

## Tentative Agreement Summary

**Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL, CIO**  
**Williamsville Custodial Unit 6755, Local #868**  
**June 1, 2024 - June 30, 2027 Collective Bargaining Agreement**  
(Successor to 7/1/2021 - 6/30/2026 Collective Bargaining Agreement)

<u>Article</u>	<u>Title</u>	<u>Summary</u>																																																						
8	Compensation	Effective 6/1/2024, base pay for existing staff increases by an amount equal to the difference between the current starting rate and the new starting rate for the employee's job title. Existing staff also receive a 2.0% base wage increase effective 7/1/2025 and a 2.9% base wage increase effective 7/1/2026.																																																						
18	Duration of the Agreement	The term of this Agreement begins upon ratification and ends at midnight on June 30, 2027.																																																						
Appendix A	Starting Salaries/ Hourly Rates	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;"><u>JOB TITLE</u></th> <th style="text-align: center;"><u>CURRENT STARTING SALARY</u></th> <th style="text-align: center;"><u>NEW STARTING SALARY</u></th> </tr> </thead> <tbody> <tr><td>Lead Maintenance Mechanic</td><td style="text-align: right;">\$51,224</td><td style="text-align: right;">\$57,500.00</td></tr> <tr><td>Carpenter</td><td style="text-align: right;">\$47,511</td><td style="text-align: right;">\$53,500.00</td></tr> <tr><td>Maintenance Mechanic</td><td style="text-align: right;">\$47,511</td><td style="text-align: right;">\$53,500.00</td></tr> <tr><td>HS Head Custodian</td><td style="text-align: right;">\$47,164</td><td style="text-align: right;">\$53,000.00</td></tr> <tr><td>Grounds Crew Chief</td><td style="text-align: right;">\$47,164</td><td style="text-align: right;">\$53,000.00</td></tr> <tr><td>MS Head Custodian</td><td style="text-align: right;">\$45,608</td><td style="text-align: right;">\$51,000.00</td></tr> <tr><td>ES Head Custodian</td><td style="text-align: right;">\$43,694</td><td style="text-align: right;">\$49,000.00</td></tr> <tr><td>Grounds Worker</td><td style="text-align: right;">\$37,955</td><td style="text-align: right;">\$44,500.00</td></tr> <tr><td>Motor Equipment Operator</td><td style="text-align: right;">\$37,955</td><td style="text-align: right;">\$44,500.00</td></tr> <tr><td>Custodian</td><td style="text-align: right;">\$34,922</td><td style="text-align: right;">\$43,000.00</td></tr> <tr><td>Dispatcher</td><td style="text-align: right;">\$38,080</td><td style="text-align: right;">\$43,000.00</td></tr> <tr><td>Laborer</td><td style="text-align: right;">\$32,080</td><td style="text-align: right;">\$40,000.00</td></tr> <tr><td>Cleaner</td><td style="text-align: right;">\$16.50</td><td style="text-align: right;">\$19.00</td></tr> <tr><td>Food Service Helper</td><td style="text-align: right;">\$15.00</td><td style="text-align: right;">\$17.50</td></tr> <tr><td>Cook</td><td style="text-align: right;">\$15.25</td><td style="text-align: right;">\$19.00</td></tr> <tr><td>Cook Manager (ES/MS)</td><td style="text-align: right;">\$16.50</td><td style="text-align: right;">\$22.50</td></tr> <tr><td>Cook Manager (HS)</td><td style="text-align: right;">\$18.00</td><td style="text-align: right;">\$24.00</td></tr> </tbody> </table>	<u>JOB TITLE</u>	<u>CURRENT STARTING SALARY</u>	<u>NEW STARTING SALARY</u>	Lead Maintenance Mechanic	\$51,224	\$57,500.00	Carpenter	\$47,511	\$53,500.00	Maintenance Mechanic	\$47,511	\$53,500.00	HS Head Custodian	\$47,164	\$53,000.00	Grounds Crew Chief	\$47,164	\$53,000.00	MS Head Custodian	\$45,608	\$51,000.00	ES Head Custodian	\$43,694	\$49,000.00	Grounds Worker	\$37,955	\$44,500.00	Motor Equipment Operator	\$37,955	\$44,500.00	Custodian	\$34,922	\$43,000.00	Dispatcher	\$38,080	\$43,000.00	Laborer	\$32,080	\$40,000.00	Cleaner	\$16.50	\$19.00	Food Service Helper	\$15.00	\$17.50	Cook	\$15.25	\$19.00	Cook Manager (ES/MS)	\$16.50	\$22.50	Cook Manager (HS)	\$18.00	\$24.00
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