

District Council 16

Northern California Painters Master Agreement

Industrial Wage Schedule A (San Francisco)

San Francisco County
Effective January 1, 2020

	TAXABLE NET WAGE	DC 16 HEALTH WELFARE	BAY AREA P & D PENSION	BAY AREA P & D ANNUITY	DC 16 JATIF	IUPAT FTI	IUPAT LMCI	WORK PRESERVATION	NCPFC INDUSTRY FUND	DC 16 STAR	ADMINISTRATIVE DUES CHECK-OFF	WAGE EQUALITY DUES CHECK-OFF	ORGANIZING DUES CHECK-OFF	UNITY ACTION DUES CHECK-OFF	IUPAT PAT-PC	VACATION/ HOLIDAY	TOTAL PACKAGE
INDUSTRIAL PAINTER																	
Journeyman	\$48.79	\$10.45	\$7.60 *	\$6.22	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.46)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.05)	(\$6.25)	\$74.45
Foreman (3 or more employees)	\$50.79	\$10.45	\$7.60 *	\$6.22	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.52)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.05)	(\$6.25)	\$76.45
Foreman (5 or more employees)	\$52.79	\$10.45	\$7.60 *	\$6.22	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.58)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.05)	(\$6.25)	\$78.45
Foreman (10 or more employees)	\$54.79	\$10.45	\$7.60 *	\$6.22	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.64)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.05)	(\$6.25)	\$80.45
Superintendent	\$54.79	\$10.45	\$7.60 *	\$6.22	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.64)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.05)	(\$6.25)	\$80.45
INDUSTRIAL APPRENTICE PAINTER																	
PRE APPRENTICE 30% 6 MONTHS or MWS	\$15.59	\$10.45	\$0.00	\$0.00	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.47)	(\$0.60)	(\$0.25)	(\$0.05)	(\$0.05)	\$0.00	\$27.43
6 MONTHS 50%	\$24.40	\$10.45	\$3.80 *	\$3.11	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.73)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.05)	(\$3.13)	\$43.15
6 MONTHS 55%	\$26.83	\$10.45	\$4.18 *	\$3.42	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.80)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.05)	(\$3.44)	\$46.27
6 MONTHS 60%	\$29.27	\$10.45	\$4.56 *	\$3.73	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.88)	(\$1.20)	(\$0.25)	(\$0.05)	(\$0.05)	(\$3.75)	\$49.40
6 MONTHS 65%	\$31.71	\$10.45	\$4.94 *	\$4.04	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.95)	(\$1.30)	(\$0.25)	(\$0.05)	(\$0.05)	(\$4.06)	\$52.53
6 MONTHS 70%	\$34.15	\$10.45	\$5.32 *	\$4.35	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.02)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.05)	(\$4.38)	\$55.66
6 MONTHS 75%	\$36.59	\$10.45	\$5.70 *	\$4.67	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.10)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.05)	(\$4.69)	\$58.80
6 MONTHS 80%	\$39.03	\$10.45	\$6.08 *	\$4.98	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.17)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.05)	(\$5.00)	\$61.93
6 MONTHS 85%	\$41.47	\$10.45	\$6.46 *	\$5.29	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.24)	(\$1.70)	(\$0.25)	(\$0.05)	(\$0.05)	(\$5.31)	\$65.06
6 MONTHS 90%	\$43.91	\$10.45	\$6.84 *	\$5.60	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.32)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.05)	(\$5.63)	\$68.19
6 MONTHS 95%	\$46.35	\$10.45	\$7.22 *	\$5.91	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.39)	(\$1.90)	(\$0.25)	(\$0.05)	(\$0.05)	(\$5.94)	\$71.32
INDUSTRIAL NEW APPLICANT PAINTER																	
1st Year 70%	\$34.15	\$10.45	\$5.32 *	\$4.35	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.02)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.05)	(\$4.38)	\$55.66
2nd Year 80%	\$39.03	\$10.45	\$6.08 *	\$4.98	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.17)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.05)	(\$5.00)	\$61.93
3rd Year 90%	\$43.91	\$10.45	\$6.84 *	\$5.60	\$0.68	\$0.08	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.32)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.05)	(\$5.63)	\$68.19

() Administrative Dues Check-Off, Wage Equality Dues Check-Off, Organizing Dues Check-Off, Unity Action Dues Check-Off, IUPAT PAT-PC and Vacation/Holiday Funds are deducted from Taxable Net Wage hourly

* \$3.90 of the Bay Area P & D Pension contribution is allocated solely to deficit reduction and no benefits are accrued (Apprentices and new applicant pension deficit contributions shall be based upon their corresponding percentage of the journeyman contribution)

Minimum Wage Standard (MWS) - In counties and cities where the minimum wage is higher than the wage listed on this schedule, the higher rate shall prevail