

New York Security Contractors LOCAL 32BJ CONTRACT VICTORY!



**STRONG WAGE
INCREASES
FOR ALL**



**100% EMPLOYER-PAID
FAMILY HEALTH
INSURANCE**



**NEW HOLIDAYS
& SICK DAYS**

Your 32BJ Contractors Security Bargaining Committee has agreed to a new tentative agreement that protects employer-paid health insurance and improves wages and benefits over the next four years.

You're #AlwaysThere as the first line of defense for New York City, and security officers like you deserve good pay and benefits.

Wage Increases

	7/1/2016	7/1/2017	7/1/2018	1/1/2019	7/1/2019	Total Increase
Increases For All Workers	\$0.50	\$0.50	\$0.55	N/A	\$0.50	\$2.05
Minimum Wage for All Manhattan Sites & Office Buildings in Outer Boroughs	\$13.85	\$14.35	\$14.90	\$15.00	\$15.50	
Minimum Wage for Outer Borough Non-Office Sites	\$12.85	\$13.35	\$13.90	\$15.00	\$15.25	

Improved Benefits

- Won 100% employer-paid family health insurance for all commercial office buildings, effective 7/1/17. All sites that currently have family health coverage will continue to receive it.
- For the first time we won employer retirement contributions into a 401k plan. Employers will contribute \$0.10 per hour effective 1/1/2018 and \$0.15 per hour effective 1/1/2019.
- Employers will provide free training classes for members for their annual 8-hour refresher course effective 1/1/17.

New Holidays & Sick Days

- Adds MLK Day as a paid holiday effective 1/1/2017.
- Adds Labor Day as a paid holiday effective 1/1/2018.
- All workers will now receive 5 paid sick days in the first year of employment and each year thereafter.
- Unused Sick Days will be paid out at the end of each year.

Expanded Organizing Rights

- We won organizing rights for commercial office and non-profit higher education sites in Westchester effective 1/1/2017.