



District Council 16

Northern California Floor Covering Master Agreement

Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Mateo, Santa Clara, Santa Cruz, San Francisco, Solano & Sonoma Counties

Effective January 1, 2026

WAGE SCHEDULE A

TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	RESILIENT PENSION (1)	ANNUITY	DC 16 FTINCN	IUPAT FTI	IUPAT LMCI	WORK PRESERVATION	DC 16 STAR	NCFCA INDUSTRY FUND	ADMINISTRATIVE DUES CHECK-OFF (2)	WAGE EQUALITY DUES CHECK-OFF (2)	ORGANIZING DUES CHECK-OFF (2)	UNITY ACTION DUES CHECK-OFF (2)	IUPAT ADMIN DUES CHECK-OFF (2)	VACATION / HOLIDAY (2)	MEMBER BENEFIT FUND (2)	TOTAL PACKAGE			
JOURNEYMAN FLOOR COVERING INSTALLER																				
11		JOURNEYMAN	\$63.06	\$12.25	\$11.42	\$11.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.26	(\$1.89)	(\$2.50)	(\$0.25)	(\$0.05)	(\$0.35)	(\$12.56)	(\$0.44)	\$99.69
12		LEADMAN	\$65.06	\$12.25	\$11.42	\$11.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.26	(\$1.95)	(\$2.50)	(\$0.25)	(\$0.05)	(\$0.35)	(\$12.56)	(\$0.46)	\$101.69
APPRENTICE FLOOR COVERING INSTALLER																				
00	PRE-APPRENTICE 6 MONTHS	40%	\$25.22	\$12.25	\$0.00	\$0.00	\$1.00	\$0.10	\$0.10	\$0.10	\$0.25	\$0.26	(\$0.76)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.35)	\$0.00	(\$0.18)	\$39.28
01	6 MONTHS	50%	\$31.53	\$12.25	\$5.71	\$5.48	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.26	(\$0.95)	(\$1.25)	(\$0.25)	(\$0.05)	(\$0.35)	(\$6.28)	(\$0.22)	\$56.88
02	6 MONTHS	55%	\$34.68	\$12.25	\$6.28	\$6.03	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.26	(\$1.04)	(\$1.38)	(\$0.25)	(\$0.05)	(\$0.35)	(\$6.91)	(\$0.24)	\$61.15
03	6 MONTHS	60%	\$37.84	\$12.25	\$6.85	\$6.59	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.26	(\$1.14)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.35)	(\$7.54)	(\$0.26)	\$65.44
04	6 MONTHS	65%	\$40.99	\$12.25	\$7.42	\$7.15	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.26	(\$1.23)	(\$1.63)	(\$0.25)	(\$0.05)	(\$0.35)	(\$8.16)	(\$0.29)	\$69.72
05	6 MONTHS	70%	\$44.14	\$12.25	\$7.99	\$7.71	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.26	(\$1.32)	(\$1.75)	(\$0.25)	(\$0.05)	(\$0.35)	(\$8.79)	(\$0.31)	\$74.00
06	6 MONTHS	75%	\$47.30	\$12.25	\$8.57	\$8.26	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.26	(\$1.42)	(\$1.88)	(\$0.25)	(\$0.05)	(\$0.35)	(\$9.42)	(\$0.33)	\$78.29
07	6 MONTHS	80%	\$50.45	\$12.25	\$9.14	\$8.82	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.26	(\$1.51)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$10.05)	(\$0.35)	\$82.57
08	6 MONTHS	85%	\$53.60	\$12.25	\$9.71	\$9.38	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.26	(\$1.61)	(\$2.13)	(\$0.25)	(\$0.05)	(\$0.35)	(\$10.68)	(\$0.38)	\$86.85
09	6 MONTHS	90%	\$56.75	\$12.25	\$10.28	\$9.94	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.26	(\$1.70)	(\$2.25)	(\$0.25)	(\$0.05)	(\$0.35)	(\$11.30)	(\$0.40)	\$91.13
10	6 MONTHS	95%	\$59.91	\$12.25	\$10.85	\$10.49	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.26	(\$1.80)	(\$2.38)	(\$0.25)	(\$0.05)	(\$0.35)	(\$11.93)	(\$0.42)	\$95.41

WAGE SCHEDULE LEGEND

(1) **RESILIENT PENSION**

\$6.22 of the Journeyman Resilient Pension contribution is allocated solely to deficit reduction and no benefits are accrued.

(Apprentice & Floor Covering Handler Resilient Pension deficit contributions are based on the corresponding percentage of the Journeyman contribution.)

(2) **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 | Floor Coverer

99-00

REVISED 12/25