

# District Council 16

## Northern California Painters Master Agreement

### 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 JATTF | IUPAT FTI | IUPAT LMCI | WORK PRESERVATION | NCPCF 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 |
|---------------------------------------|------------------|----------------------|------------------------|------------------------|-------------|-----------|------------|-------------------|---------------------|------------|-------------------------------|------------------------------|---------------------------|-----------------------------|--------------|------------------|---------------|
| <b>PAINTER</b>                        |                  |                      |                        |                        |             |           |            |                   |                     |            |                               |                              |                           |                             |              |                  |               |
| Journeyman                            | \$47.29          | \$10.45              | \$7.60 *               | \$6.22                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$1.42)                      | (\$2.00)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$6.25)         | \$72.95       |
| Foreman (3 or more employees)         | \$49.29          | \$10.45              | \$7.60 *               | \$6.22                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$1.48)                      | (\$2.00)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$6.25)         | \$74.95       |
| Foreman (5 or more employees)         | \$51.29          | \$10.45              | \$7.60 *               | \$6.22                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$1.54)                      | (\$2.00)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$6.25)         | \$76.95       |
| Foreman (10 or more employees)        | \$53.29          | \$10.45              | \$7.60 *               | \$6.22                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$1.60)                      | (\$2.00)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$6.25)         | \$78.95       |
| Superintendent                        | \$53.29          | \$10.45              | \$7.60 *               | \$6.22                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$1.60)                      | (\$2.00)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$6.25)         | \$78.95       |
| <b>APPRENTICE PAINTER</b>             |                  |                      |                        |                        |             |           |            |                   |                     |            |                               |                              |                           |                             |              |                  |               |
| PRE APPRENTICE 30%<br>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%                          | \$23.65          | \$10.45              | \$3.80 *               | \$3.11                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$0.71)                      | (\$1.00)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$3.13)         | \$42.40       |
| 6 MONTHS 55%                          | \$26.01          | \$10.45              | \$4.18 *               | \$3.42                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$0.78)                      | (\$1.10)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$3.44)         | \$45.45       |
| 6 MONTHS 60%                          | \$28.37          | \$10.45              | \$4.56 *               | \$3.73                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$0.85)                      | (\$1.20)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$3.75)         | \$48.50       |
| 6 MONTHS 65%                          | \$30.74          | \$10.45              | \$4.94 *               | \$4.04                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$0.92)                      | (\$1.30)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$4.06)         | \$51.56       |
| 6 MONTHS 70%                          | \$33.10          | \$10.45              | \$5.32 *               | \$4.35                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$0.99)                      | (\$1.40)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$4.38)         | \$54.61       |
| 6 MONTHS 75%                          | \$35.47          | \$10.45              | \$5.70 *               | \$4.67                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$1.06)                      | (\$1.50)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$4.69)         | \$57.68       |
| 6 MONTHS 80%                          | \$37.83          | \$10.45              | \$6.08 *               | \$4.98                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$1.13)                      | (\$1.60)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$5.00)         | \$60.73       |
| 6 MONTHS 85%                          | \$40.20          | \$10.45              | \$6.46 *               | \$5.29                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$1.21)                      | (\$1.70)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$5.31)         | \$63.79       |
| 6 MONTHS 90%                          | \$42.56          | \$10.45              | \$6.84 *               | \$5.60                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$1.28)                      | (\$1.80)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$5.63)         | \$66.84       |
| 6 MONTHS 95%                          | \$44.93          | \$10.45              | \$7.22 *               | \$5.91                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$1.35)                      | (\$1.90)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$5.94)         | \$69.90       |
| <b>NEW APPLICANT PAINTER</b>          |                  |                      |                        |                        |             |           |            |                   |                     |            |                               |                              |                           |                             |              |                  |               |
| 1st Year 70%                          | \$33.10          | \$10.45              | \$5.32 *               | \$4.35                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$0.99)                      | (\$1.40)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$4.38)         | \$54.61       |
| 2nd Year 80%                          | \$37.83          | \$10.45              | \$6.08 *               | \$4.98                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$1.13)                      | (\$1.60)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$5.00)         | \$60.73       |
| 3rd Year 90%                          | \$42.56          | \$10.45              | \$6.84 *               | \$5.60                 | \$0.68      | \$0.08    | \$0.05     | \$0.08            | \$0.25              | \$0.25     | (\$1.28)                      | (\$1.80)                     | (\$0.25)                  | (\$0.05)                    | (\$0.05)     | (\$5.63)         | \$66.84       |

( ) 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

Northern California Painters Master Agreement – Wage Schedule A – San Francisco – eff. January 1, 2020

\_\_\_\_\_  
Sign Name

*Robert Williams*  
\_\_\_\_\_  
Sign Name

\_\_\_\_\_  
Jeannie Simpelo  
Print Name

\_\_\_\_\_  
Robert Williams  
Print Name

\_\_\_\_\_  
CEO / NCPFC  
Title / Association Name

\_\_\_\_\_  
Director of Service  
Title

\_\_\_\_\_  
August 23, 2019  
Date

\_\_\_\_\_  
August 23, 2019  
Date