

District Council 16

Northern California Painters Master Agreement

Industrial Wage Schedule A (San Francisco)

San Francisco County

Effective January 1, 2024

	TAXABLE NET WAGE	DC 16 HEALTH WELFARE	BAY AREA P & D PENSION	BAY AREA P & D ANNUITY	DC 16 FTNCRN	IUPAT FTI	IUPAT LMCI	WORK PRESERVATION	NCPFC 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	
INDUSTRIAL PAINTER																			
11	Journeyman	\$56.38	\$11.40	\$7.60 *	\$7.62	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.69)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$10.54)	\$84.84
12	Foreman (3 or more employees)	\$58.38	\$11.40	\$7.60 *	\$7.62	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.75)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$10.54)	\$86.84
13	Foreman (5 or more employees)	\$60.38	\$11.40	\$7.60 *	\$7.62	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.81)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$10.54)	\$88.84
14	Foreman (10 or more employees)	\$62.38	\$11.40	\$7.60 *	\$7.62	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.87)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$10.54)	\$90.84
15	Superintendent	\$63.38	\$11.40	\$7.60 *	\$7.62	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.90)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$10.54)	\$91.84
INDUSTRIAL APPRENTICE PAINTER																			
00	PRE APPRENTICE 6 MONTHS 30% or 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%	\$28.19	\$11.40	\$3.80 *	\$3.81	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.85)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$5.27)	\$49.04
02	6 MONTHS 55%	\$31.01	\$11.40	\$4.18 *	\$4.19	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.93)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$5.80)	\$52.62
03	6 MONTHS 60%	\$33.83	\$11.40	\$4.56 *	\$4.57	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.01)	(\$1.20)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$6.32)	\$56.20
04	6 MONTHS 65%	\$36.65	\$11.40	\$4.94 *	\$4.95	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.10)	(\$1.30)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$6.85)	\$59.78
05	6 MONTHS 70%	\$39.47	\$11.40	\$5.32 *	\$5.33	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.18)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$7.38)	\$63.36
06	6 MONTHS 75%	\$42.29	\$11.40	\$5.70 *	\$5.72	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.27)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$7.91)	\$66.95
07	6 MONTHS 80%	\$45.10	\$11.40	\$6.08 *	\$6.10	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.35)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$8.43)	\$70.52
08	6 MONTHS 85%	\$47.92	\$11.40	\$6.46 *	\$6.48	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.44)	(\$1.70)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$8.96)	\$74.10
09	6 MONTHS 90%	\$50.74	\$11.40	\$6.84 *	\$6.86	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.52)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$9.49)	\$77.68
10	6 MONTHS 95%	\$53.56	\$11.40	\$7.22 *	\$7.24	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.61)	(\$1.90)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$10.01)	\$81.26
INDUSTRIAL NEW APPLICANT PAINTER																			
16	6 MONTHS 70%	\$39.47	\$11.40	\$5.32 *	\$5.33	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.18)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$7.38)	\$63.36
17	6 MONTHS 80%	\$45.10	\$11.40	\$6.08 *	\$6.10	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.35)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$8.43)	\$70.52
18	6 MONTHS 90%	\$50.74	\$11.40	\$6.84 *	\$6.86	\$0.94	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.52)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$9.49)	\$77.68

() 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 - Painter Industrial Facilities, Tank, Bridge