



# 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 - 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 |          |         |
| <b>PAINTER</b>                             |                         |                        |                          |                      |              |           |            |                   |                        |            |                                   |                                  |                               |                                 |                                |                        |               |          |         |
| 11   | JOURNEYMAN              | \$45.85                | \$12.25                  | \$4.63               | \$5.32       | \$1.00    | \$0.10     | \$0.10            | \$0.08                 | \$0.35     | \$0.35                            | (\$1.38)                         | (\$1.35)                      | (\$0.24)                        | (\$0.05)                       | (\$0.35)               | (\$10.09)     | \$70.03  |         |
| 12   | FOREMAN (6+ employees)  | \$48.35                | \$12.25                  | \$4.63               | \$5.32       | \$1.00    | \$0.10     | \$0.10            | \$0.08                 | \$0.35     | \$0.35                            | (\$1.45)                         | (\$1.35)                      | (\$0.24)                        | (\$0.05)                       | (\$0.35)               | (\$10.09)     | \$72.53  |         |
| 13   | SUPERINTENDENT          | \$52.85                | \$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)     | \$77.03  |         |
| <b>APPRENTICE PAINTER</b>                  |                         |                        |                          |                      |              |           |            |                   |                        |            |                                   |                                  |                               |                                 |                                |                        |               |          |         |
| 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% or MWS (2)         | \$23.40                  | \$12.25              | \$2.32       | \$2.61    | \$1.00     | \$0.10            | \$0.10                 | \$0.08     | \$0.35                            | \$0.35                           | (\$0.70)                      | (\$0.68)                        | (\$0.24)                       | (\$0.05)               | (\$0.35)      | (\$5.05) | \$42.56 |
| 02   | 6 MONTHS                | 55%                    | \$25.22                  | \$12.25              | \$2.55       | \$2.88    | \$1.00     | \$0.10            | \$0.10                 | \$0.08     | \$0.35                            | \$0.35                           | (\$0.76)                      | (\$0.74)                        | (\$0.24)                       | (\$0.05)               | (\$0.35)      | (\$5.55) | \$44.88 |
| 03   | 6 MONTHS                | 60%                    | \$27.51                  | \$12.25              | \$2.78       | \$3.15    | \$1.00     | \$0.10            | \$0.10                 | \$0.08     | \$0.35                            | \$0.35                           | (\$0.83)                      | (\$0.81)                        | (\$0.24)                       | (\$0.05)               | (\$0.35)      | (\$6.05) | \$47.67 |
| 04   | 6 MONTHS                | 65%                    | \$29.80                  | \$12.25              | \$3.01       | \$3.42    | \$1.00     | \$0.10            | \$0.10                 | \$0.08     | \$0.35                            | \$0.35                           | (\$0.89)                      | (\$0.88)                        | (\$0.24)                       | (\$0.05)               | (\$0.35)      | (\$6.56) | \$50.46 |
| 05   | 6 MONTHS                | 70%                    | \$32.10                  | \$12.25              | \$3.24       | \$3.69    | \$1.00     | \$0.10            | \$0.10                 | \$0.08     | \$0.35                            | \$0.35                           | (\$0.96)                      | (\$0.95)                        | (\$0.24)                       | (\$0.05)               | (\$0.35)      | (\$7.06) | \$53.26 |
| 06   | 6 MONTHS                | 75%                    | \$34.39                  | \$12.25              | \$3.47       | \$3.97    | \$1.00     | \$0.10            | \$0.10                 | \$0.08     | \$0.35                            | \$0.35                           | (\$1.03)                      | (\$1.01)                        | (\$0.24)                       | (\$0.05)               | (\$0.35)      | (\$7.57) | \$56.06 |
| 07   | 6 MONTHS                | 80%                    | \$36.68                  | \$12.25              | \$3.70       | \$4.24    | \$1.00     | \$0.10            | \$0.10                 | \$0.08     | \$0.35                            | \$0.35                           | (\$1.10)                      | (\$1.08)                        | (\$0.24)                       | (\$0.05)               | (\$0.35)      | (\$8.07) | \$58.85 |
| 08   | 6 MONTHS                | 85%                    | \$38.97                  | \$12.25              | \$3.94       | \$4.51    | \$1.00     | \$0.10            | \$0.10                 | \$0.08     | \$0.35                            | \$0.35                           | (\$1.17)                      | (\$1.15)                        | (\$0.24)                       | (\$0.05)               | (\$0.35)      | (\$8.58) | \$61.65 |
| 09   | 6 MONTHS                | 90%                    | \$41.27                  | \$12.25              | \$4.17       | \$4.78    | \$1.00     | \$0.10            | \$0.10                 | \$0.08     | \$0.35                            | \$0.35                           | (\$1.24)                      | (\$1.22)                        | (\$0.24)                       | (\$0.05)               | (\$0.35)      | (\$9.08) | \$64.45 |
| 10   | 6 MONTHS                | 95%                    | \$43.56                  | \$12.25              | \$4.40       | \$5.05    | \$1.00     | \$0.10            | \$0.10                 | \$0.08     | \$0.35                            | \$0.35                           | (\$1.31)                      | (\$1.28)                        | (\$0.24)                       | (\$0.05)               | (\$0.35)      | (\$9.59) | \$67.24 |
| <b>NEW APPLICANT PAINTER</b>               |                         |                        |                          |                      |              |           |            |                   |                        |            |                                   |                                  |                               |                                 |                                |                        |               |          |         |
| 16   | 5th 6 MONTHS            | 70%                    | \$32.10                  | \$12.25              | \$3.24       | \$3.69    | \$1.00     | \$0.10            | \$0.10                 | \$0.08     | \$0.35                            | \$0.35                           | (\$0.96)                      | (\$0.95)                        | (\$0.24)                       | (\$0.05)               | (\$0.35)      | (\$7.06) | \$53.26 |
| 17   | 7th 6 MONTHS            | 80%                    | \$36.68                  | \$12.25              | \$3.70       | \$4.24    | \$1.00     | \$0.10            | \$0.10                 | \$0.08     | \$0.35                            | \$0.35                           | (\$1.10)                      | (\$1.08)                        | (\$0.24)                       | (\$0.05)               | (\$0.35)      | (\$8.07) | \$58.85 |
| 18   | 9th 6 MONTHS            | 90%                    | \$41.27                  | \$12.25              | \$4.17       | \$4.78    | \$1.00     | \$0.10            | \$0.10                 | \$0.08     | \$0.35                            | \$0.35                           | (\$1.24)                      | (\$1.22)                        | (\$0.24)                       | (\$0.05)               | (\$0.35)      | (\$9.08) | \$64.45 |

### 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**.