

# District Council 16

## Northern California Glaziers Master Agreement Bay Area Production Worker Addendum

### 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 November 1, 2016

		TAXABLE NET WAGE	DC 16 HEALTH & WELFARE		GLAZIERS PENSION		GLAZIERS ANNUITY	IUPAT PENSION		DC 16 STAR	NCGMA INDUSTRY FUND	MEMBERSHIP BENEFIT	ADMINISTRATIVE DUES CHECK-OFF	ORGANIZING DUES CHECK-OFF	UNITY ACTION DUES CHECK-OFF	TOTAL PACKAGE
<b>ALLIED GLASS WORKER</b>																
		\$25.06	\$9.95	*	\$8.92	**	\$0.95	\$0.87	***	\$0.25	\$0.15	(\$0.10)	(\$0.75)	(\$0.20)	(\$0.05)	\$46.15
<b>PRODUCTION GLAZIER</b>																
		\$22.79	\$9.95	*	\$3.67	**	\$0.89	\$0.94	***	\$0.25	\$0.15	(\$0.10)	(\$0.68)	(\$0.20)	(\$0.05)	\$38.64
<b>PRODUCTION WORKER</b>																
		\$18.26	\$9.95	*	\$3.57	**	\$0.76	\$0.81	***	\$0.25	\$0.15	(\$0.10)	(\$0.55)	(\$0.20)	(\$0.05)	\$33.75
<b>PRODUCTION WORKER TRAINEE</b>																
First 6 Months	60%	\$10.96	\$9.95	*	\$0.00		\$0.00	\$0.00		\$0.25	\$0.15	(\$0.06)	(\$0.33)	(\$0.20)	(\$0.05)	\$21.31
Second 6 Months	65%	\$11.87	\$9.95	*	\$2.32	**	\$0.49	\$0.53	***	\$0.25	\$0.15	(\$0.07)	(\$0.36)	(\$0.20)	(\$0.05)	\$25.56
Third 6 Months	70%	\$12.78	\$9.95	*	\$2.50	**	\$0.53	\$0.57	***	\$0.25	\$0.15	(\$0.07)	(\$0.38)	(\$0.20)	(\$0.05)	\$26.73
Fourth 6 Months	75%	\$13.70	\$9.95	*	\$2.68	**	\$0.57	\$0.61	***	\$0.25	\$0.15	(\$0.08)	(\$0.41)	(\$0.20)	(\$0.05)	\$27.91
Fifth 6 Months	80%	\$14.61	\$9.95	*	\$2.86	**	\$0.61	\$0.65	***	\$0.25	\$0.15	(\$0.08)	(\$0.44)	(\$0.20)	(\$0.05)	\$29.08
Sixth 6 Months	90%	\$16.43	\$9.95	*	\$3.21	**	\$0.68	\$0.73	***	\$0.25	\$0.15	(\$0.09)	(\$0.49)	(\$0.20)	(\$0.05)	\$31.40

( ) Membership Benefits, Administrative Dues Check-Off, Organizing Dues Check-Off and Unity Action Dues Check-Off are deducted from Taxable Net Wage hourly

\* Per the October 19, 2016 MOU a \$0.20/hour increase to Health & Welfare hourly contribution will begin on January 1, 2017. Starting with the new wage rate effective November 1, the employer should determine how to pay the \$0.20/hour increase every week to the employee as a non-fringe distribution from November 1 - December 31, 2016. A new wage rate sheet reflecting the January 1, 2017 increase to Health & Welfare hourly contribution will be sent prior to this date.

\*\* A percentage of the Glaziers Pension contribution is allocated solely to deficit reduction and no benefits are accrued

\*\*\* A percentage of the IUPAT Pension contribution is allocated solely to deficit reduction and no benefits are accrued