



District Council 16

Northern California Glaziers Master Agreement

Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano(select areas), and Sonoma Counties

Effective Date: January 1, 2025

WAGE SCHEDULE A																					
TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	GLAZIERS PENSION (1)	GLAZIERS ANNUITY	IUPAT PENSION (2)	GLAZIERS RETIREE PENSION	DC 16 FTINCN	IUPAT FTI	IUPAT LMCI	WORK PRESERVATION	DC 16 STAR	NGGMA INDUSTRY FUND	ADMINISTRATIVE DUES CHECK-OFF (4)	WAGE EQUALITY DUES CHECK-OFF (4)	ORGANIZING DUES CHECK-OFF (4)	UNITY ACTION DUES CHECK-OFF (4)	IUPAT ADMIN DUES CHECK-OFF (4)	MEMBER BENEFIT FUND (4)	TOTAL PACKAGE			
JOURNEYMAN GLAZIER																					
11	JOURNEYMAN	\$59.66	\$11.75	\$11.00	\$7.83	\$2.71	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.79)	(\$1.36)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.10)	\$94.95	
12	LEADMAN	\$65.63	\$11.75	\$11.00	\$7.83	\$2.71	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.97)	(\$1.36)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.10)	\$100.92	
13	FOREMAN	\$68.61	\$11.75	\$11.00	\$7.83	\$2.71	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$2.06)	(\$1.36)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.10)	\$103.90	
GLAZIER APPRENTICE																					
00	6 MONTHS	34% or MWS (3)	\$23.40	\$11.75	\$0.00	\$0.00	\$0.00	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$0.70)	(\$0.46)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.03)	\$37.10	
01	6 MONTHS	50%	\$29.83	\$11.75	\$5.50	\$3.92	\$1.36	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$0.89)	(\$0.68)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.05)	\$54.36
02	6 MONTHS	55%	\$32.81	\$11.75	\$6.05	\$4.31	\$1.49	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$0.98)	(\$0.75)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.06)	\$58.41
03	6 MONTHS	60%	\$35.80	\$11.75	\$6.60	\$4.70	\$1.63	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.07)	(\$0.82)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.06)	\$62.48
04	6 MONTHS	65%	\$38.78	\$11.75	\$7.15	\$5.09	\$1.76	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.16)	(\$0.88)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.07)	\$66.53
05	6 MONTHS	70%	\$41.76	\$11.75	\$7.70	\$5.48	\$1.90	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.25)	(\$0.95)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.07)	\$70.59
06	6 MONTHS	75%	\$44.75	\$11.75	\$8.25	\$5.87	\$2.03	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.34)	(\$1.02)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.08)	\$74.65
07	6 MONTHS	80%	\$47.73	\$11.75	\$8.80	\$6.26	\$2.17	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.43)	(\$1.09)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.08)	\$78.71
08	6 MONTHS	85%	\$50.71	\$11.75	\$9.35	\$6.66	\$2.30	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.52)	(\$1.16)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.09)	\$82.77
09	6 MONTHS	90%	\$53.69	\$11.75	\$9.90	\$7.05	\$2.44	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.61)	(\$1.22)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.09)	\$86.83
10	6 MONTHS	95%	\$56.68	\$11.75	\$10.45	\$7.44	\$2.57	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.70)	(\$1.29)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.10)	\$90.89

WAGE SCHEDULE LEGEND

(1) **GLAZIERS PENSION**

\$7.50 of the Glaziers Pension contribution is allocated solely to deficit reduction; no benefits are accrued.
(Apprentices' deficit contributions are based on the corresponding percentage of the Journeyman contribution.)

(2) **IUPAT PENSION**

\$0.09 of the IUPAT Pension contribution is allocated solely to deficit reduction; no benefits are accrued.
(Apprentices' deficit contributions are based on the corresponding percentage of the Journeyman contribution.)

NOTE: 5% increase per classification for the IUPAT Pension starting 1/1/22 per the IUPAT Constitution.

(3) **MINIMUM WAGE STANDARD (MWS) -**

The higher rate shall prevail in counties and cities where the minimum wage is higher than the wage listed on this schedule.
(The wage of \$23.40 is based on 130% of the 2025 California Minimum Wage. If the minimum wage increases after this publication, the employer is required to calculate the new wage at 130% above the current rate.)

(4) **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 Member Benefit Fund are **deducted** from the hourly **Taxable Net Wage**.