

District Council 16

Northern California Painters Master Agreement

WAGE SCHEDULE A

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

Effective January 1, 2024

	TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	BAY AREA P & D PENSION	BAY AREA P & D ANNUITY	DC 16 FTINCN	IUPAT FTI	IUPAT LMCI	WORK PRESERVATION	NCPCF INDUSTRY FUND	DC 16 STAR	ADMINISTRATIVE DUES CHECK-OFF	WAGE EQUALITY DUES CHECK-OFF	ORGANIZING DUES CHECK-OFF	UNITY ACTION DUES CHECK-OFF	IUPAT ADMIN DUES CHECK-OFF	IUPAT PAT-PC	VACATION/ HOLIDAY	TOTAL PACKAGE		
PAINTER																				
11	Journeyman	\$50.51	\$11.40	\$7.60 *	\$7.62	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.52)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$10.54)	\$78.97	
12	Foreman (3 or more employees)	\$52.51	\$11.40	\$7.60 *	\$7.62	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.58)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$10.54)	\$80.97	
13	Foreman (5 or more employees)	\$54.51	\$11.40	\$7.60 *	\$7.62	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.64)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$10.54)	\$82.97	
14	Foreman (10 or more employees)	\$56.51	\$11.40	\$7.60 *	\$7.62	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.70)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$10.54)	\$84.97	
15	Superintendent	\$57.51	\$11.40	\$7.60 *	\$7.62	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.73)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$10.54)	\$85.97	
APPRENTICE PAINTER																				
00	Pre Apprentice 6 MONTHS	30% MWS**	\$20.15	\$11.40	\$0.00	\$0.00	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.60)	(\$0.60)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	\$0.00	\$33.39
01	6 MONTHS	50%	\$25.26	\$11.40	\$3.80 *	\$3.81	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.76)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$5.27)	\$46.11
02	6 MONTHS	55%	\$27.78	\$11.40	\$4.18 *	\$4.19	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.83)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$5.80)	\$49.39
03	6 MONTHS	60%	\$30.31	\$11.40	\$4.56 *	\$4.57	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.91)	(\$1.20)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$6.32)	\$52.68
04	6 MONTHS	65%	\$32.83	\$11.40	\$4.94 *	\$4.95	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.98)	(\$1.30)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$6.85)	\$55.96
05	6 MONTHS	70%	\$35.36	\$11.40	\$5.32 *	\$5.33	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.06)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$7.38)	\$59.25
06	6 MONTHS	75%	\$37.88	\$11.40	\$5.70 *	\$5.72	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.14)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$7.91)	\$62.54
07	6 MONTHS	80%	\$40.41	\$11.40	\$6.08 *	\$6.10	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.21)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$8.43)	\$65.83
08	6 MONTHS	85%	\$42.93	\$11.40	\$6.46 *	\$6.48	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.29)	(\$1.70)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$8.96)	\$69.11
09	6 MONTHS	90%	\$45.46	\$11.40	\$6.84 *	\$6.86	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.36)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$9.49)	\$72.40
10	6 MONTHS	95%	\$47.98	\$11.40	\$7.22 *	\$7.24	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.44)	(\$1.90)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$10.01)	\$75.68
NEW APPLICANT PAINTER																				
16	1st Year	70%	\$35.36	\$11.40	\$5.32 *	\$5.33	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.06)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$7.38)	\$59.25
17	2nd Year	80%	\$40.41	\$11.40	\$6.08 *	\$6.10	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.21)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$8.43)	\$65.83
18	3rd Year	90%	\$45.46	\$11.40	\$6.84 *	\$6.86	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.36)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$9.49)	\$72.40

() Administrative Dues Check-Off, Wage Equality Dues Check-Off, Organizing Dues Check-Off, Unity Action Dues Check-Off, IUPAT Administrative Dues Check-Off, IUPAT PAT-PC and Vacation/Holiday Funds are deducted from Taxable Net Wage hourly

* \$3.90 of the Bay Area P & D Pension contribution is allocated solely to deficit reduction and no benefits are accrued (Apprentices and New Applicant pension deficit contributions shall be based upon their corresponding percentage of the Journeyman contribution)

** \$20.15 based off of 130% California Minimum Wage 2023 - If the minimum wage should increase after publication of this wage schedule, the Union will need to calculate the new amount at 130% above the rate.

Minimum Wage Standard (MWS) - In counties and cities where the minimum wage is higher than the wage listed on this schedule, the higher rate shall prevail

*** For Union Use Only - Regular - Commercial Painter