

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 JATF	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	34% or MWS****	\$19.50	\$10.70	\$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

Northern California Glaziers Master Agreement – Wage Schedule A – eff. January 1, 2022

Jeannie Simpelo
Sign Name

Jeannie Simpelo
Print Name

CEO / NCGMA
Title / Association Name

July 23, 2021
Date

Madison Hull
Sign Name

Madison Hull
Print Name

Director of Service
Title

July 23, 2021
Date