



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

DISTRICT COUNCIL 16			WAGE SCHEDULE A - BRIDGE PAINTER																
			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
			BRIDGE PAINTER																
			11	JOURNEYMAN	\$60.85	\$12.25	\$7.60	\$7.62	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.83)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)
12	FOREMAN (3+ employees)	\$62.85	\$12.25	\$7.60	\$7.62	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.89)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	\$92.22	
13	FOREMAN (5+ employees)	\$64.85	\$12.25	\$7.60	\$7.62	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.95)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	\$94.22	
14	FOREMAN (10+ employees)	\$66.85	\$12.25	\$7.60	\$7.62	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$2.01)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	\$96.22	
15	SUPERINTENDENT	\$67.85	\$12.25	\$7.60	\$7.62	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$2.04)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	\$97.22	
			APPRENTICE BRIDGE PAINTER																
00	Pre-Apprentice 6 MONTHS	30% or MWS (2)	\$23.40	\$12.25	\$0.00	\$0.00	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.70)	(\$0.60)	(\$0.25)	(\$0.05)	(\$0.35)	\$0.00	\$37.55
01	6 MONTHS	50%	\$30.43	\$12.25	\$3.80	\$3.81	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.91)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$6.71)	\$52.19
02	6 MONTHS	55%	\$33.47	\$12.25	\$4.18	\$4.19	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.00)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.35)	(\$7.38)	\$55.99
03	6 MONTHS	60%	\$36.51	\$12.25	\$4.56	\$4.57	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.10)	(\$1.20)	(\$0.25)	(\$0.05)	(\$0.35)	(\$8.05)	\$59.79
04	6 MONTHS	65%	\$39.55	\$12.25	\$4.94	\$4.95	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.19)	(\$1.30)	(\$0.25)	(\$0.05)	(\$0.35)	(\$8.72)	\$63.59
05	6 MONTHS	70%	\$42.60	\$12.25	\$5.32	\$5.33	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.28)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.35)	(\$9.39)	\$67.40
06	6 MONTHS	75%	\$45.64	\$12.25	\$5.70	\$5.72	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.37)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.35)	(\$10.07)	\$71.21
07	6 MONTHS	80%	\$48.68	\$12.25	\$6.08	\$6.10	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.46)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.35)	(\$10.74)	\$75.01
08	6 MONTHS	85%	\$51.72	\$12.25	\$6.46	\$6.48	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.55)	(\$1.70)	(\$0.25)	(\$0.05)	(\$0.35)	(\$11.41)	\$78.81
09	6 MONTHS	90%	\$54.77	\$12.25	\$6.84	\$6.86	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.64)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.35)	(\$12.08)	\$82.62
10	6 MONTHS	95%	\$57.81	\$12.25	\$7.22	\$7.24	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.73)	(\$1.90)	(\$0.25)	(\$0.05)	(\$0.35)	(\$12.75)	\$86.42

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**.