

San Francisco Administrative Code 21C.5 - Solid Waste Hauler

This chart is submitted to show the prevailing hourly wage and fringe benefits for individuals performing solid waste hauling as defined in Section 40191 of the California Public Resources Code and including "recycling" as defined in Section 40180 of the California Public Resources Code.

Rates effective from 2/3/2023 until 12/31/2023.

CLASSIFICATION	EMPLOYER PAYMENTS				STRAIGHT-TIME		F OVERTIME	
	A, B Basic Hourly Rate	C Vacation Varies. Shown at 5 Years	Health & Welfare	Pension	Hours	Total Hourly Rate	1.5 X	2 X
Commercial Driver / Route Leadperson Fantastic 3	\$ 58.57	\$ 3.38	D \$ 12.93	E \$ 17.64	8	\$ 92.52	\$ 121.81	\$ 151.09
Helper/Driver	\$ 55.79	\$ 3.22	D \$ 12.93	E \$ 17.64	8	\$ 89.58	\$ 117.48	\$ 145.37

21C.5 Table Footnotes

A. New Hire Wages: New hires shall work under the applicable percentage in the employee's classification. During 1st 12 months of employment - 80% of hourly wage, vacation, and holiday pay. During 2nd 12 months of employment - 85%. During 3rd 12 months of employment - 90%. After completion of 36 months - 100%.

B. Recognized holidays: New Year's Day, Martin Luther King Day, President's Day, Cinco de Mayo, Memorial Day, July 4th, Employee's Birthday, Labor Day, Indigenous Peoples' Day, Veteran's Day, Thanksgiving Day, Christmas Day. If no work is performed on a holiday, the holiday is paid at 8 hours of straight time. If work is performed on any of the holidays named, the worker shall be paid double time in addition to the straight time pay.

C. Vacation rates vary based on length of employment. No payments are required for the first year of employment.

	1 Year +	2 Years +	4 Years +	7 Years +	12 Years +	20 Years +	25 Years +	30 Years +
Driver Rate	\$ 1.13	\$ 2.26	\$ 3.39	\$ 4.52	\$ 5.65	\$ 6.78	\$ 7.91	\$ 9.04
Helper Rate	\$ 1.07	\$ 2.15	\$ 3.22	\$ 4.29	\$ 5.36	\$ 6.44	\$ 7.51	\$ 8.58

D. Subject to Change: Employees who work 80 hours or more per month receive Health and Welfare payments. Employees are eligible after completing 30 days of employment and working 80 hours in the preceding month.

E. Subject to Change: Base pension contributions for all employees are \$12.36/hour. Employees who work 80 hours or more per month and have been employed for at least 120 days receive pension payments of \$17.64/hour.

F. 1.5X Overtime rates = (1.5 x basic hourly rate) + vacation + health and welfare + pension. 2X Overtime rates = (2 x basic hourly rate) + vacation + health and welfare + pension.

Note 1: Each worker shall receive \$450 for work boots once per year.

Note 2: Employees receive 12 days of sick leave per year, beginning January 1, and unused sick days are paid out in the first pay period after January 1 of the following year at the rate in which the unused hours were accrued.

The rates reflect amounts paid pursuant to the Collective Bargaining Agreement between Recology Sunset & Recology Golden Gate and Sanitary Truck Drivers and Helpers Union Local 350, an affiliate of the International Brotherhood of Teamsters in effect from January 1, 2022 to December 31, 2026.

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This chart is submitted to show the prevailing hourly wage and fringe benefits for individuals performing solid waste hauling as defined in Section 40191 of the California Public Resources Code and including "recycling" as defined in Section 40180 of the California Public Resources Code.

Rates effective from 1/1/2024 until 12/31/2024.

CLASSIFICATION	EMPLOYER PAYMENTS				STRAIGHT-TIME		F OVERTIME	
	A, B Basic Hourly Rate	C Vacation Varies. Shown at 5 Years	Health & Welfare	Pension	Hours	Total Hourly Rate	1.5 X	2 X
Commercial Driver / Route Leadperson Fantastic 3	\$ 60.62	\$ 3.50	D \$ 12.93	E \$ 17.64	8	\$ 94.69	\$ 125.00	\$ 155.31
Helper/Driver	\$ 57.75	\$ 3.33	D \$ 12.93	E \$ 17.64	8	\$ 91.65	\$ 120.53	\$ 149.40

21C.5 Table Footnotes

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B. Recognized holidays: New Year's Day, Martin Luther King Day, President's Day, Cinco de Mayo, Memorial Day, July 4th, Employee's Birthday, Labor Day, Indigenous Peoples' Day, Veteran's Day, Thanksgiving Day, Christmas Day. If no work is performed on a holiday, the holiday is paid at 8 hours of straight time. If work is performed on any of the holidays named, the worker shall be paid double time in addition to the straight time pay.

