

District Council 16

Northern California Parking & Highway Improvement Master Agreement

Wages Schedule A

Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties

Effective July 1, 2025

		TAXABLE NET WAGE	BASE WAGE	TRAVEL TIME HOURLY RATE	DC16 HEALTH & WELFARE	IUPAT PENSION	DC 16 JATTF	VACATION/ HOLIDAY	ADMINISTRATIVE DUES CHECK-OFF	ORGANIZING DUES CHECK-OFF	IUPATADMIN DUES CHECK-OFF	UNITY ACTION DUES CHECK-OFF	TOTAL PACKAGE

10	9 Years or Less	\$52.50	\$49.76	\$33.17	\$12.25	\$8.38 *	\$0.10	(\$2.74)	(\$1.58)	(\$0.15)	(\$0.20)	(\$0.05)	\$73.23
11	10 Years or More	\$52.89	\$49.76	\$33.17	\$12.25	\$8.38 *	\$0.10	(\$3.13)	(\$1.59)	(\$0.15)	(\$0.20)	(\$0.05)	\$73.62
12	Foreperson	\$54.89	\$51.76	\$34.51	\$12.25	\$8.38 *	\$0.10	(\$3.13)	(\$1.65)	(\$0.15)	(\$0.20)	(\$0.05)	\$75.62
Journeyperson - Protective Coating, Resurfacing, Pavement Sealing , Including Repair													
07	9 Years or Less = 86% Highway	\$45.15	\$42.41	\$28.27	\$12.25	\$8.38 *	\$0.10	(\$2.74)	(\$1.35)	(\$0.15)	(\$0.20)	(\$0.05)	\$65.88
08	10 Years or More	\$45.48	\$42.35	\$28.23	\$12.25	\$8.38 *	\$0.10	(\$3.13)	(\$1.36)	(\$0.15)	(\$0.20)	(\$0.05)	\$66.21
09	Foreperson	\$47.48	\$44.35	\$29.57	\$12.25	\$8.38 *	\$0.10	(\$3.13)	(\$1.42)	(\$0.15)	(\$0.20)	(\$0.05)	\$68.21
Journeyperson - Parking Lots, Gamecourts, Playgrounds													
04	9 Years or Less = 85% Highway	\$44.62	\$41.88	\$27.92	\$12.25	\$8.38 *	\$0.10	(\$2.74)	(\$1.34)	(\$0.15)	(\$0.20)	(\$0.05)	\$65.35
05	10 Years or More	\$44.96	\$41.83	\$27.89	\$12.25	\$8.38 *	\$0.10	(\$3.13)	(\$1.35)	(\$0.15)	(\$0.20)	(\$0.05)	\$65.69
06	Foreperson	\$46.96	\$43.83	\$29.22	\$12.25	\$8.38 *	\$0.10	(\$3.13)	(\$1.41)	(\$0.15)	(\$0.20)	(\$0.05)	\$67.69
Apprentice													
03	3rd 2000 Hours - 70% Highway Journeyman	\$36.75	\$34.83	\$23.22	\$12.25	\$5.87 *	\$0.10	(\$1.92)	(\$1.10)	(\$0.15)	(\$0.20)	(\$0.05)	\$54.97
02	2nd 2000 Hours - 65% Highway Journeyman	\$34.12	\$32.34	\$21.56	\$12.25	\$5.45 *	\$0.10	(\$1.78)	(\$1.02)	(\$0.15)	(\$0.20)	(\$0.05)	\$51.92
01	1st 2000 Hours - 60% Highway Journeyman	\$31.50	\$29.86	\$21.45	\$12.25	\$5.03 *	\$0.10	(\$1.64)	(\$0.95)	(\$0.15)	(\$0.20)	(\$0.05)	\$48.88

() Vacation/Holiday, Administrative Dues Check-Off, Organizing Dues Check-Off, IUPAT Administrative Dues Check-off and Unity Action Dues Check-Off

* \$1.05 of the IUPAT Pension contribution is allocated solely to deficit reduction and no benefits are accrued

All Travel Time shall be paid for at 1 1/2 times the Travel Time Hourly Rate

Per the IUPAT Constitution, the IUPAT Pension, starting 1/1/22 will increase 5% of the negotiated annual increase (Apprentices shall be based on their corresponding percentage of the Journeymen contributions

MINIMUM WAGE STANDARDS (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 \$21.45 is based on 130% of the 2024 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.

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