



District Council 16

Northern California Floor Covering Master Agreement

Fresno, Kings, Madera, Mariposa, Merced & Tulare Counties

Effective January 1, 2026

WAGE SCHEDULE A (FRESNO AREA ADDENDUM)

			TAXABLE NET WAGE	BASE WAGE	DC 16 HEALTH & WELFARE	IUPAT 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)	TOTAL PACKAGE
			JOURNEYMAN FLOOR COVERING INSTALLER																	
			11	JOURNEYMAN	\$44.35	\$40.47	\$12.25	\$10.70	\$3.48	\$0.67	\$0.10	\$0.10	\$0.09	\$0.35	\$0.14	(\$1.33)	(\$1.95)	(\$0.20)	(\$0.05)	(\$0.35)
12	LEADMAN	\$46.35	\$42.41	\$12.25	\$10.70	\$3.48	\$0.67	\$0.10	\$0.10	\$0.09	\$0.35	\$0.14	(\$1.39)	(\$1.95)	(\$0.20)	(\$0.05)	(\$0.35)	(\$7.58)	\$74.23	
			APPRENTICE FLOOR COVERING INSTALLER																	
01	6 MONTHS	50%	\$22.18	\$19.96	\$12.25	\$5.35	\$1.69	\$0.67	\$0.10	\$0.10	\$0.09	\$0.35	\$0.14	(\$0.67)	(\$0.95)	(\$0.20)	(\$0.05)	(\$0.35)	(\$3.79)	\$42.92
02	6 MONTHS	55%	\$24.39	\$22.01	\$12.25	\$5.89	\$1.87	\$0.67	\$0.10	\$0.10	\$0.09	\$0.35	\$0.14	(\$0.73)	(\$1.05)	(\$0.20)	(\$0.05)	(\$0.35)	(\$4.17)	\$45.85
03	6 MONTHS	60%	\$26.61	\$24.06	\$12.25	\$6.42	\$2.05	\$0.67	\$0.10	\$0.10	\$0.09	\$0.35	\$0.14	(\$0.80)	(\$1.15)	(\$0.20)	(\$0.05)	(\$0.35)	(\$4.55)	\$48.78
04	6 MONTHS	65%	\$28.83	\$26.12	\$12.25	\$6.96	\$2.23	\$0.67	\$0.10	\$0.10	\$0.09	\$0.35	\$0.14	(\$0.86)	(\$1.25)	(\$0.20)	(\$0.05)	(\$0.35)	(\$4.93)	\$51.72
05	6 MONTHS	70%	\$31.05	\$28.17	\$12.25	\$7.49	\$2.41	\$0.67	\$0.10	\$0.10	\$0.09	\$0.35	\$0.14	(\$0.93)	(\$1.35)	(\$0.20)	(\$0.05)	(\$0.35)	(\$5.31)	\$54.65
06	6 MONTHS	75%	\$33.26	\$30.21	\$12.25	\$8.03	\$2.59	\$0.67	\$0.10	\$0.10	\$0.09	\$0.35	\$0.14	(\$1.00)	(\$1.45)	(\$0.20)	(\$0.05)	(\$0.35)	(\$5.69)	\$57.58
07	6 MONTHS	80%	\$35.48	\$32.27	\$12.25	\$8.56	\$2.76	\$0.67	\$0.10	\$0.10	\$0.09	\$0.35	\$0.14	(\$1.06)	(\$1.55)	(\$0.20)	(\$0.05)	(\$0.35)	(\$6.06)	\$60.50
08	6 MONTHS	85%	\$37.70	\$34.32	\$12.25	\$9.10	\$2.94	\$0.67	\$0.10	\$0.10	\$0.09	\$0.35	\$0.14	(\$1.13)	(\$1.65)	(\$0.20)	(\$0.05)	(\$0.35)	(\$6.44)	\$63.44
09	6 MONTHS	90%	\$39.92	\$36.37	\$12.25	\$9.63	\$3.12	\$0.67	\$0.10	\$0.10	\$0.09	\$0.35	\$0.14	(\$1.20)	(\$1.75)	(\$0.20)	(\$0.05)	(\$0.35)	(\$6.82)	\$66.37
10	6 MONTHS	95%	\$42.13	\$38.42	\$12.25	\$10.17	\$3.30	\$0.67	\$0.10	\$0.10	\$0.09	\$0.35	\$0.14	(\$1.26)	(\$1.85)	(\$0.20)	(\$0.05)	(\$0.35)	(\$7.20)	\$69.30

WAGE SCHEDULE LEGEND

(1) **IUPAT
PENSION**

A 5% minimum increase per classification for the IUPAT Pension starting 1/1/22 per the IUPAT Constitution.

(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

99-07

REVISED 12/2025