



District Council 16

Northern California Painters Master Agreement

San Francisco County

Effective Date: January 1, 2025

WAGE SCHEDULE A - INDUSTRIAL (SAN FRANCISCO)

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)	VACATION / HOLIDAY (3)	TOTAL PACKAGE			
INDUSTRIAL PAINTER																			
11	JOURNEYMAN	\$59.50	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.79)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.98)	\$88.34	
12	FOREMAN (3+ employees)	\$61.50	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.85)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.98)	\$90.34	
13	FOREMAN (5+ employees)	\$63.50	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.91)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.98)	\$92.34	
14	FOREMAN (10+ employees)	\$65.50	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.97)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.98)	\$94.34	
15	SUPERINTENDENT	\$66.50	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$2.00)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.98)	\$95.34	
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	\$0.10	\$0.35	\$0.25	(\$0.70)	(\$0.60)	(\$0.25)	(\$0.05)	(\$0.25)	\$0.00	\$37.02
01	6 MONTHS	50%	\$29.75	\$11.75	\$3.80	\$3.81	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.89)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$5.99)	\$50.98
02	6 MONTHS	55%	\$32.73	\$11.75	\$4.18	\$4.19	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.98)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.25)	(\$6.59)	\$54.72
03	6 MONTHS	60%	\$35.70	\$11.75	\$4.56	\$4.57	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.07)	(\$1.20)	(\$0.25)	(\$0.05)	(\$0.25)	(\$7.19)	\$58.45
04	6 MONTHS	65%	\$38.68	\$11.75	\$4.94	\$4.95	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.16)	(\$1.30)	(\$0.25)	(\$0.05)	(\$0.25)	(\$7.79)	\$62.19
05	6 MONTHS	70%	\$41.65	\$11.75	\$5.32	\$5.33	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.25)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.25)	(\$8.39)	\$65.92
06	6 MONTHS	75%	\$44.63	\$11.75	\$5.70	\$5.72	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.34)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.25)	(\$8.99)	\$69.67
07	6 MONTHS	80%	\$47.60	\$11.75	\$6.08	\$6.10	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.43)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.25)	(\$9.58)	\$73.40
08	6 MONTHS	85%	\$50.58	\$11.75	\$6.46	\$6.48	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.52)	(\$1.70)	(\$0.25)	(\$0.05)	(\$0.25)	(\$10.18)	\$77.14
09	6 MONTHS	90%	\$53.55	\$11.75	\$6.84	\$6.86	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.61)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.25)	(\$10.78)	\$80.87
10	6 MONTHS	95%	\$56.53	\$11.75	\$7.22	\$7.24	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.70)	(\$1.90)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.38)	\$84.61
INDUSTRIAL PAINTER NEW APPLICANT																			
16	6 MONTHS	70%	\$41.65	\$11.75	\$5.32	\$5.33	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.25)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.25)	(\$8.39)	\$65.92
17	6 MONTHS	80%	\$47.60	\$11.75	\$6.08	\$6.10	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.43)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.25)	(\$9.58)	\$73.40
18	6 MONTHS	90%	\$53.55	\$11.75	\$6.84	\$6.86	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.61)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.25)	(\$10.78)	\$80.87

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**.

FOR UNION USE ONLY | Regular | Painter Industrial Facilities, Tank, Bridge