



# District Council 16

## Northern California Painters Master Agreement

San Francisco County

Effective Date: January 1, 2026

### WAGE SCHEDULE A - BRIDGE PAINTER (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		
<b>BRIDGE PAINTER</b>																			
11	JOURNEYMAN	<b>\$64.47</b>	\$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)	<b>\$93.84</b>	
12	FOREMAN (3+ employees)	<b>\$66.47</b>	\$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)	<b>\$95.84</b>	
13	FOREMAN (5+ employees)	<b>\$68.47</b>	\$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)	<b>\$97.84</b>	
14	FOREMAN (10+ employees)	<b>\$70.47</b>	\$12.25	\$7.60	\$7.52	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$2.11)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	<b>\$99.84</b>	
15	SUPERINTENDENT	<b>\$71.47</b>	\$12.25	\$7.60	\$7.52	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$2.14)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	<b>\$100.84</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>\$32.24</b>	\$12.25	\$3.80	\$3.71	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$0.97)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$6.71)	<b>\$54.00</b>
02	6 MONTHS	<b>55%</b>	<b>\$35.46</b>	\$12.25	\$4.18	\$4.09	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.06)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.35)	(\$7.38)	<b>\$57.98</b>
03	6 MONTHS	<b>60%</b>	<b>\$38.68</b>	\$12.25	\$4.56	\$4.47	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.16)	(\$1.20)	(\$0.25)	(\$0.05)	(\$0.35)	(\$8.05)	<b>\$61.96</b>
04	6 MONTHS	<b>65%</b>	<b>\$41.91</b>	\$12.25	\$4.94	\$4.85	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.26)	(\$1.30)	(\$0.25)	(\$0.05)	(\$0.35)	(\$8.72)	<b>\$65.95</b>
05	6 MONTHS	<b>70%</b>	<b>\$45.13</b>	\$12.25	\$5.32	\$5.23	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.35)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.35)	(\$9.39)	<b>\$69.93</b>
06	6 MONTHS	<b>75%</b>	<b>\$48.35</b>	\$12.25	\$5.70	\$5.62	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.45)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.35)	(\$10.07)	<b>\$73.92</b>
07	6 MONTHS	<b>80%</b>	<b>\$51.58</b>	\$12.25	\$6.08	\$6.00	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.55)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.35)	(\$10.74)	<b>\$77.91</b>
08	6 MONTHS	<b>85%</b>	<b>\$54.80</b>	\$12.25	\$6.46	\$6.38	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.64)	(\$1.70)	(\$0.25)	(\$0.05)	(\$0.35)	(\$11.41)	<b>\$81.89</b>
09	6 MONTHS	<b>90%</b>	<b>\$58.02</b>	\$12.25	\$6.84	\$6.76	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.74)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.35)	(\$12.08)	<b>\$85.87</b>
10	6 MONTHS	<b>95%</b>	<b>\$61.25</b>	\$12.25	\$7.22	\$7.14	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.84)	(\$1.90)	(\$0.25)	(\$0.05)	(\$0.35)	(\$12.75)	<b>\$89.86</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.