C. Vacation rates vary based on length of employment. No payments are required for the first year of employment.

	1 Year +	2 Years +	4 Years +	7 Years +	12 Years +	20 Years +	25 Years +	30 Years +
Driver Rate	\$ 1.17	\$ 2.33	\$ 3.50	\$ 4.66	\$ 5.83	\$ 6.99	\$ 8.16	\$ 9.33
Helper Rate	\$ 1.11	\$ 2.22	\$ 3.33	\$ 4.44	\$ 5.55	\$ 6.66	\$ 7.77	\$ 8.88

D. Subject to Change: Employees who work 80 hours or more per month receive Health and Welfare payments. Employees are eligible after completing 30 days of employment and working 80 hours in the preceding month.

E. Subject to Change: Base pension contributions for all employees are \$12.36/hour. Employees who work 80 hours or more per month and have been employed for at least 120 days receive pension payments of \$17.64/hour.

F. 1.5X Overtime rates = (1.5 x basic hourly rate) + vacation + health and welfare + pension. 2X Overtime rates = (2 x basic hourly rate) + vacation + health and welfare + pension.

Note 1: Each worker shall receive \$450 for work boots once per year.

Note 2: Employees receive 12 days of sick leave per year, beginning January 1, and unused sick days are paid out in the first pay period after January 1 of the following year at the rate in which the unused hours were accrued.

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Rates effective from 1/1/2025 until 12/31/2025.

CLASSIFICATION	EMPLOYER PAYMENTS				STRAIGHT-TIME		F OVERTIME	
	A, B Basic Hourly Rate	C Vacation Varies. Shown at 5 Years	Health & Welfare	Pension	Hours	Total Hourly Rate	1.5 X	2 X
Commercial Driver / Route Leadperson Fantastic 3	\$ 62.74	\$ 3.62	D \$ 12.93	E \$ 17.64	8	\$ 96.93	\$ 128.30	\$ 159.67
Helper/Driver	\$ 59.77	\$ 3.45	D \$ 12.93	E \$ 17.64	8	\$ 93.79	\$ 123.68	\$ 153.56

21C.5 Table Footnotes

A. New Hire Wages: New hires shall work under the applicable percentage in the employee's classification. During 1st 12 months of employment - 80% of hourly wage, vacation, and holiday pay. During 2nd 12 months of employment - 85%. During 3rd 12 months of employment - 90%. After completion of 36 months - 100%.

B. Recognized holidays: New Year's Day, Martin Luther King Day, President's Day, Cinco de Mayo, Memorial Day, July 4th, Employee's Birthday, Labor Day, Indigenous Peoples' Day, Veteran's Day, Thanksgiving Day, Christmas Day. If no work is performed on a holiday, the holiday is paid at 8 hours of straight time. If work is performed on any of the holidays named, the worker shall be paid double time in addition to the straight time pay.

C. Vacation rates vary based on length of employment. No payments are required for the first year of employment.

	1 Year +	2 Years +	4 Years +	7 Years +	12 Years +	20 Years +	25 Years +	30 Years +
Driver Rate	\$ 1.21	\$ 2.41	\$ 3.62	\$ 4.83	\$ 6.03	\$ 7.24	\$ 8.45	\$ 9.65
Helper Rate	\$ 1.15	\$ 2.30	\$ 3.45	\$ 4.60	\$ 5.75	\$ 6.90	\$ 8.05	\$ 9.20

D. Subject to Change: Employees who work 80 hours or more per month receive Health and Welfare payments. Employees are eligible after completing 30 days of employment and working 80 hours in the preceding month.

E. Subject to Change: Base pension contributions for all employees are \$12.36/hour. Employees who work 80 hours or more per month and have been employed for at least 120 days receive pension payments of \$17.64/hour.

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Note 1: Each worker shall receive \$450 for work boots once per year.

Note 2: Employees receive 12 days of sick leave per year, beginning January 1, and unused sick days are paid out in the first pay period after January 1 of the following year at the rate in which the unused hours were accrued.

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Rates effective from 1/1/2026 until superseded.

CLASSIFICATION	EMPLOYER PAYMENTS				STRAIGHT-TIME		F OVERTIME	
	A, B Basic Hourly Rate	C Vacation Varies. Shown at 5 Years	Health & Welfare	Pension	Hours	Total Hourly Rate	1.5 X	2 X
Commercial Driver / Route Leadperson Fantastic 3	\$ 64.94	\$ 3.75	D \$ 12.93	E \$ 17.64	8	\$ 99.26	\$ 131.73	\$ 164.20
Helper/Driver	\$ 61.86	\$ 3.57	D \$ 12.93	E \$ 17.64	8	\$ 96.00	\$ 126.93	\$ 157.86

21C.5 Table Footnotes

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C. Vacation rates vary based on length of employment. No payments are required for the first year of employment.

	1 Year +	2 Years +	4 Years +	7 Years +	12 Years +	20 Years +	25 Years +	30 Years +
Driver Rate	\$ 1.25	\$ 2.50	\$ 3.75	\$ 5.00	\$ 6.24	\$ 7.49	\$ 8.74	\$ 9.99
Helper Rate	\$ 1.19	\$ 2.38	\$ 3.57	\$ 4.76	\$ 5.95	\$ 7.14	\$ 8.33	\$ 9.52

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