



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												
TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	BAY AREA P&D PENSION (1)	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			
HOUSING PAINTER JOURNEYMAN												
11	80%	\$42.70	\$11.75	\$5.50	(\$1.28)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$8.18)	\$59.95	
RESIDENTIAL PAINTER												
20	60%	\$25.62	\$11.75	\$3.30	(\$0.77)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$4.91)	\$40.67	
RESIDENTIAL PAINTER TRAINEE												
01	1st 6 MONTHS	50% or MWS (2)	\$23.40	\$11.75	\$1.65	(\$0.70)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$2.46)	\$36.80
02	2nd 6 MONTHS	55% or MWS (2)	\$23.40	\$11.75	\$1.82	(\$0.70)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.25)	(\$2.70)	\$36.97
03	3rd 6 MONTHS	65% or MWS (2)	\$23.40	\$11.75	\$2.15	(\$0.70)	(\$1.30)	(\$0.25)	(\$0.05)	(\$0.25)	(\$3.19)	\$37.30
04	4th 6 MONTHS	75% or MWS (2)	\$23.40	\$11.75	\$2.48	(\$0.70)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.25)	(\$3.68)	\$37.63
05	5th 6 MONTHS	85% or MWS (2)	\$23.40	\$11.75	\$2.81	(\$0.70)	(\$1.70)	(\$0.25)	(\$0.05)	(\$0.25)	(\$4.17)	\$37.96
06	6th 6 MONTHS	95%	\$24.34	\$11.75	\$3.14	(\$0.73)	(\$1.90)	(\$0.25)	(\$0.05)	(\$0.25)	(\$4.66)	\$39.23

WAGE SCHEDULE LEGEND

(1)

BAY AREA P&D PENSION

\$3.10 of the Housing Painter Journeyman Bay Area P & D Pension contributions are allocated solely for deficit reduction; benefits are not accrued.

(Residential Painter Trainee 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**.*

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