



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)	BAY AREA P&D ANNUITY	DC 16 FT/INC	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)	VACATION / HOLIDAY (3)	TOTAL PACKAGE			
PAINTER																			
11	JOURNEYMAN	\$53.38	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.60)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.98)	\$82.22
12	FOREMAN (3+ employees)	\$55.38	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.66)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.98)	\$84.22
13	FOREMAN (5+ employees)	\$57.38	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.72)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.98)	\$86.22
14	FOREMAN (10+ employees)	\$59.38	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.78)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.98)	\$88.22
15	SUPERINTENDENT	\$60.38	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.81)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.98)	\$89.22
APPRENTICE PAINTER																			
00	Pre-Apprentice 6 MONTHS	30% or MWS (2)	\$23.40	\$11.75	\$0.00	\$0.00	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.70)	(\$0.60)	(\$0.25)	(\$0.05)	(\$0.25)	\$0.00	\$37.02
01	6 MONTHS	50%	\$26.69	\$11.75	\$3.80	\$3.81	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.80)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$5.99)	\$47.92
02	6 MONTHS	55%	\$29.36	\$11.75	\$4.18	\$4.19	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.88)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.25)	(\$6.59)	\$51.35
03	6 MONTHS	60%	\$32.03	\$11.75	\$4.56	\$4.57	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.96)	(\$1.20)	(\$0.25)	(\$0.05)	(\$0.25)	(\$7.19)	\$54.78
04	6 MONTHS	65%	\$34.70	\$11.75	\$4.94	\$4.95	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.04)	(\$1.30)	(\$0.25)	(\$0.05)	(\$0.25)	(\$7.79)	\$58.21
05	6 MONTHS	70%	\$37.37	\$11.75	\$5.32	\$5.33	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.12)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.25)	(\$8.39)	\$61.64
06	6 MONTHS	75%	\$40.04	\$11.75	\$5.70	\$5.72	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.20)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.25)	(\$8.99)	\$65.08
07	6 MONTHS	80%	\$42.70	\$11.75	\$6.08	\$6.10	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.28)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.25)	(\$9.58)	\$68.50
08	6 MONTHS	85%	\$45.37	\$11.75	\$6.46	\$6.48	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.36)	(\$1.70)	(\$0.25)	(\$0.05)	(\$0.25)	(\$10.18)	\$71.93
09	6 MONTHS	90%	\$48.04	\$11.75	\$6.84	\$6.86	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.44)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.25)	(\$10.78)	\$75.36
10	6 MONTHS	95%	\$50.71	\$11.75	\$7.22	\$7.24	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.52)	(\$1.90)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.38)	\$78.79
NEW APPLICANT PAINTER																			
16	5th 6 MONTHS	70%	\$37.37	\$11.75	\$5.32	\$5.33	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.12)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.25)	(\$8.39)	\$61.64
17	7th 6 MONTHS	80%	\$42.70	\$11.75	\$6.08	\$6.10	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.28)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.25)	(\$9.58)	\$68.50
18	9th 6 MONTHS	90%	\$48.04	\$11.75	\$6.84	\$6.86	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.44)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.25)	(\$10.78)	\$75.36

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 and Vacation / Holiday are **deducted** from the hourly **Taxable Net Wage**.