



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

| DISTRICT COUNCIL 16 | | | 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 | \$0.35 | \$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 | \$0.35 | \$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 | \$0.35 | \$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 | \$0.35 | \$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 | \$0.35 | \$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**.

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