



# District Council 16

## Northern California Floor Covering Master Agreement

Alpine, Amador, Butte, Calaveras, Colusa, El Dorado, Glenn, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, San Joaquin, Siskiyou, Shasta, Sierra, Stanislaus, Solano (portion north of Midway Road), Sutter, Tehama, Trinity, Tuolumne, Yolo, and Yuba Counties. (exception of the Tahoe Basin)

Effective January 1, 2026

|    |            | WAGE SCHEDULE A (SACRAMENTO AREA ADDENDUM) |           |                        |                       |                   |         |              |           |            |                   |            |                    |                                   |                                  |                               |                                 |                                |                                  |                        |               |         |
|----|------------|--|-----------|------------------------|-----------------------|-------------------|---------|--------------|-----------|------------|-------------------|------------|--------------------|-----------------------------------|----------------------------------|-------------------------------|---------------------------------|--------------------------------|----------------------------------|------------------------|---------------|---------|
|    |            | TAXABLE NET WAGE                           | BASE WAGE | DC 16 HEALTH & WELFARE | RESILIENT PENSION (1) | IUPAT PENSION (2) | ANNUITY | DC 16 FTINCN | IUPAT FTI | IUPAT LMCI | WORK PRESERVATION | DC 16 STAR | NCFA 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) | 1237 MEMBERSHIP BENEFIT FUND (2) | VACATION / HOLIDAY (2) | TOTAL PACKAGE |         |
|    |            | JOURNEYMAN FLOOR COVERING INSTALLER        |           |                        |                       |                   |         |              |           |            |                   |            |                    |                                   |                                  |                               |                                 |                                |                                  |                        |               |         |
| 11 | JOURNEYMAN | \$52.19                                    | \$47.31   | \$12.25                | \$9.52                | \$2.13            | \$5.00  | \$0.86       | \$0.08    | \$0.10     | \$0.10            | \$0.35     | \$0.14             | (\$1.57)                          | (\$2.35)                         | (\$0.25)                      | (\$0.05)                        | (\$0.35)                       | (\$0.31)                         | (\$7.22)               | \$82.72       |         |
| 12 | LEADMAN    | \$54.19                                    | \$49.23   | \$12.25                | \$9.52                | \$2.13            | \$5.00  | \$0.86       | \$0.08    | \$0.10     | \$0.10            | \$0.35     | \$0.14             | (\$1.63)                          | (\$2.35)                         | (\$0.25)                      | (\$0.05)                        | (\$0.35)                       | (\$0.33)                         | (\$7.22)               | \$84.72       |         |
|    |            | APPRENTICE FLOOR COVERING INSTALLER        |           |                        |                       |                   |         |              |           |            |                   |            |                    |                                   |                                  |                               |                                 |                                |                                  |                        |               |         |
| 01 | 6 MONTHS   | 50%  | \$26.10   | \$23.33                | \$12.25               | \$4.76            | \$1.07  | \$2.45       | \$0.86    | \$0.08     | \$0.10            | \$0.10     | \$0.35             | \$0.14                            | (\$0.78)                         | (\$1.18)                      | (\$0.25)                        | (\$0.05)                       | (\$0.35)                         | (\$0.16)               | (\$3.61)      | \$48.26 |
| 02 | 6 MONTHS   | 55%  | \$28.70   | \$25.73                | \$12.25               | \$5.24            | \$1.17  | \$2.71       | \$0.86    | \$0.08     | \$0.10            | \$0.10     | \$0.35             | \$0.14                            | (\$0.86)                         | (\$1.29)                      | (\$0.25)                        | (\$0.05)                       | (\$0.35)                         | (\$0.17)               | (\$3.97)      | \$51.70 |
| 03 | 6 MONTHS   | 60%  | \$31.31   | \$28.12                | \$12.25               | \$5.71            | \$1.28  | \$2.96       | \$0.86    | \$0.08     | \$0.10            | \$0.10     | \$0.35             | \$0.14                            | (\$0.94)                         | (\$1.41)                      | (\$0.25)                        | (\$0.05)                       | (\$0.35)                         | (\$0.19)               | (\$4.33)      | \$55.14 |
| 04 | 6 MONTHS   | 65%  | \$33.92   | \$30.52                | \$12.25               | \$6.19            | \$1.38  | \$3.22       | \$0.86    | \$0.08     | \$0.10            | \$0.10     | \$0.35             | \$0.14                            | (\$1.02)                         | (\$1.53)                      | (\$0.25)                        | (\$0.05)                       | (\$0.35)                         | (\$0.20)               | (\$4.69)      | \$58.59 |
| 05 | 6 MONTHS   | 70%  | \$36.53   | \$32.91                | \$12.25               | \$6.66            | \$1.49  | \$3.47       | \$0.86    | \$0.08     | \$0.10            | \$0.10     | \$0.35             | \$0.14                            | (\$1.10)                         | (\$1.65)                      | (\$0.25)                        | (\$0.05)                       | (\$0.35)                         | (\$0.22)               | (\$5.05)      | \$62.03 |
| 06 | 6 MONTHS   | 75%  | \$39.14   | \$35.33                | \$12.25               | \$7.14            | \$1.60  | \$3.73       | \$0.86    | \$0.08     | \$0.10            | \$0.10     | \$0.35             | \$0.14                            | (\$1.17)                         | (\$1.76)                      | (\$0.25)                        | (\$0.05)                       | (\$0.35)                         | (\$0.23)               | (\$5.42)      | \$65.49 |
| 07 | 6 MONTHS   | 80%  | \$41.75   | \$37.72                | \$12.25               | \$7.62            | \$1.70  | \$3.98       | \$0.86    | \$0.08     | \$0.10            | \$0.10     | \$0.35             | \$0.14                            | (\$1.25)                         | (\$1.88)                      | (\$0.25)                        | (\$0.05)                       | (\$0.35)                         | (\$0.25)               | (\$5.78)      | \$68.93 |
| 08 | 6 MONTHS   | 85%  | \$44.36   | \$40.11                | \$12.25               | \$8.09            | \$1.81  | \$4.24       | \$0.86    | \$0.08     | \$0.10            | \$0.10     | \$0.35             | \$0.14                            | (\$1.33)                         | (\$2.00)                      | (\$0.25)                        | (\$0.05)                       | (\$0.35)                         | (\$0.27)               | (\$6.14)      | \$72.38 |
| 09 | 6 MONTHS   | 90%  | \$46.97   | \$42.51                | \$12.25               | \$8.57            | \$1.92  | \$4.49       | \$0.86    | \$0.08     | \$0.10            | \$0.10     | \$0.35             | \$0.14                            | (\$1.41)                         | (\$2.12)                      | (\$0.25)                        | (\$0.05)                       | (\$0.35)                         | (\$0.28)               | (\$6.50)      | \$75.83 |
| 10 | 6 MONTHS   | 95%  | \$49.58   | \$44.91                | \$12.25               | \$9.04            | \$2.02  | \$4.75       | \$0.86    | \$0.08     | \$0.10            | \$0.10     | \$0.35             | \$0.14                            | (\$1.49)                         | (\$2.23)                      | (\$0.25)                        | (\$0.05)                       | (\$0.35)                         | (\$0.30)               | (\$6.86)      | \$79.27 |

### WAGE SCHEDULE LEGEND

(1) **RESILIENT PENSION**

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

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

(2) **IUPAT PENSION**

A 5% increase per classification for the IUPAT Pension, effective 1/1/22 per the IUPAT Constitution.

(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**.

**FOR UNION USE ONLY** | Regular | Floor Coverer