



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, 2026

WAGE SCHEDULE A

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JOURNEYMAN			JOURNEYMAN GLAZIER															
LEADMAN			GLAZIER APPRENTICE															
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	NCGMA 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
11 JOURNEYMAN	\$61.74	\$12.25	\$11.00	\$9.00	\$2.91	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.85)	(\$1.41)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.10) \$98.95
12 LEADMAN	\$67.91	\$12.25	\$11.00	\$9.00	\$2.91	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$2.04)	(\$1.41)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.10) \$105.12
13 FOREMAN	\$71.00	\$12.25	\$11.00	\$9.00	\$2.91	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$2.13)	(\$1.41)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.10) \$108.21
00 6 MONTHS 34% or MWS (3)	\$23.40	\$12.25	\$0.00	\$0.00	\$0.00	\$0.00	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$0.70)	(\$0.48)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.03) \$37.65
01 6 MONTHS 50%	\$30.87	\$12.25	\$5.50	\$4.50	\$1.46	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$0.93)	(\$0.71)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.05) \$56.63
02 6 MONTHS 55%	\$33.96	\$12.25	\$6.05	\$4.95	\$1.60	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.02)	(\$0.78)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.06) \$60.86
03 6 MONTHS 60%	\$37.04	\$12.25	\$6.60	\$5.40	\$1.75	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.11)	(\$0.85)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.06) \$65.09
04 6 MONTHS 65%	\$40.13	\$12.25	\$7.15	\$5.85	\$1.89	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.20)	(\$0.92)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.07) \$69.32
05 6 MONTHS 70%	\$43.22	\$12.25	\$7.70	\$6.30	\$2.04	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.30)	(\$0.99)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.07) \$73.56
06 6 MONTHS 75%	\$46.31	\$12.25	\$8.25	\$6.75	\$2.18	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.39)	(\$1.06)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.08) \$77.79
07 6 MONTHS 80%	\$49.39	\$12.25	\$8.80	\$7.20	\$2.33	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.48)	(\$1.13)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.08) \$82.02
08 6 MONTHS 85%	\$52.48	\$12.25	\$9.35	\$7.65	\$2.47	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.57)	(\$1.20)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.09) \$86.25
09 6 MONTHS 90%	\$55.57	\$12.25	\$9.90	\$8.10	\$2.62	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.67)	(\$1.27)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.09) \$90.49
10 6 MONTHS 95%	\$58.65	\$12.25	\$10.45	\$8.55	\$2.76	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.35	(\$1.76)	(\$1.34)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.10) \$94.71

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

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.

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