



District Council 16

Northern California Painters Master Agreement

Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

Effective Date: January 1, 2025

WAGE SCHEDULE A - INDUSTRIAL PAINTER

		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	NCPFC 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)	IUPAT PAT-PC (3)	VACATION / HOLIDAY (3)	TOTAL PACKAGE
INDUSTRIAL PAINTER																			
11	JOURNEYMAN	\$55.88	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.68)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$11.98)	\$84.72
12	FOREMAN (3+ employees)	\$57.88	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.74)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$11.98)	\$86.72
13	FOREMAN (5+ employees)	\$59.88	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.80)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$11.98)	\$88.72
14	FOREMAN (10+ employees)	\$61.88	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.86)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$11.98)	\$90.72
15	SUPERINTENDENT	\$62.88	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.89)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$11.98)	\$91.72
INDUSTRIAL PAINTER APPRENTICE																			
00	Pre-Apprentice 6 MONTHS	30% or MWS (2)	\$23.40	\$11.75	\$0.00	\$0.00	\$0.97	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.70)	(\$0.60)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	\$0.00	\$37.02
01	6 MONTHS	50%	\$27.94	\$11.75	\$3.80	\$3.81	\$0.97	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.84)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$5.99)	\$49.17
02	6 MONTHS	55%	\$30.73	\$11.75	\$4.18	\$4.19	\$0.97	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.92)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$6.59)	\$52.72
03	6 MONTHS	60%	\$33.53	\$11.75	\$4.56	\$4.57	\$0.97	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.01)	(\$1.20)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$7.19)	\$56.28
04	6 MONTHS	65%	\$36.32	\$11.75	\$4.94	\$4.95	\$0.97	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.09)	(\$1.30)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$7.79)	\$59.83
05	6 MONTHS	70%	\$39.12	\$11.75	\$5.32	\$5.33	\$0.97	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.17)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$8.39)	\$63.39
06	6 MONTHS	75%	\$41.91	\$11.75	\$5.70	\$5.72	\$0.97	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.26)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$8.99)	\$66.95
07	6 MONTHS	80%	\$44.70	\$11.75	\$6.08	\$6.10	\$0.97	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.34)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$9.58)	\$70.50
08	6 MONTHS	85%	\$47.50	\$11.75	\$6.46	\$6.48	\$0.97	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.43)	(\$1.70)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$10.18)	\$74.06
09	6 MONTHS	90%	\$50.29	\$11.75	\$6.84	\$6.86	\$0.97	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.51)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$10.78)	\$77.61
10	6 MONTHS	95%	\$53.09	\$11.75	\$7.22	\$7.24	\$0.97	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.59)	(\$1.90)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$11.38)	\$81.17
INDUSTRIAL NEW APPLICANT PAINTER																			
16	1ST YEAR	70%	\$39.12	\$11.75	\$5.32	\$5.33	\$0.97	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.17)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$8.39)	\$63.39
17	2ND YEAR	80%	\$44.70	\$11.75	\$6.08	\$6.10	\$0.97	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.34)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$9.58)	\$70.50
18	3RD YEAR	90%	\$50.29	\$11.75	\$6.84	\$6.86	\$0.97	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.51)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$10.78)	\$77.61

WAGE SCHEDULE LEGEND

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

\$3.90 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, IUPAT PAT-PC, Vacation / Holiday are **deducted** from the hourly **Taxable Net Wage**.

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