

# District Council 16

## Northern California Painters Master Agreement

### INDUSTRIAL PAINTERS WAGE SCHEDULE A

Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties  
Effective January 1, 2023

	TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	BAY AREA P & D PENSION	BAY AREA P & D ANNUITY	DC 16 JATTF	IUPAT FTI	WORK FILMP	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 ADMIN DUES CHECK-OFF	IUPAT PAT-PC	VACATION/ HOLIDAY	TOTAL PACKAGE	
<b>INDUSTRIAL PAINTER</b>																			
11	Journeyman	\$49.42	\$11.05	\$7.60 *	\$7.62	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.48)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$9.00)	\$77.33
12	Foreman (3 or more employees)	\$51.42	\$11.05	\$7.60 *	\$7.62	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.54)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$9.00)	\$79.33
13	Foreman (5 or more employees)	\$53.42	\$11.05	\$7.60 *	\$7.62	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.60)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$9.00)	\$81.33
14	Foreman (10 or more employees)	\$55.42	\$11.05	\$7.60 *	\$7.62	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.66)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$9.00)	\$83.33
15	Superintendent	\$56.42	\$11.05	\$7.60 *	\$7.62	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.69)	(\$2.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$9.00)	\$84.33
<b>INDUSTRIAL APPRENTICE PAINTER</b>																			
00	PRE APPRENTICE 6 MONTHS	\$20.15	\$11.05	\$0.00	\$0.00	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.60)	(\$0.60)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	\$0.00	\$32.84
01	6 MONTHS 50%	\$24.71	\$11.05	\$3.80 *	\$3.81	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.74)	(\$1.00)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$4.50)	\$45.01
02	6 MONTHS 55%	\$27.18	\$11.05	\$4.18 *	\$4.19	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.82)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$4.95)	\$48.24
03	6 MONTHS 60%	\$29.65	\$11.05	\$4.56 *	\$4.57	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.89)	(\$1.20)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$5.40)	\$51.47
04	6 MONTHS 65%	\$32.12	\$11.05	\$4.94 *	\$4.95	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.96)	(\$1.30)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$5.85)	\$54.70
05	6 MONTHS 70%	\$34.59	\$11.05	\$5.32 *	\$5.33	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.04)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$6.30)	\$57.93
06	6 MONTHS 75%	\$37.07	\$11.05	\$5.70 *	\$5.72	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.11)	(\$1.50)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$6.75)	\$61.18
07	6 MONTHS 80%	\$39.54	\$11.05	\$6.08 *	\$6.10	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.19)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$7.20)	\$64.41
08	6 MONTHS 85%	\$42.01	\$11.05	\$6.46 *	\$6.48	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.26)	(\$1.70)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$7.65)	\$67.64
09	6 MONTHS 90%	\$44.48	\$11.05	\$6.84 *	\$6.86	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.33)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$8.10)	\$70.87
10	6 MONTHS 95%	\$46.95	\$11.05	\$7.22 *	\$7.24	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.41)	(\$1.90)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$8.55)	\$74.10
<b>INDUSTRIAL NEW APPLICANT PAINTER</b>																			
16	1st Year 70%	\$34.59	\$11.05	\$5.32 *	\$5.33	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.04)	(\$1.40)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$6.30)	\$57.93
17	2nd Year 80%	\$39.54	\$11.05	\$6.08 *	\$6.10	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.19)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$7.20)	\$64.41
18	3rd Year 90%	\$44.48	\$11.05	\$6.84 *	\$6.86	\$0.91	\$0.10	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.33)	(\$1.80)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.05)	(\$8.10)	\$70.87

( ) Administrative Dues Check-Off, Wage Equality Dues Check-Off, Organizing Dues Check-Off, Unity Action Dues Check-Off, IUPAT Administrative 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)

\*\* \$20.15 based off of 130% California Minimum Wage 2023

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

\*\*\* For Union Use Only - Regular - Painter Industrial Facilities, Bridge, Tank