



# 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	
<b>JOURNEYMAN FLOOR COVERING INSTALLER</b>																			
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)	(\$7.58) <b>\$72.23</b>	
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) <b>\$74.23</b>	
<b>APPRENTICE FLOOR COVERING INSTALLER</b>																			
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) <b>\$42.92</b>
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) <b>\$45.85</b>
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) <b>\$48.78</b>
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) <b>\$51.72</b>
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) <b>\$54.65</b>
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) <b>\$57.58</b>
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) <b>\$60.50</b>
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) <b>\$63.44</b>
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) <b>\$66.37</b>
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) <b>\$69.30</b>

### 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.*

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