



# District Council 16

## Northern California Painters Master Agreement

San Francisco County

Effective Date: January 1, 2025

WAGE SCHEDULE A - SAN FRANCISCO																			
TAXABLE NET WAGE	DC 18 HEALTH & WELFARE	BAY AREA P&D PENSION (1)	BAY AREA P&D ANNUITY	DC 18 FTINCN	IUPAT FTI	IUPAT LMCI	WORK PRESERVATION	NOFPC INDUSTRY FUND	DC 18 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			
<b>PAINTER</b>																			
11	JOURNEYMAN	\$57.00	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.71)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.98)	\$85.84	
12	FOREMAN (3+ employees)	\$59.00	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.77)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.98)	\$87.84	
13	FOREMAN (5+ employees)	\$61.00	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.83)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.98)	\$89.84	
14	FOREMAN (10+ employees)	\$63.00	\$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)	(\$0.25)	(\$11.98)	\$91.84	
15	SUPERINTENDENT	\$64.00	\$11.75	\$7.60	\$7.62	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.92)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.98)	\$92.84	
<b>APPRENTICE PAINTER</b>																			
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%	\$28.50	\$11.75	\$3.80	\$3.81	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.86)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.25)	(\$5.99)	\$49.73
02	6 MONTHS	55%	\$31.35	\$11.75	\$4.18	\$4.19	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.94)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.25)	(\$6.59)	\$53.34
03	6 MONTHS	60%	\$34.20	\$11.75	\$4.56	\$4.57	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.03)	(\$1.20)	(\$0.25)	(\$0.05)	(\$0.25)	(\$7.19)	\$56.95
04	6 MONTHS	65%	\$37.05	\$11.75	\$4.94	\$4.95	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.11)	(\$1.30)	(\$0.25)	(\$0.05)	(\$0.25)	(\$7.79)	\$60.56
05	6 MONTHS	70%	\$39.90	\$11.75	\$5.32	\$5.33	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.20)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.25)	(\$8.39)	\$64.17
06	6 MONTHS	75%	\$42.75	\$11.75	\$5.70	\$5.72	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.28)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.25)	(\$8.99)	\$67.79
07	6 MONTHS	80%	\$45.60	\$11.75	\$6.08	\$6.10	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.37)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.25)	(\$9.58)	\$71.40
08	6 MONTHS	85%	\$48.45	\$11.75	\$6.46	\$6.48	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.45)	(\$1.70)	(\$0.25)	(\$0.05)	(\$0.25)	(\$10.18)	\$75.01
09	6 MONTHS	90%	\$51.30	\$11.75	\$6.84	\$6.86	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.54)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.25)	(\$10.78)	\$78.62
10	6 MONTHS	95%	\$54.15	\$11.75	\$7.22	\$7.24	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.62)	(\$1.90)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.38)	\$82.23
<b>NEW APPLICANT PAINTER</b>																			
16	6 MONTHS	70%	\$39.90	\$11.75	\$5.32	\$5.33	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.20)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.25)	(\$8.39)	\$64.17
17	6 MONTHS	80%	\$45.60	\$11.75	\$6.08	\$6.10	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.37)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.25)	(\$9.58)	\$71.40
18	6 MONTHS	90%	\$51.30	\$11.75	\$6.84	\$6.86	\$0.97	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.54)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.25)	(\$10.78)	\$78.62

### 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**.

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