

District Council 16

Northern California Glaziers Master Agreement

WAGE SCHEDULE A

Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Sonoma and portions of Solano County

Effective January 1, 2022

	TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	GLAZIERS PENSION	GLAZIERS ANNUITY	**** IUPAT PENSION	GLAZIERS RETIREE PENSION	DC 16 JATTF	IUPAT FTI	IUPAT LMP	WORK PRESERVATION	DC 16 STAR	NCGMA INDUSTRY FUND	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	MEMBER BENEFIT FUND	TOTAL PACKAGE			
JOURNEYMAN GLAZIER																							
11	JOURNEYMAN	\$54.77	\$10.70	\$11.00	* \$6.50	\$2.10	**	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.64)	(\$1.31)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.10)	\$86.95	
12	LEADMAN	\$60.25	\$10.70	\$11.00	* \$6.50	\$2.10	**	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.81)	(\$1.31)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.10)	\$92.43	
13	FOREMAN	\$62.99	\$10.70	\$11.00	* \$6.50	\$2.10	**	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.89)	(\$1.31)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.10)	\$95.17	
GLAZIER APPRENTICE																							
00	PRE-APPRENTICE 6 MONTHS	24% of MWS****	\$19.50	\$10.70	\$0.00	\$0.00	\$0.00	\$0.00	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$0.59)	(\$0.41)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.03)	\$32.03	
01	6 MONTHS	40%	\$21.91	\$10.70	\$4.40	* \$2.60	\$0.84	**	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$0.66)	(\$0.49)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.04)	\$42.33
02	6 MONTHS	46%	\$25.19	\$10.70	\$5.06	* \$2.99	\$0.97	**	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$0.76)	(\$0.58)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.05)	\$46.79
03	6 MONTHS	52%	\$28.48	\$10.70	\$5.72	* \$3.38	\$1.09	**	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$0.85)	(\$0.66)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.05)	\$51.25
04	6 MONTHS	58%	\$31.77	\$10.70	\$6.38	* \$3.77	\$1.22	**	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$0.95)	(\$0.74)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.06)	\$55.72
05	6 MONTHS	64%	\$35.05	\$10.70	\$7.04	* \$4.16	\$1.34	**	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.05)	(\$0.82)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.06)	\$60.17
06	6 MONTHS	70%	\$38.34	\$10.70	\$7.70	* \$4.55	\$1.47	**	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.15)	(\$0.90)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.07)	\$64.64
07	6 MONTHS	76%	\$41.63	\$10.70	\$8.36	* \$4.94	\$1.60	**	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.25)	(\$0.98)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.08)	\$69.11
08	6 MONTHS	82%	\$44.91	\$10.70	\$9.02	* \$5.33	\$1.72	**	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.35)	(\$1.07)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.08)	\$73.56
09	6 MONTHS	88%	\$48.20	\$10.70	\$9.68	* \$5.72	\$1.85	**	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.45)	(\$1.15)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.09)	\$78.03
10	6 MONTHS	94%	\$51.48	\$10.70	\$10.34	* \$6.11	\$1.97	**	\$0.05	\$1.00	\$0.10	\$0.05	\$0.08	\$0.25	\$0.35	(\$1.54)	(\$1.23)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	(\$0.09)	\$82.48

() 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 Member Benefit Fund are deducted from Taxable Net Wage hourly

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

* \$7.50 of the Glaziers Pension contribution is allocated solely to deficit reduction and no benefits are accrued (Apprentices deficit contributions shall be based on their corresponding percentage of the Journeyman contribution)

** \$0.09 of the IUPAT Pension contribution is allocated solely to deficit reduction and no benefits are accrued (Apprentices deficit contributions shall be based on their corresponding percentage of the Journeyman contribution)

*** For Union Use Only - Regular - Glazier

****05% increase per classification for the IUPAT Pension starting 1/1/22 per thr IUPAT Constitution

***** \$19.50 based off of 130% California Minimum Wage 2022