



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, 2026

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	\$52.10	\$12.25	\$9.52	\$7.00	\$1.67	\$0.95	\$0.10	\$0.10	\$0.35	\$0.10	(\$1.56)	(\$1.41)	(\$0.20)	(\$0.05)	(\$0.35)	(\$2.10)	\$84.14	
12	LEADMAN	\$57.31	\$12.25	\$9.52	\$7.00	\$1.67	\$0.95	\$0.10	\$0.10	\$0.35	\$0.10	(\$1.72)	(\$1.41)	(\$0.20)	(\$0.05)	(\$0.35)	(\$2.10)	\$89.35	
13	FOREMAN	\$59.92	\$12.25	\$9.52	\$7.00	\$1.67	\$0.95	\$0.10	\$0.10	\$0.35	\$0.10	(\$1.80)	(\$1.41)	(\$0.20)	(\$0.05)	(\$0.35)	(\$2.10)	\$91.96	
GLAZIER APPRENTICE																			
00	6 MONTHS	50% or MWS (3)	\$26.05	\$12.25	\$0.00	\$0.00	\$0.00	\$0.95	\$0.10	\$0.10	\$0.35	\$0.10	(\$0.78)	(\$0.71)	(\$0.20)	(\$0.05)	(\$0.35)	(\$1.05)	\$39.90
02	6 MONTHS	55%	\$28.66	\$12.25	\$5.24	\$3.85	\$0.92	\$0.95	\$0.10	\$0.10	\$0.35	\$0.10	(\$0.86)	(\$0.78)	(\$0.20)	(\$0.05)	(\$0.35)	(\$1.16)	\$52.52
03	6 MONTHS	60%	\$31.26	\$12.25	\$5.71	\$4.20	\$1.00	\$0.95	\$0.10	\$0.10	\$0.35	\$0.10	(\$0.94)	(\$0.85)	(\$0.20)	(\$0.05)	(\$0.35)	(\$1.26)	\$56.02
04	6 MONTHS	65%	\$33.87	\$12.25	\$6.19	\$4.55	\$1.09	\$0.95	\$0.10	\$0.10	\$0.35	\$0.10	(\$1.02)	(\$0.92)	(\$0.20)	(\$0.05)	(\$0.35)	(\$1.37)	\$59.55
05	6 MONTHS	70%	\$36.47	\$12.25	\$6.66	\$4.90	\$1.17	\$0.95	\$0.10	\$0.10	\$0.35	\$0.10	(\$1.09)	(\$0.99)	(\$0.20)	(\$0.05)	(\$0.35)	(\$1.47)	\$63.05
06	6 MONTHS	75%	\$39.08	\$12.25	\$7.14	\$5.25	\$1.25	\$0.95	\$0.10	\$0.10	\$0.35	\$0.10	(\$1.17)	(\$1.06)	(\$0.20)	(\$0.05)	(\$0.35)	(\$1.58)	\$66.57
07	6 MONTHS	80%	\$41.68	\$12.25	\$7.62	\$5.60	\$1.34	\$0.95	\$0.10	\$0.10	\$0.35	\$0.10	(\$1.25)	(\$1.13)	(\$0.20)	(\$0.05)	(\$0.35)	(\$1.68)	\$70.09
08	6 MONTHS	85%	\$44.29	\$12.25	\$8.09	\$5.95	\$1.42	\$0.95	\$0.10	\$0.10	\$0.35	\$0.10	(\$1.33)	(\$1.20)	(\$0.20)	(\$0.05)	(\$0.35)	(\$1.79)	\$73.60
09	6 MONTHS	90%	\$46.89	\$12.25	\$8.57	\$6.30	\$1.50	\$0.95	\$0.10	\$0.10	\$0.35	\$0.10	(\$1.41)	(\$1.27)	(\$0.20)	(\$0.05)	(\$0.35)	(\$1.89)	\$77.11
10	6 MONTHS	95%	\$49.50	\$12.25	\$9.04	\$6.65	\$1.59	\$0.95	\$0.10	\$0.10	\$0.35	\$0.10	(\$1.49)	(\$1.34)	(\$0.20)	(\$0.05)	(\$0.35)	(\$2.00)	\$80.63

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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