

# District Council 16

## Northern California Glaziers Master Agreement Bay Area Combination Glazier 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 January 1, 2024

		TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	GLAZIERS PENSION	***IUPAT PENSION	GLAZIERS ANNUITY	DC 16 STAR	NCGMA INDUSTRY FUND	IUPAT FTI	ADMINISTRATIVE DUES CHECK-OFF	WAGE EQUALITY DUES CHECK-OFF	ORGANIZING DUES CHECK-OFF	UNITY ACTION DUES CHECK-OFF	IUPAT ADMIN DUES CHECK-OFF	MEMBER BENEFIT FUND	TOTAL PACKAGE
<b>COMBINATION GLAZIER</b>																
11	69%	\$38.64	\$11.40	\$8.50	* \$2.23	** \$4.49	\$0.25	\$0.35	\$0.05	(\$1.16)	(\$0.43)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.07)	\$65.91
<b>COMBINATION GLAZIER TRAINEE</b>																
01	First 6 Months	50% or MWS***** \$20.15	\$11.40	\$4.25	* \$1.12	** \$2.25	\$0.25	\$0.35	\$0.05	(\$0.60)	(\$0.19)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.04)	\$39.82
02	Second 6 Months	60% \$23.18	\$11.40	\$5.10	* \$1.34	** \$2.69	\$0.25	\$0.35	\$0.05	(\$0.70)	(\$0.24)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.04)	\$44.36
03	Third 6 Months	65% \$25.12	\$11.40	\$5.53	* \$1.45	** \$2.92	\$0.25	\$0.35	\$0.05	(\$0.75)	(\$0.26)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	\$47.07
04	Fourth 6 Months	75% \$28.98	\$11.40	\$6.38	* \$1.67	** \$3.37	\$0.25	\$0.35	\$0.05	(\$0.87)	(\$0.31)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	\$52.45
05	Fifth 6 Months	80% \$30.91	\$11.40	\$6.80	* \$1.78	** \$3.59	\$0.25	\$0.35	\$0.05	(\$0.93)	(\$0.33)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.06)	\$55.13
06	Sixth 6 Months	85% \$32.84	\$11.40	\$7.23	* \$1.90	** \$3.82	\$0.25	\$0.35	\$0.05	(\$0.99)	(\$0.36)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.06)	\$57.84
07	Seventh 6 Months	90% \$34.78	\$11.40	\$7.65	* \$2.01	** \$4.04	\$0.25	\$0.35	\$0.05	(\$1.04)	(\$0.38)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.06)	\$60.53
08	Eighth 6 Months	95% \$36.71	\$11.40	\$8.08	* \$2.12	** \$4.27	\$0.25	\$0.35	\$0.05	(\$1.10)	(\$0.41)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.07)	\$63.23

( ) Administrative Dues Check-Off, Wage Equality Dues Check-Off, Organizing Dues Check-Off, Unity Action Dues Check-Off, IUPAT Administrative Dues Check-Off 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

\* 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

\*\*\* For Union Use Only - Regular - Glazier Residential

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

\*\*\*\*\* \$20.15 based off of 130% California Minimum Wage 2023 - If the minimum wage should increase after publication of this wage schedule, Employer will need to calculate the new amount at 130% above the rate.