



# 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 - BRIDGE PAINTER

		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	
<b>BRIDGE PAINTER</b>																			
11	<b>JOURNEYMAN</b>	<b>\$60.85</b>	\$12.25	\$7.60	\$7.52	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.83)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	<b>\$90.22</b>	
12	<b>FOREMAN (3+ employees)</b>	<b>\$62.85</b>	\$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)	<b>\$92.22</b>	
13	<b>FOREMAN (5+ employees)</b>	<b>\$64.85</b>	\$12.25	\$7.60	\$7.52	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.95)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	<b>\$94.22</b>	
14	<b>FOREMAN (10+ employees)</b>	<b>\$66.85</b>	\$12.25	\$7.60	\$7.52	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$2.01)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	<b>\$96.22</b>	
15	<b>SUPERINTENDENT</b>	<b>\$67.85</b>	\$12.25	\$7.60	\$7.52	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$2.04)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	<b>\$97.22</b>	
<b>APPRENTICE BRIDGE PAINTER</b>																			
00	Pre-Apprentice 6 MONTHS	<b>30% or MWS (2)</b>	<b>\$23.40</b>	\$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	<b>\$37.55</b>
01	6 MONTHS	<b>50%</b>	<b>\$30.43</b>	\$12.25	\$3.80	\$3.71	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$0.91)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$6.71)	<b>\$52.19</b>
02	6 MONTHS	<b>55%</b>	<b>\$33.47</b>	\$12.25	\$4.18	\$4.09	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.00)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.35)	(\$7.38)	<b>\$55.99</b>
03	6 MONTHS	<b>60%</b>	<b>\$36.51</b>	\$12.25	\$4.56	\$4.47	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.10)	(\$1.20)	(\$0.25)	(\$0.05)	(\$0.35)	(\$8.05)	<b>\$59.79</b>
04	6 MONTHS	<b>65%</b>	<b>\$39.55</b>	\$12.25	\$4.94	\$4.85	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.19)	(\$1.30)	(\$0.25)	(\$0.05)	(\$0.35)	(\$8.72)	<b>\$63.59</b>
05	6 MONTHS	<b>70%</b>	<b>\$42.60</b>	\$12.25	\$5.32	\$5.23	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.28)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.35)	(\$9.39)	<b>\$67.40</b>
06	6 MONTHS	<b>75%</b>	<b>\$45.64</b>	\$12.25	\$5.70	\$5.62	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.37)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.35)	(\$10.07)	<b>\$71.21</b>
07	6 MONTHS	<b>80%</b>	<b>\$48.68</b>	\$12.25	\$6.08	\$6.00	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.46)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.35)	(\$10.74)	<b>\$75.01</b>
08	6 MONTHS	<b>85%</b>	<b>\$51.72</b>	\$12.25	\$6.46	\$6.38	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.55)	(\$1.70)	(\$0.25)	(\$0.05)	(\$0.35)	(\$11.41)	<b>\$78.81</b>
09	6 MONTHS	<b>90%</b>	<b>\$54.77</b>	\$12.25	\$6.84	\$6.76	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.64)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.35)	(\$12.08)	<b>\$82.62</b>
10	6 MONTHS	<b>95%</b>	<b>\$57.81</b>	\$12.25	\$7.22	\$7.14	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.73)	(\$1.90)	(\$0.25)	(\$0.05)	(\$0.35)	(\$12.75)	<b>\$86.42</b>

### 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**.