



District Council 16

Northern California Painters Master Agreement

San Francisco County

Effective Date: January 1, 2026

WAGE SCHEDULE A - INDUSTRIAL (SAN FRANCISCO)

			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
			INDUSTRIAL PAINTER																
11	JOURNEYMAN		\$62.47	\$12.25	\$7.60	\$7.52	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.87)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	\$91.84
12	FOREMAN (3+ employees)		\$64.47	\$12.25	\$7.60	\$7.52	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.93)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	\$93.84
13	FOREMAN (5+ employees)		\$66.47	\$12.25	\$7.60	\$7.52	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.99)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	\$95.84
14	FOREMAN (10+ employees)		\$68.47	\$12.25	\$7.60	\$7.52	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$2.05)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	\$97.84
15	SUPERINTENDENT		\$69.47	\$12.25	\$7.60	\$7.52	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$2.08)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	\$98.84
			INDUSTRIAL PAINTER APPRENTICE																
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	\$0.35	\$0.25	(\$0.70)	(\$0.60)	(\$0.25)	(\$0.05)	(\$0.35)	\$0.00	\$37.55
01	6 MONTHS	50%	\$31.24	\$12.25	\$3.80	\$3.71	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$0.94)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$6.71)	\$53.00
02	6 MONTHS	55%	\$34.36	\$12.25	\$4.18	\$4.09	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.03)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.35)	(\$7.38)	\$56.88
03	6 MONTHS	60%	\$37.48	\$12.25	\$4.56	\$4.47	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.12)	(\$1.20)	(\$0.25)	(\$0.05)	(\$0.35)	(\$8.05)	\$60.76
04	6 MONTHS	65%	\$40.61	\$12.25	\$4.94	\$4.85	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.22)	(\$1.30)	(\$0.25)	(\$0.05)	(\$0.35)	(\$8.72)	\$64.65
05	6 MONTHS	70%	\$43.73	\$12.25	\$5.32	\$5.23	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.31)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.35)	(\$9.39)	\$68.53
06	6 MONTHS	75%	\$46.85	\$12.25	\$5.70	\$5.62	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.41)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.35)	(\$10.07)	\$72.42
07	6 MONTHS	80%	\$49.98	\$12.25	\$6.08	\$6.00	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.50)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.35)	(\$10.74)	\$76.31
08	6 MONTHS	85%	\$53.10	\$12.25	\$6.46	\$6.38	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.59)	(\$1.70)	(\$0.25)	(\$0.05)	(\$0.35)	(\$11.41)	\$80.19
09	6 MONTHS	90%	\$56.22	\$12.25	\$6.84	\$6.76	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.69)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.35)	(\$12.08)	\$84.07
10	6 MONTHS	95%	\$59.35	\$12.25	\$7.22	\$7.14	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.78)	(\$1.90)	(\$0.25)	(\$0.05)	(\$0.35)	(\$12.75)	\$87.96
			INDUSTRIAL PAINTER NEW APPLICANT																
16	1ST YEAR	70%	\$43.73	\$12.25	\$5.32	\$5.23	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.31)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.35)	(\$9.39)	\$68.53
17	2ND YEAR	80%	\$49.98	\$12.25	\$6.08	\$6.00	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.50)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.35)	(\$10.74)	\$76.31
18	3RD YEAR	90%	\$56.22	\$12.25	\$6.84	\$6.76	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.69)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.35)	(\$12.08)	\$84.07

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**.

FOR UNION USE ONLY | Regular | Painter Industrial Facilities, Tank, Bridge