 P.M. on Saturdays and a minimum guaranteed shift of 4 hours for work starting before 8:00 A.M. and after 3:00 P.M. on Saturdays. Helpers shall have a minimum guaranteed shift of 4 hours on Saturdays.

F. 2X Overtime = (2 x basic hourly rate) + Health & Welfare + Pension + Training + Vacation. All Sunday and holiday work will be paid at 2X Overtime, with a 4 hour minimum guaranteed shift.

The table is based on the Collective Bargaining Agreement between Freeman Exposition Inc., GES/Global Experience Specialists, Curtin Convention & Exposition Services, Inc. and Teamsters Local 2785, Local 853 and Local 70 in effect for signatories from April 1, 2017 to March 31, 2022.

San Francisco Administrative Code Section 21C.10 - Loading and Unloading

This chart is submitted to show the prevailing wage hourly wage rate and fringe benefits for loading, unloading, and driving commercial vehicles on City property for a Show or a Special Event.

Effective from 4/1/2024 until 3/31/2025

CRAFT (JOURNEY LEVEL)	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME HOURLY RATE					
	A, B	Basic Hourly Rate	C	Health & Welfare	Pension	Training	D	Vacation (Varies. Full-time employee at 5 years shown)	HOURS	TOTAL HOURLY RATE	E	1.5 X	F	2 X
Drivers		\$ 41.77		\$16.60	\$10.69	\$ 0.25		\$2.34	8.0	\$ 71.65		\$ 92.53		\$ 113.42
Forklift Operators		\$ 40.27		\$16.60	\$10.69	\$ 0.25		\$2.27	8.0	\$ 70.08		\$ 90.21		\$ 110.35
Helpers		\$ 39.95		\$16.60	\$10.69	\$ 0.25		\$2.25	8.0	\$ 69.74		\$ 89.71		\$ 109.69

21C.10 Table Footnotes

A. Holidays: Employees who worked at least 1500 hours in the prior calendar year receive all of the following paid holidays: New Year's Day, Presidents' Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Eve, Christmas Day, Day after Christmas, the Individual Employee's Birthday, and a Floating Holiday. Holidays that fall on a Sunday will be recognized and observed on the following Monday. Employees shall receive a full day's pay for the observance of said holidays. An employee required to work on a holiday shall be paid at the 2X overtime rate. Employees who worked fewer than 1500 hours in the prior calendar year receive the following number of paid holidays: 400-629 hours in the prior calendar year - 3 paid holidays. 630-1049 hours - 5 paid holidays. 1050-1264 hours - 7 paid holidays. 1265-1499 hours - 9 paid holidays. The employer shall, by each January 31, notify the employee of the previous year's qualifying hours. The employee will advise the employer by February 10 of the holidays they will want to be paid.

B. Minimum guaranteed hours for a shift shall be 8 hours, except that the guarantee shall be six hours on the first day of the break of the trade show or convention, and the guarantee shall be 4 hours for shifts starting after 7:01 PM.

C. Payable up to a maximum of \$2,876 per month until 12.31.2023, then, beginning 1.1.2024 hourly rate is \$17.02 and maximum per month is \$2,946

D. Vacation Rates: If an employee worked at least 1500 hours in the prior calendar year, the employee earns 100% of the following vacation rates:

Craft	Years of Service				
	0-1 Years	1+ Years	3+ Years	10+ Years	20+ Years
Drivers	\$0.00	\$1.61	\$2.41	\$3.21	\$4.02
Forklift Operators	\$0.00	\$1.55	\$2.32	\$3.10	\$3.87
Helpers	\$0.00	\$1.54	\$2.30	\$3.07	\$3.84

For employees with 3 or more years of service who did not work 1500 hours in the prior calendar year, vacation rates are a percentage of those shown above. Employees with 630 to 1049 hours in the prior calendar year receive 40% of rates shown; those with 1050 to 1264 hours receive 60%; and those with 1265 to 1499 hours receive 80%.

For employees with 1-3 years of service who did not work 1500 hours in the prior calendar year, vacation rates are a percentage of those shown above. Employees with 700-1039 hours in the prior calendar year receive 20% of the rate shown; those with 1040 to 1499 hours receive 50%.

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