



District Council 16

Northern California Painters Master Agreement

Fresno, Kings, Madera and Tulare Counties

Effective Date: January 1, 2026

WAGE SCHEDULE A (FRESNO AREA ADDENDUM INDUSTRIAL)

	TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	IUPAT PENSION (1)	BAY AREA P&D ANNUITY	DC 16 FTINCN	IUPAT FTI	PDCA INDUSTRY FUND	WORK PRESERVATION	IUPAT LMCI	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	
INDUSTRIAL PAINTER																		
11	JOURNEYMAN	\$41.18	\$12.25	\$8.16	\$2.90	\$0.57	\$0.10	\$0.28	\$0.10	\$0.10	\$0.35	(\$1.24)	(\$1.38)	(\$0.20)	(\$0.05)	(\$0.35)	(\$5.75) \$65.99	
12	FOREMAN (3+ employees)	\$43.18	\$12.25	\$8.16	\$2.90	\$0.57	\$0.10	\$0.28	\$0.10	\$0.10	\$0.35	(\$1.30)	(\$1.38)	(\$0.20)	(\$0.05)	(\$0.35)	(\$5.75) \$67.99	
13	FOREMAN (5+ employees)	\$43.68	\$12.25	\$8.16	\$2.90	\$0.57	\$0.10	\$0.28	\$0.10	\$0.10	\$0.35	(\$1.31)	(\$1.38)	(\$0.20)	(\$0.05)	(\$0.35)	(\$5.75) \$68.49	
14	FOREMAN (10+ employees)	\$44.18	\$12.25	\$8.16	\$2.90	\$0.57	\$0.10	\$0.28	\$0.10	\$0.10	\$0.35	(\$1.33)	(\$1.38)	(\$0.20)	(\$0.05)	(\$0.35)	(\$5.75) \$68.99	
*INDUSTRIAL APPRENTICE PAINTER																		
01	1st Period	50% or MWS (2)	\$20.59	\$12.25	\$4.08	\$1.40	\$0.57	\$0.10	\$0.28	\$0.10	\$0.10	\$0.35	(\$0.62)	(\$0.69)	(\$0.20)	(\$0.05)	(\$0.35)	(\$2.88) \$39.82
02	2nd Period	55%	\$22.65	\$12.25	\$4.49	\$1.55	\$0.57	\$0.10	\$0.28	\$0.10	\$0.10	\$0.35	(\$0.68)	(\$0.76)	(\$0.20)	(\$0.05)	(\$0.35)	(\$3.16) \$42.44
03	3rd Period	60%	\$24.71	\$12.25	\$4.90	\$1.70	\$0.57	\$0.10	\$0.28	\$0.10	\$0.10	\$0.35	(\$0.74)	(\$0.83)	(\$0.20)	(\$0.05)	(\$0.35)	(\$3.45) \$45.06
04	4th Period	65%	\$26.77	\$12.25	\$5.30	\$1.85	\$0.57	\$0.10	\$0.28	\$0.10	\$0.10	\$0.35	(\$0.80)	(\$0.90)	(\$0.20)	(\$0.05)	(\$0.35)	(\$3.74) \$47.67
05	5th Period	70%	\$28.83	\$12.25	\$5.71	\$2.00	\$0.57	\$0.10	\$0.28	\$0.10	\$0.10	\$0.35	(\$0.86)	(\$0.97)	(\$0.20)	(\$0.05)	(\$0.35)	(\$4.03) \$50.29
06	6th Period	75%	\$30.89	\$12.25	\$6.12	\$2.15	\$0.57	\$0.10	\$0.28	\$0.10	\$0.10	\$0.35	(\$0.93)	(\$1.04)	(\$0.20)	(\$0.05)	(\$0.35)	(\$4.31) \$52.91
07	7th Period	80%	\$32.94	\$12.25	\$6.53	\$2.30	\$0.57	\$0.10	\$0.28	\$0.10	\$0.10	\$0.35	(\$0.99)	(\$1.10)	(\$0.20)	(\$0.05)	(\$0.35)	(\$4.60) \$55.52
08	8th Period	85%	\$35.00	\$12.25	\$6.94	\$2.45	\$0.57	\$0.10	\$0.28	\$0.10	\$0.10	\$0.35	(\$1.05)	(\$1.17)	(\$0.20)	(\$0.05)	(\$0.35)	(\$4.89) \$58.14
09	9th Period	90%	\$37.06	\$12.25	\$7.34	\$2.60	\$0.57	\$0.10	\$0.28	\$0.10	\$0.10	\$0.35	(\$1.11)	(\$1.24)	(\$0.20)	(\$0.05)	(\$0.35)	(\$5.18) \$60.75
10	10th Period	95%	\$39.12	\$12.25	\$7.75	\$2.75	\$0.57	\$0.10	\$0.28	\$0.10	\$0.10	\$0.35	(\$1.17)	(\$1.31)	(\$0.20)	(\$0.05)	(\$0.35)	(\$5.46) \$63.37

WAGE SCHEDULE LEGEND

(1) **IUPAT
PENSION**

A 5% increase per classification for the IUPAT Pension starting 1/1/22 per the IUPAT Constitution.

Premium Pay

The following Premiums are to be added to the Taxable Net Wage of all classifications when applicable.

Metalizing and thermal spray applications are paid **\$4.00** above Tax Net Wage.

Employees working from a suspended platform such as Safepan, QuickDeck, or comparable systems on bridges or overpasses receive **\$3.00** above Tax Net Wage.

* Apprentices registered before January 1, 2018, are excluded from the 85% and 95% classifications.

(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.

(3) **BRACKETED
DUES**

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