

District Council 16

Northern California Glaziers Master Agreement

WAGE SCHEDULE A

Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Sonoma and portions of Solano County

Effective January 1, 2024

	TAXABLE	DC 16 HEALTH	GLAZIERS	GLAZIERS	****IUPAT	GLAZIERS RETIREE	DC 16	IUPAT	IUPAT	WORK	DC 16	NCGMA	ADMINISTRATIVE	WAGE EQUALITY	ORGANIZING	UNITY ACTION	IUPAT ADMIN	IUPAT	MEMBER BENEFIT	TOTAL		
	NET WAGE	& WELFARE	PENSION	ANNUITY	PENSION	PENSION	JATPF	FTI	LMP	PRESERVATION	STAR	INDUSTRY FUND	DUES CHECK-OFF	DUES CHECK-OFF	DUES CHECK-OFF	DUES CHECK-OFF	DUES CHECK-OFF	PAT-PC	FUND	PACKAGE		
JOURNEYMAN GLAZIER																						
11	JOURNEYMAN	\$56.22	\$11.40	\$11.00 *	\$7.83	\$2.62 **	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.69)	(\$1.36)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.10)	\$90.95	
12	LEADMAN	\$61.84	\$11.40	\$11.00 *	\$7.83	\$2.62 **	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.86)	(\$1.36)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.10)	\$96.57	
13	FOREMAN	\$64.65	\$11.40	\$11.00 *	\$7.83	\$2.62 **	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.94)	(\$1.36)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.10)	\$99.38	
GLAZIER APPRENTICE																						
00	PRE-APPRENTICE 6 MONTHS	34% or MWS****	\$20.15	\$11.40	\$0.00	\$0.00	\$0.00	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$0.60)	(\$0.46)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.03)	\$33.38	
01	6 MONTHS	40%	\$22.49	\$11.40	\$4.40 *	\$3.13	\$1.05 **	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$0.67)	(\$0.54)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.04)	\$44.35
02	6 MONTHS	46%	\$25.86	\$11.40	\$5.06 *	\$3.60	\$1.21 **	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$0.78)	(\$0.63)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.05)	\$49.01
03	6 MONTHS	52%	\$29.23	\$11.40	\$5.72 *	\$4.07	\$1.36 **	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$0.88)	(\$0.71)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.05)	\$53.66
04	6 MONTHS	58%	\$32.61	\$11.40	\$6.38 *	\$4.54	\$1.52 **	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$0.98)	(\$0.79)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.06)	\$58.33
05	6 MONTHS	64%	\$35.98	\$11.40	\$7.04 *	\$5.01	\$1.68 **	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.08)	(\$0.87)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.06)	\$62.99
06	6 MONTHS	70%	\$39.35	\$11.40	\$7.70 *	\$5.48	\$1.83 **	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.18)	(\$0.95)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.07)	\$67.64
07	6 MONTHS	76%	\$42.73	\$11.40	\$8.36 *	\$5.95	\$1.99 **	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.28)	(\$1.03)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.08)	\$72.31
08	6 MONTHS	82%	\$46.10	\$11.40	\$9.02 *	\$6.42	\$2.15 **	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.38)	(\$1.12)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.08)	\$76.97
09	6 MONTHS	88%	\$49.47	\$11.40	\$9.68 *	\$6.89	\$2.31 **	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.48)	(\$1.20)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.09)	\$81.63
10	6 MONTHS	94%	\$52.85	\$11.40	\$10.34 *	\$7.36	\$2.46 **	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.59)	(\$1.28)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.09)	\$86.29

() 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 Member Benefit Fund are deducted from Taxable Net Wage hourly

* \$7.50 of the Glaziers Pension contribution is allocated solely to deficit reduction and no benefits are accrued (Apprentices deficit contributions shall be based on their corresponding percentage of the Journeyman contribution)

** \$0.09 of the IUPAT Pension contribution is allocated solely to deficit reduction and no benefits are accrued (Apprentices deficit contributions shall be based on their corresponding percentage of the Journeyman contribution)

*** For Union Use Only - Regular - Glazier

**** 5% increase per classification for the IUPAT Pension starting 1/1/22 per the IUPAT Constitution

***** \$20.15 based off of 130% California Minimum Wage 2023 - If the minimum wage should increase after publication of this wage schedule, Employer 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