



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**.

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