

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 November 1, 2023 - December 31, 2023

| | TAXABLE NET WAGE | DC 16 HEALTH & WELFARE | GLAZIERS PENSION | GLAZIERS ANNUITY | ****IUPAT PENSION | NCGMA INDUSTRY FUND | IUPAT FTI | MEMBERSHIP BENEFIT | ADMINISTRATIVE DUES CHECK-OFF | IUPAT ADMIN DUES CHECK-OFF | ORGANIZING DUES CHECK-OFF | UNITY ACTION DUES CHECK-OFF | TOTAL PACKAGE | | | | |
|----------------------------------|---------------------|---------------------------|---------------------|---------------------|----------------------|------------------------|--------------|-----------------------|----------------------------------|-------------------------------|------------------------------|--------------------------------|------------------|----------|----------|----------|---------|
| ALLIED GLASS WORKER | | | | | | | | | | | | | | | | | |
| 13 | \$37.62 | \$11.05 | \$9.57 | * | \$1.27 | \$1.56 | ** | \$0.25 | \$0.05 | (\$0.10) | (\$1.13) | (\$0.10) | (\$0.15) | (\$0.05) | \$61.37 | | |
| PRODUCTION GLAZIER | | | | | | | | | | | | | | | | | |
| 12 | \$33.47 | \$11.05 | \$3.94 | * | \$1.19 | \$1.61 | ** | \$0.25 | \$0.05 | (\$0.10) | (\$1.00) | (\$0.10) | (\$0.15) | (\$0.05) | \$51.56 | | |
| PRODUCTION WORKER | | | | | | | | | | | | | | | | | |
| 11 | \$26.88 | \$11.05 | \$3.83 | * | \$1.02 | \$1.38 | ** | \$0.25 | \$0.05 | (\$0.10) | (\$0.81) | (\$0.10) | (\$0.15) | (\$0.05) | \$44.46 | | |
| PRODUCTION WORKER TRAINEE | | | | | | | | | | | | | | | | | |
| 01 | First 6 Months | 60% or MWS | \$16.13 | \$11.05 | \$0.00 | \$0.00 | \$0.00 | \$0.25 | \$0.05 | (\$0.06) | (\$0.48) | (\$0.10) | (\$0.15) | (\$0.05) | \$27.48 | | |
| 02 | Second 6 Months | 65% | \$17.47 | \$11.05 | \$2.49 | * | \$0.66 | \$0.90 | ** | \$0.25 | \$0.05 | (\$0.07) | (\$0.52) | (\$0.10) | (\$0.15) | (\$0.05) | \$32.87 |
| 03 | Third 6 Months | 70% | \$18.82 | \$11.05 | \$2.68 | * | \$0.71 | \$0.97 | ** | \$0.25 | \$0.05 | (\$0.07) | (\$0.56) | (\$0.10) | (\$0.15) | (\$0.05) | \$34.53 |
| 04 | Fourth 6 Months | 75% | \$20.16 | \$11.05 | \$2.87 | * | \$0.77 | \$1.04 | ** | \$0.25 | \$0.05 | (\$0.08) | (\$0.60) | (\$0.10) | (\$0.15) | (\$0.05) | \$36.19 |
| 05 | Fifth 6 Months | 80% | \$21.50 | \$11.05 | \$3.06 | * | \$0.82 | \$1.10 | ** | \$0.25 | \$0.05 | (\$0.08) | (\$0.65) | (\$0.10) | (\$0.15) | (\$0.05) | \$37.83 |
| 06 | Sixth 6 Months | 90% | \$24.19 | \$11.05 | \$3.45 | * | \$0.92 | \$1.24 | ** | \$0.25 | \$0.05 | (\$0.09) | (\$0.73) | (\$0.10) | (\$0.15) | (\$0.05) | \$41.15 |

() 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

*** For Union Use Only - Industrial - Glazier Fabrication

**** 5% increase per classification for the IUPAT Pension starting 1/1/22 per the IUPAT Constitution