



District Council 16

Northern California Painters Master Agreement

Monterey, San Benito & Santa Cruz Counties

(Does not apply to PLA Prevailing Wage Projects or Union Funded Projects)

Effective Date: January 1, 2025

WAGE SCHEDULE A - MONTEREY ADDENDUM

			TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	BAY AREA P&D PENSION (1)	BAY AREA P&D ANNUITY	IUPAT PENSION (4)	DC 16 FTINCN	IUPAT FTI	IUPAT LMCI	WORK PRESERVATION	NCFPC 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		\$45.37	\$11.75	\$5.17	\$4.24	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.36)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$10.18)	\$68.49
12	FOREMAN (3+ employees)		\$47.37	\$11.75	\$5.17	\$4.24	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.42)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$10.18)	\$70.49
13	FOREMAN (5+ employees)		\$49.37	\$11.75	\$5.17	\$4.24	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.48)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$10.18)	\$72.49
14	FOREMAN (10+ employees)		\$51.37	\$11.75	\$5.17	\$4.24	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.54)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$10.18)	\$74.49
15	SUPERINTENDENT		\$52.37	\$11.75	\$5.17	\$4.24	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.57)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$10.18)	\$75.49
APPRENTICE PAINTER																				
00	Pre-Apprentice 6 MONTHS	30% or MWS (2)	\$23.40	\$11.75	\$0.00	\$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% or MWS (2)	\$23.40	\$11.75	\$2.59	\$2.12	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.70)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$5.09)	\$41.82
02	6 MONTHS	55%	\$24.95	\$11.75	\$2.84	\$2.33	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.75)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.25)	(\$5.60)	\$43.83
03	6 MONTHS	60%	\$27.22	\$11.75	\$3.10	\$2.54	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.82)	(\$1.20)	(\$0.25)	(\$0.05)	(\$0.25)	(\$6.11)	\$46.57
04	6 MONTHS	65%	\$29.49	\$11.75	\$3.36	\$2.76	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.88)	(\$1.30)	(\$0.25)	(\$0.05)	(\$0.25)	(\$6.62)	\$49.32
05	6 MONTHS	70%	\$31.76	\$11.75	\$3.62	\$2.97	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.95)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.25)	(\$7.13)	\$52.06
06	6 MONTHS	75%	\$34.03	\$11.75	\$3.88	\$3.18	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.02)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.25)	(\$7.64)	\$54.80
07	6 MONTHS	80%	\$36.30	\$11.75	\$4.14	\$3.39	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.09)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.25)	(\$8.14)	\$57.54
08	6 MONTHS	85%	\$38.56	\$11.75	\$4.39	\$3.60	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.16)	(\$1.70)	(\$0.25)	(\$0.05)	(\$0.25)	(\$8.65)	\$60.26
09	6 MONTHS	90%	\$40.83	\$11.75	\$4.65	\$3.82	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.22)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.25)	(\$9.16)	\$63.01
10	6 MONTHS	95%	\$43.10	\$11.75	\$4.91	\$4.03	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.29)	(\$1.90)	(\$0.25)	(\$0.05)	(\$0.25)	(\$9.67)	\$65.75
NEW APPLICANT PAINTER																				
16	5th 6 MONTHS	70%	\$31.76	\$11.75	\$3.62	\$2.97	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.95)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.25)	(\$7.13)	\$52.06
17	7th 6 MONTHS	80%	\$36.30	\$11.75	\$4.14	\$3.39	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.09)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.25)	(\$8.14)	\$57.54
18	9th 6 MONTHS	90%	\$40.83	\$11.75	\$4.65	\$3.82	\$0.09	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.22)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.25)	(\$9.16)	\$63.01

WAGE SCHEDULE LEGEND

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

\$2.69 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**.

(4) **IUPAT PENSION**

A 5% increase per classification for the IUPAT Pension starting 1/1/22 per the IUPAT Constitution.