



District Council 16

Northern California Painters Master Agreement

Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lassen, Mariposa, Merced, Modoc, Nevada, Placer, Plumas, Sacramento, San Joaquin, Siskiyou, Shasta, Sierra, Stanislaus, Sutter, Tehama, Trinity, Tuolumne, Yolo & Yuba Counties

Effective Date: January 1, 2026

WAGE SCHEDULE A - INDUSTRIAL PAINTER (SACRAMENTO AREA ADDENDUM)																			
	TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	BAY AREA P&D PENSION (1)	BAY AREA P&D ANNUITY	DC 16 FTINCN	IUPAT FTI	IUPAT LMCI	WORK PRESERVATION	SAC PDCA INDUSTRY FUND	DC 16 STAR	ADMINISTRATIVE DUES CHECK-OFF (3)	WAGE EQUALITY DUES CHECK-OFF (3)	ORGANIZING DUES CHECK-OFF (3)	UNITY ACTION DUES CHECK- OFF (3)	IUPAT ADMIN DUES CHECK-OFF (3)	VACATION / HOLIDAY (3)	TOTAL PACKAGE		
INDUSTRIAL PAINTER																			
11	JOURNEYMAN	\$50.60	\$12.25	\$4.63	\$5.32	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.35	(\$1.52)	(\$1.35)	(\$0.24)	(\$0.05)	(\$0.35)	(\$10.09)	\$74.78	
12	FOREMAN (6+ employees)	\$53.10	\$12.25	\$4.63	\$5.32	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.35	(\$1.59)	(\$1.35)	(\$0.24)	(\$0.05)	(\$0.35)	(\$10.09)	\$77.28	
13	SUPERINTENDENT	\$57.60	\$12.25	\$4.63	\$5.32	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.35	(\$1.73)	(\$1.35)	(\$0.24)	(\$0.05)	(\$0.35)	(\$10.09)	\$81.78	
INDUSTRIAL PAINTER APPRENTICE																			
00	Pre-Apprentice 6 MONTHS	30% or MWS (2)	\$23.40	\$12.25	\$0.00	\$0.00	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.25	(\$0.70)	(\$0.41)	(\$0.24)	(\$0.05)	(\$0.35)	\$0.00	\$37.53
01	6 MONTHS	50%	\$25.30	\$12.25	\$2.32	\$2.61	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.35	(\$0.76)	(\$0.68)	(\$0.24)	(\$0.05)	(\$0.35)	(\$5.05)	\$44.46
02	6 MONTHS	55%	\$27.83	\$12.25	\$2.55	\$2.88	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.35	(\$0.83)	(\$0.74)	(\$0.24)	(\$0.05)	(\$0.35)	(\$5.55)	\$47.49
03	6 MONTHS	60%	\$30.36	\$12.25	\$2.78	\$3.15	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.35	(\$0.91)	(\$0.81)	(\$0.24)	(\$0.05)	(\$0.35)	(\$6.05)	\$50.52
04	6 MONTHS	65%	\$32.89	\$12.25	\$3.01	\$3.42	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.35	(\$0.99)	(\$0.88)	(\$0.24)	(\$0.05)	(\$0.35)	(\$6.56)	\$53.55
05	6 MONTHS	70%	\$35.42	\$12.25	\$3.24	\$3.69	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.35	(\$1.06)	(\$0.95)	(\$0.24)	(\$0.05)	(\$0.35)	(\$7.06)	\$56.58
06	6 MONTHS	75%	\$37.95	\$12.25	\$3.47	\$3.97	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.35	(\$1.14)	(\$1.01)	(\$0.24)	(\$0.05)	(\$0.35)	(\$7.57)	\$59.62
07	6 MONTHS	80%	\$40.48	\$12.25	\$3.70	\$4.24	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.35	(\$1.21)	(\$1.08)	(\$0.24)	(\$0.05)	(\$0.35)	(\$8.07)	\$62.65
08	6 MONTHS	85%	\$43.01	\$12.25	\$3.94	\$4.51	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.35	(\$1.29)	(\$1.15)	(\$0.24)	(\$0.05)	(\$0.35)	(\$8.58)	\$65.69
09	6 MONTHS	90%	\$45.54	\$12.25	\$4.17	\$4.78	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.35	(\$1.37)	(\$1.22)	(\$0.24)	(\$0.05)	(\$0.35)	(\$9.08)	\$68.72
10	6 MONTHS	95%	\$48.07	\$12.25	\$4.40	\$5.05	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.35	(\$1.44)	(\$1.28)	(\$0.24)	(\$0.05)	(\$0.35)	(\$9.59)	\$71.75
INDUSTRIAL NEW APPLICANT PAINTER																			
16	5th 6 MONTHS	70%	\$35.42	\$12.25	\$3.24	\$3.69	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.35	(\$1.06)	(\$0.95)	(\$0.24)	(\$0.05)	(\$0.35)	(\$7.06)	\$56.58
17	7th 6 MONTHS	80%	\$40.48	\$12.25	\$3.70	\$4.24	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.35	(\$1.21)	(\$1.08)	(\$0.24)	(\$0.05)	(\$0.35)	(\$8.07)	\$62.65
18	9th 6 MONTHS	90%	\$45.54	\$12.25	\$4.17	\$4.78	\$1.00	\$0.10	\$0.10	\$0.08	\$0.35	\$0.35	(\$1.37)	(\$1.22)	(\$0.24)	(\$0.05)	(\$0.35)	(\$9.08)	\$68.72

WAGE SCHEDULE LEGEND

(1) **BAY AREA P&D PENSION**

\$2.37 of the Bay Area P & D Pension contributions are allocated for deficit reduction; benefits are not accrued.

(Apprentices and New Applicant pension deficit contributions shall be based upon their corresponding percentage of the Journeyman contribution.)

(2) **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.)

(3) **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**.