



District Council 16

Northern California Painters Master Agreement

Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

Effective Date: January 1, 2026

WAGE SCHEDULE A

| | | TAXABLE NET WAGE | DC 16 HEALTH & WELFARE | BAY AREA P&D PENSION (1) | BAY AREA P&D ANNUITY | DC 16 FTINCN | IUPAT FTI | IUPAT LMCI | WORK PRESERVATION | NCPFC INDUSTRY FUND | DC 16 STAR | ADMINISTRATIVE DUES CHECK-OFF (3) | WAGE EQUALITY DUES CHECK-OFF (3) | ORGANIZING DUES CHECK-OFF (3) | UNITY ACTION DUES CHECK- OFF (3) | IUPAT ADMIN DUES CHECK-OFF (3) | VACATION / HOLIDAY (3) | TOTAL PACKAGE | |
|------------------------------|----------------------------|-----------------------|------------------------------|--------------------------------|----------------------------|-----------------|-----------|------------|----------------------|---------------------------|------------|---|--|--|--|---|---------------------------|------------------|----------------|
| PAINTER | | | | | | | | | | | | | | | | | | | |
| 11 | JOURNEYMAN | \$56.10 | \$12.25 | \$7.60 | \$7.52 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$1.68) | (\$2.00) | (\$0.25) | (\$0.05) | (\$0.35) | (\$13.42) | \$85.47 | |
| 12 | FOREMAN (3+ employees) | \$58.10 | \$12.25 | \$7.60 | \$7.52 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$1.74) | (\$2.00) | (\$0.25) | (\$0.05) | (\$0.35) | (\$13.42) | \$87.47 | |
| 13 | FOREMAN (5+ employees) | \$60.10 | \$12.25 | \$7.60 | \$7.52 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$1.80) | (\$2.00) | (\$0.25) | (\$0.05) | (\$0.35) | (\$13.42) | \$89.47 | |
| 14 | FOREMAN (10+ employees) | \$62.10 | \$12.25 | \$7.60 | \$7.52 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$1.86) | (\$2.00) | (\$0.25) | (\$0.05) | (\$0.35) | (\$13.42) | \$91.47 | |
| 15 | SUPERINTENDENT | \$63.10 | \$12.25 | \$7.60 | \$7.52 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$1.89) | (\$2.00) | (\$0.25) | (\$0.05) | (\$0.35) | (\$13.42) | \$92.47 | |
| APPRENTICE PAINTER | | | | | | | | | | | | | | | | | | | |
| 00 | Pre-Apprentice 6 MONTHS | 30% or MWS (2) | \$23.40 | \$12.25 | \$0.00 | \$0.00 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.25 | \$0.25 | (\$0.70) | (\$0.60) | (\$0.25) | (\$0.05) | (\$0.35) | \$0.00 | \$37.45 |
| 01 | 6 MONTHS | 50% | \$28.05 | \$12.25 | \$3.80 | \$3.71 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$0.84) | (\$1.00) | (\$0.25) | (\$0.05) | (\$0.35) | (\$6.71) | \$49.81 |
| 02 | 6 MONTHS | 55% | \$30.86 | \$12.25 | \$4.18 | \$4.09 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$0.93) | (\$1.10) | (\$0.25) | (\$0.05) | (\$0.35) | (\$7.38) | \$53.38 |
| 03 | 6 MONTHS | 60% | \$33.66 | \$12.25 | \$4.56 | \$4.47 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$1.01) | (\$1.20) | (\$0.25) | (\$0.05) | (\$0.35) | (\$8.05) | \$56.94 |
| 04 | 6 MONTHS | 65% | \$36.47 | \$12.25 | \$4.94 | \$4.85 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$1.09) | (\$1.30) | (\$0.25) | (\$0.05) | (\$0.35) | (\$8.72) | \$60.51 |
| 05 | 6 MONTHS | 70% | \$39.27 | \$12.25 | \$5.32 | \$5.23 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$1.18) | (\$1.40) | (\$0.25) | (\$0.05) | (\$0.35) | (\$9.39) | \$64.07 |
| 06 | 6 MONTHS | 75% | \$42.08 | \$12.25 | \$5.70 | \$5.62 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$1.26) | (\$1.50) | (\$0.25) | (\$0.05) | (\$0.35) | (\$10.07) | \$67.65 |
| 07 | 6 MONTHS | 80% | \$44.88 | \$12.25 | \$6.08 | \$6.00 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$1.35) | (\$1.60) | (\$0.25) | (\$0.05) | (\$0.35) | (\$10.74) | \$71.21 |
| 08 | 6 MONTHS | 85% | \$47.69 | \$12.25 | \$6.46 | \$6.38 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$1.43) | (\$1.70) | (\$0.25) | (\$0.05) | (\$0.35) | (\$11.41) | \$74.78 |
| 09 | 6 MONTHS | 90% | \$50.49 | \$12.25 | \$6.84 | \$6.76 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$1.51) | (\$1.80) | (\$0.25) | (\$0.05) | (\$0.35) | (\$12.08) | \$78.34 |
| 10 | 6 MONTHS | 95% | \$53.30 | \$12.25 | \$7.22 | \$7.14 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$1.60) | (\$1.90) | (\$0.25) | (\$0.05) | (\$0.35) | (\$12.75) | \$81.91 |
| NEW APPLICANT PAINTER | | | | | | | | | | | | | | | | | | | |
| 16 | 1ST YEAR | 70% | \$39.27 | \$12.25 | \$5.32 | \$5.23 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$1.18) | (\$1.40) | (\$0.25) | (\$0.05) | (\$0.35) | (\$9.39) | \$64.07 |
| 17 | 2ND YEAR | 80% | \$44.88 | \$12.25 | \$6.08 | \$6.00 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$1.35) | (\$1.60) | (\$0.25) | (\$0.05) | (\$0.35) | (\$10.74) | \$71.21 |
| 18 | 3RD YEAR | 90% | \$50.49 | \$12.25 | \$6.84 | \$6.76 | \$1.00 | \$0.10 | \$0.10 | \$0.10 | \$0.35 | \$0.35 | (\$1.51) | (\$1.80) | (\$0.25) | (\$0.05) | (\$0.35) | (\$12.08) | \$78.34 |

WAGE SCHEDULE LEGEND

(1) **BAY AREA P&D
PENSION**

\$3.90 of the Bay Area P & D Pension contributions are allocated for deficit reduction; benefits are not accrued.

(Apprentices and New Applicant pension deficit contributions shall be based upon their corresponding percentage of the Journeyman contribution.)

(2) **MINIMUM WAGE STANDARD (MWS) -**

The higher rate shall prevail in counties and cities where the minimum wage is higher than the wage listed on this schedule.

(The wage of \$23.40 is based on 130% of the 2025 California Minimum Wage. If the minimum wage increases after this publication, the employer is required to calculate the new wage at 130% above the current rate.)

(3) **BRACKETED
DUES**

Administrative Dues Check-Off, Wage Equality Dues Check-Off, Organizing Dues Check-Off, Unity Action Dues Check-Off, IUPAT Administrative Dues Check-Off and Vacation / Holiday are **deducted** from the hourly **Taxable Net Wage**.