



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, 2026

WAGE SCHEDULE A											
		TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	BAY AREA P&D PENSION (1)	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
HOUSING PAINTER JOURNEYMAN											
11	80%	\$44.88	\$12.25	\$5.50	(\$1.35)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$9.33)	\$62.63
RESIDENTIAL PAINTER											
20	60%	\$26.93	\$12.25	\$3.30	(\$0.81)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$5.60)	\$42.48
RESIDENTIAL PAINTER TRAINEE											
01	1st 6 MONTHS	50% or MWS (2)	\$23.40	\$12.25	\$1.65	(\$0.70)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.35)	\$37.30
02	2nd 6 MONTHS	55% or MWS (2)	\$23.40	\$12.25	\$1.82	(\$0.70)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.35)	\$37.47
03	3rd 6 MONTHS	65% or MWS (2)	\$23.40	\$12.25	\$2.15	(\$0.70)	(\$1.30)	(\$0.25)	(\$0.05)	(\$0.35)	\$37.80
04	4th 6 MONTHS	75% or MWS (2)	\$23.40	\$12.25	\$2.48	(\$0.70)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.35)	\$38.13
05	5th 6 MONTHS	85% or MWS (2)	\$23.40	\$12.25	\$2.81	(\$0.70)	(\$1.70)	(\$0.25)	(\$0.05)	(\$0.35)	\$38.46
06	6th 6 MONTHS	95%	\$25.58	\$12.25	\$3.14	(\$0.77)	(\$1.90)	(\$0.25)	(\$0.05)	(\$0.35)	\$40.97

WAGE SCHEDULE LEGEND

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

\$3.10 of the Housing Painter Journeyman Bay Area P & D Pension contributions are allocated solely for deficit reduction; benefits are not accrued.

(Residential Painter Trainee 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 Residential