



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 - INDUSTRIAL 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
			INDUSTRIAL PAINTER																
11	JOURNEYMAN		\$58.85	\$12.25	\$7.60	\$7.62	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.77)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	\$88.22
12	FOREMAN (3+ employees)		\$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)	(\$13.42)	\$90.22
13	FOREMAN (5+ 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
14	FOREMAN (10+ 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
15	SUPERINTENDENT		\$65.85	\$12.25	\$7.60	\$7.62	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.98)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$13.42)	\$95.22
			INDUSTRIAL PAINTER APPRENTICE																
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%	\$29.43	\$12.25	\$3.80	\$3.81	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.88)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.35)	(\$6.71)	\$51.19
02	6 MONTHS	55%	\$32.37	\$12.25	\$4.18	\$4.19	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$0.97)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.35)	(\$7.38)	\$54.89
03	6 MONTHS	60%	\$35.31	\$12.25	\$4.56	\$4.57	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.06)	(\$1.20)	(\$0.25)	(\$0.05)	(\$0.35)	(\$8.05)	\$58.59
04	6 MONTHS	65%	\$38.25	\$12.25	\$4.94	\$4.95	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.15)	(\$1.30)	(\$0.25)	(\$0.05)	(\$0.35)	(\$8.72)	\$62.29
05	6 MONTHS	70%	\$41.20	\$12.25	\$5.32	\$5.33	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.24)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.35)	(\$9.39)	\$66.00
06	6 MONTHS	75%	\$44.14	\$12.25	\$5.70	\$5.72	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.32)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.35)	(\$10.07)	\$69.71
07	6 MONTHS	80%	\$47.08	\$12.25	\$6.08	\$6.10	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.41)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.35)	(\$10.74)	\$73.41
08	6 MONTHS	85%	\$50.02	\$12.25	\$6.46	\$6.48	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.50)	(\$1.70)	(\$0.25)	(\$0.05)	(\$0.35)	(\$11.41)	\$77.11
09	6 MONTHS	90%	\$52.97	\$12.25	\$6.84	\$6.86	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.59)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.35)	(\$12.08)	\$80.82
10	6 MONTHS	95%	\$55.91	\$12.25	\$7.22	\$7.24	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.68)	(\$1.90)	(\$0.25)	(\$0.05)	(\$0.35)	(\$12.75)	\$84.52
			INDUSTRIAL NEW APPLICANT PAINTER																
16	1ST YEAR	70%	\$41.20	\$12.25	\$5.32	\$5.33	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.24)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.35)	(\$9.39)	\$66.00
17	2ND YEAR	80%	\$47.08	\$12.25	\$6.08	\$6.10	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.41)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.35)	(\$10.74)	\$73.41
18	3RD YEAR	90%	\$52.97	\$12.25	\$6.84	\$6.86	\$1.00	\$0.10	\$0.10	\$0.10	\$0.35	\$0.25	(\$1.59)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.35)	(\$12.08)	\$80.82

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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