

# District Council 16

## Northern California Production Glaziers Master Agreement Bay Area Production Worker 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, 2021

	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	IUPAT ADMIN DUES CHECK-OFF	ORGANIZING DUES CHECK-OFF	UNITY ACTION DUES CHECK-OFF	TOTAL PACKAGE				
<b>***</b>																	
<b>ALLIED GLASS WORKER</b>																	
<b>13</b>	<b>\$31.26</b>	<b>\$10.55</b>	<b>\$9.57</b>	<b>*</b>	<b>\$1.27</b>	<b>\$1.19</b>	<b>**</b>	<b>\$0.05</b>	<b>\$0.15</b>	<b>(\$0.10)</b>	<b>(\$0.94)</b>	<b>(\$0.05)</b>	<b>(\$0.15)</b>	<b>(\$0.05)</b>	<b>\$54.04</b>		
<b>PRODUCTION GLAZIER</b>																	
<b>12</b>	<b>\$28.03</b>	<b>\$10.55</b>	<b>\$3.94</b>	<b>*</b>	<b>\$1.19</b>	<b>\$1.24</b>	<b>**</b>	<b>\$0.05</b>	<b>\$0.15</b>	<b>(\$0.10)</b>	<b>(\$0.84)</b>	<b>(\$0.05)</b>	<b>(\$0.15)</b>	<b>(\$0.05)</b>	<b>\$45.15</b>		
<b>PRODUCTION WORKER</b>																	
<b>11</b>	<b>\$22.47</b>	<b>\$10.55</b>	<b>\$3.83</b>	<b>*</b>	<b>\$1.02</b>	<b>\$1.07</b>	<b>**</b>	<b>\$0.05</b>	<b>\$0.15</b>	<b>(\$0.10)</b>	<b>(\$0.67)</b>	<b>(\$0.05)</b>	<b>(\$0.15)</b>	<b>(\$0.05)</b>	<b>\$39.14</b>		
<b>PRODUCTION WORKER TRAINEE</b>																	
<b>01</b>	<b>First 6 Months</b>	<b>60% or MWS</b>	<b>\$13.48</b>	<b>\$10.55</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.05</b>	<b>\$0.15</b>	<b>(\$0.06)</b>	<b>(\$0.40)</b>	<b>(\$0.05)</b>	<b>(\$0.15)</b>	<b>(\$0.05)</b>	<b>\$24.23</b>		
<b>02</b>	<b>Second 6 Months</b>	<b>65%</b>	<b>\$14.61</b>	<b>\$10.55</b>	<b>\$2.49</b>	<b>*</b>	<b>\$0.66</b>	<b>\$0.70</b>	<b>**</b>	<b>\$0.05</b>	<b>\$0.15</b>	<b>(\$0.07)</b>	<b>(\$0.44)</b>	<b>(\$0.05)</b>	<b>(\$0.15)</b>	<b>(\$0.05)</b>	<b>\$29.21</b>
<b>03</b>	<b>Third 6 Months</b>	<b>70%</b>	<b>\$15.73</b>	<b>\$10.55</b>	<b>\$2.68</b>	<b>*</b>	<b>\$0.71</b>	<b>\$0.75</b>	<b>**</b>	<b>\$0.05</b>	<b>\$0.15</b>	<b>(\$0.07)</b>	<b>(\$0.47)</b>	<b>(\$0.05)</b>	<b>(\$0.15)</b>	<b>(\$0.05)</b>	<b>\$30.62</b>
<b>04</b>	<b>Fourth 6 Months</b>	<b>75%</b>	<b>\$16.85</b>	<b>\$10.55</b>	<b>\$2.87</b>	<b>*</b>	<b>\$0.77</b>	<b>\$0.80</b>	<b>**</b>	<b>\$0.05</b>	<b>\$0.15</b>	<b>(\$0.08)</b>	<b>(\$0.51)</b>	<b>(\$0.05)</b>	<b>(\$0.15)</b>	<b>(\$0.05)</b>	<b>\$32.04</b>
<b>05</b>	<b>Fifth 6 Months</b>	<b>80%</b>	<b>\$17.98</b>	<b>\$10.55</b>	<b>\$3.06</b>	<b>*</b>	<b>\$0.82</b>	<b>\$0.86</b>	<b>**</b>	<b>\$0.05</b>	<b>\$0.15</b>	<b>(\$0.08)</b>	<b>(\$0.54)</b>	<b>(\$0.05)</b>	<b>(\$0.15)</b>	<b>(\$0.05)</b>	<b>\$33.47</b>
<b>06</b>	<b>Sixth 6 Months</b>	<b>90%</b>	<b>\$20.22</b>	<b>\$10.55</b>	<b>\$3.45</b>	<b>*</b>	<b>\$0.92</b>	<b>\$0.96</b>	<b>**</b>	<b>\$0.05</b>	<b>\$0.15</b>	<b>(\$0.09)</b>	<b>(\$0.61)</b>	<b>(\$0.05)</b>	<b>(\$0.15)</b>	<b>(\$0.05)</b>	<b>\$36.30</b>

( ) Membership Benefits, Administrative Dues Check-Off, IUPAT Admin Dues Check-Off, Organizing Dues Check-Off and Unity Action Dues Check-Off 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

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

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

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