

# 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, 2020

		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	NCMA INDUSTRY FUND	ADMINISTRATIVE DUES CHECK-OFF	WAGE EQUALITY DUES CHECK-OFF	ORGANIZING DUES CHECK-OFF	UNITY ACTION DUES CHECK-OFF	IUPAT PAT-PC	MEMBER BENEFIT FUND	TOTAL PACKAGE
<b>JOURNEYMAN GLAZIER</b>																				
JOURNEYMAN		\$51.42	\$10.45	\$11.00 *	\$5.50	\$2.00	\$0.05	\$0.75	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.54)	(\$1.36)	(\$0.20)	(\$0.05)	(\$0.05)	(\$0.10)	\$81.85
LEADMAN		\$56.56	\$10.45	\$11.00 *	\$5.50	\$2.00	\$0.05	\$0.75	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.70)	(\$1.36)	(\$0.20)	(\$0.05)	(\$0.05)	(\$0.10)	\$86.99
FOREMAN		\$59.13	\$10.45	\$11.00 *	\$5.50	\$2.00	\$0.05	\$0.75	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.77)	(\$1.36)	(\$0.20)	(\$0.05)	(\$0.05)	(\$0.10)	\$89.56
<b>GLAZIER APPRENTICE</b>																				
PRE-APPRENTICE 6 MONTHS	34% or MWS	\$17.48	\$10.45	\$0.00	\$0.00	\$0.00	\$0.00	\$0.75	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.52)	(\$0.46)	(\$0.20)	(\$0.05)	(\$0.05)	(\$0.03)	\$29.36
6 MONTHS	40%	\$20.57	\$10.45	\$4.40 *	\$2.20	\$0.80	\$0.05	\$0.75	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.62)	(\$0.54)	(\$0.20)	(\$0.05)	(\$0.05)	(\$0.04)	\$39.90
6 MONTHS	46%	\$23.65	\$10.45	\$5.06 *	\$2.53	\$0.92	\$0.05	\$0.75	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.71)	(\$0.63)	(\$0.20)	(\$0.05)	(\$0.05)	(\$0.05)	\$44.09
6 MONTHS	52%	\$26.74	\$10.45	\$5.72 *	\$2.86	\$1.04	\$0.05	\$0.75	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.80)	(\$0.71)	(\$0.20)	(\$0.05)	(\$0.05)	(\$0.05)	\$48.29
6 MONTHS	58%	\$29.82	\$10.45	\$6.38 *	\$3.19	\$1.16	\$0.05	\$0.75	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.89)	(\$0.79)	(\$0.20)	(\$0.05)	(\$0.05)	(\$0.06)	\$52.48
6 MONTHS	64%	\$32.91	\$10.45	\$7.04 *	\$3.52	\$1.28	\$0.05	\$0.75	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.99)	(\$0.87)	(\$0.20)	(\$0.05)	(\$0.05)	(\$0.06)	\$56.68
6 MONTHS	70%	\$35.99	\$10.45	\$7.70 *	\$3.85	\$1.40	\$0.05	\$0.75	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.08)	(\$0.95)	(\$0.20)	(\$0.05)	(\$0.05)	(\$0.07)	\$60.87
6 MONTHS	76%	\$39.08	\$10.45	\$8.36 *	\$4.18	\$1.52	\$0.05	\$0.75	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.17)	(\$1.03)	(\$0.20)	(\$0.05)	(\$0.05)	(\$0.08)	\$65.07
6 MONTHS	82%	\$42.16	\$10.45	\$9.02 *	\$4.51	\$1.64	\$0.05	\$0.75	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.26)	(\$1.12)	(\$0.20)	(\$0.05)	(\$0.05)	(\$0.08)	\$69.26
6 MONTHS	88%	\$45.25	\$10.45	\$9.68 *	\$4.84	\$1.76	\$0.05	\$0.75	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.36)	(\$1.20)	(\$0.20)	(\$0.05)	(\$0.05)	(\$0.09)	\$73.46
6 MONTHS	94%	\$48.33	\$10.45	\$10.34 *	\$5.17	\$1.88	\$0.05	\$0.75	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.45)	(\$1.28)	(\$0.20)	(\$0.05)	(\$0.05)	(\$0.09)	\$77.65

( ) Administrative Dues Check-Off, Wage Equality Dues Check-Off, Organizing Dues Check-Off, Unity Action Dues Check-Off, IUPAT PAT-PC and Member Benefit Fund are deducted from Taxable Net Wage hourly

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

\* \$0.09 of the Journeyman Glazier IUPAT Pension is solely dedicated to deficit reduction and no benefits are accrued (Pre-Apprentices and Apprentices deficit contributions shall be based on 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