



District Council 16

Northern California Glaziers Master Agreement

Fresno, Inyo, Kern, Kings, Madera, Mariposa, Merced, Mono, San Luis Obispo & Tulare Counties

Effective Date: January 1, 2025

WAGE SCHEDULE A - FRESNO AREA ADDENDUM

TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	GLAZIERS PENSION (1)	GLAZIERS ANNUITY	IUPAT PENSION (2)	DC 16 FTINCN	IUPAT FTI	WORK PRESERVATION	DC 16 STAR	IUPAT LMCI	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)	VACATION / HOLIDAY	TOTAL PACKAGE			
JOURNEYMAN GLAZIER																			
11	JOURNEYMAN		\$49.22	\$11.75	\$9.52	\$6.78	\$1.47	\$0.90	\$0.05	\$0.10	\$0.25	\$0.10	(\$1.48)	(\$1.41)	(\$0.20)	(\$0.05)	(\$0.25)	(\$1.00)	\$80.14
12	LEADMAN		\$54.14	\$11.75	\$9.52	\$6.78	\$1.47	\$0.90	\$0.05	\$0.10	\$0.25	\$0.10	(\$1.62)	(\$1.41)	(\$0.20)	(\$0.05)	(\$0.25)	(\$1.00)	\$85.06
13	FOREMAN		\$56.60	\$11.75	\$9.52	\$6.78	\$1.47	\$0.90	\$0.05	\$0.10	\$0.25	\$0.10	(\$1.70)	(\$1.41)	(\$0.20)	(\$0.05)	(\$0.25)	(\$1.00)	\$87.52
GLAZIER APPRENTICE																			
00	6 MONTHS	50% or MWS (3)	\$24.61	\$11.75	\$0.00	\$0.00	\$0.00	\$0.90	\$0.05	\$0.10	\$0.25	\$0.10	(\$0.74)	(\$0.71)	(\$0.20)	(\$0.05)	(\$0.25)	(\$1.00)	\$37.76
02	6 MONTHS	55%	\$27.07	\$11.75	\$5.24	\$3.73	\$0.81	\$0.90	\$0.05	\$0.10	\$0.25	\$0.10	(\$0.81)	(\$0.78)	(\$0.20)	(\$0.05)	(\$0.25)	(\$1.00)	\$50.00
03	6 MONTHS	60%	\$29.53	\$11.75	\$5.71	\$4.07	\$0.88	\$0.90	\$0.05	\$0.10	\$0.25	\$0.10	(\$0.89)	(\$0.85)	(\$0.20)	(\$0.05)	(\$0.25)	(\$1.00)	\$53.34
04	6 MONTHS	65%	\$31.99	\$11.75	\$6.19	\$4.41	\$0.96	\$0.90	\$0.05	\$0.10	\$0.25	\$0.10	(\$0.96)	(\$0.92)	(\$0.20)	(\$0.05)	(\$0.25)	(\$1.00)	\$56.70
05	6 MONTHS	70%	\$34.45	\$11.75	\$6.66	\$4.75	\$1.03	\$0.90	\$0.05	\$0.10	\$0.25	\$0.10	(\$1.03)	(\$0.99)	(\$0.20)	(\$0.05)	(\$0.25)	(\$1.00)	\$60.04
06	6 MONTHS	75%	\$36.92	\$11.75	\$7.14	\$5.09	\$1.10	\$0.90	\$0.05	\$0.10	\$0.25	\$0.10	(\$1.11)	(\$1.06)	(\$0.20)	(\$0.05)	(\$0.25)	(\$1.00)	\$63.40
07	6 MONTHS	80%	\$39.38	\$11.75	\$7.62	\$5.42	\$1.18	\$0.90	\$0.05	\$0.10	\$0.25	\$0.10	(\$1.18)	(\$1.13)	(\$0.20)	(\$0.05)	(\$0.25)	(\$1.00)	\$66.75
08	6 MONTHS	85%	\$41.84	\$11.75	\$8.09	\$5.76	\$1.25	\$0.90	\$0.05	\$0.10	\$0.25	\$0.10	(\$1.26)	(\$1.20)	(\$0.20)	(\$0.05)	(\$0.25)	(\$1.00)	\$70.09
09	6 MONTHS	90%	\$44.30	\$11.75	\$8.57	\$6.10	\$1.32	\$0.90	\$0.05	\$0.10	\$0.25	\$0.10	(\$1.33)	(\$1.27)	(\$0.20)	(\$0.05)	(\$0.25)	(\$1.00)	\$73.44
10	6 MONTHS	95%	\$46.76	\$11.75	\$9.04	\$6.44	\$1.40	\$0.90	\$0.05	\$0.10	\$0.25	\$0.10	(\$1.40)	(\$1.34)	(\$0.20)	\$0.00	(\$0.25)	(\$1.00)	\$76.79

WAGE SCHEDULE LEGEND

(1) **GLAZIERS PENSION**

\$6.60 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**

A minimum 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 Vacation/Holiday are deducted from the hourly Taxable Net Wage.

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