

District Council 16

Northern California Glaziers Master Agreement

Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano(select areas), and Sonoma Counties

Effective Date: August 2, 2024

WAGE SCHEDULE A

| | | TAXABLE NET WAGE | DC 16 HEALTH & WELFARE | GLAZIERS PENSION (1) | GLAZIERS ANNUITY | IUPAT PENSION (2) | GLAZIERS RETIREE PENSION | DC 16 JATTF | IUPAT FTI | IUPAT LMCI | WORK PRESERVATION | DC 16 STAR | NCGMA INDUSTRY FUND | ADMINISTRATIVE DUES CHECK-OFF (4) | WAGE EQUALITY DUES CHECK-OFF (4) | ORGANIZING DUES CHECK-OFF (4) | UNITY ACTION DUES CHECK-OFF (4) | IUPAT ADMIN DUES CHECK-OFF (4) | IUPAT PAT-PC (4) | MEMBER BENEFIT FUND (4) | TOTAL PACKAGE |
|---------------------------|------------|------------------|------------------------|----------------------|------------------|-------------------|--------------------------|-------------|-----------|------------|-------------------|------------|---------------------|-----------------------------------|----------------------------------|-------------------------------|---------------------------------|--------------------------------|------------------|-------------------------|---------------|
| JOURNEYMAN GLAZIER | | | | | | | | | | | | | | | | | | | | | |
| 11 | JOURNEYMAN | \$58.72 | \$11.40 | \$11.00 | \$7.83 | \$2.62 | \$0.05 | \$1.00 | \$0.10 | \$0.05 | \$0.08 | \$0.25 | \$0.35 | (\$1.76) | (\$1.36) | (\$0.20) | (\$0.05) | (\$0.10) | (\$0.05) | (\$0.10) | \$93.45 |
| 12 | LEADMAN | \$64.59 | \$11.40 | \$11.00 | \$7.83 | \$2.62 | \$0.05 | \$1.00 | \$0.10 | \$0.05 | \$0.08 | \$0.25 | \$0.35 | (\$1.94) | (\$1.36) | (\$0.20) | (\$0.05) | (\$0.10) | (\$0.05) | (\$0.10) | \$99.32 |
| 13 | FOREMAN | \$67.53 | \$11.40 | \$11.00 | \$7.83 | \$2.62 | \$0.05 | \$1.00 | \$0.10 | \$0.05 | \$0.08 | \$0.25 | \$0.35 | (\$2.03) | (\$1.36) | (\$0.20) | (\$0.05) | (\$0.10) | (\$0.05) | (\$0.10) | \$102.26 |
| GLAZIER APPRENTICE | | | | | | | | | | | | | | | | | | | | | |
| 00 | 6 MONTHS | 34% or MWS (3) | \$20.80 | \$11.40 | \$0.00 | \$0.00 | \$0.00 | \$1.00 | \$0.10 | \$0.05 | \$0.08 | \$0.25 | \$0.35 | (\$0.62) | (\$0.46) | (\$0.20) | (\$0.05) | (\$0.10) | (\$0.05) | (\$0.03) | \$34.03 |
| 01 | 6 MONTHS | 50% | \$29.36 | \$11.40 | \$5.50 | \$3.92 | \$1.31 | \$1.00 | \$0.10 | \$0.05 | \$0.08 | \$0.25 | \$0.35 | (\$0.88) | (\$0.68) | (\$0.20) | (\$0.05) | (\$0.10) | (\$0.05) | (\$0.05) | \$53.37 |
| 02 | 6 MONTHS | 55% | \$32.30 | \$11.40 | \$6.05 | \$4.31 | \$1.44 | \$1.00 | \$0.10 | \$0.05 | \$0.08 | \$0.25 | \$0.35 | (\$0.97) | (\$0.75) | (\$0.20) | (\$0.05) | (\$0.10) | (\$0.05) | (\$0.06) | \$57.38 |
| 03 | 6 MONTHS | 60% | \$35.23 | \$11.40 | \$6.60 | \$4.70 | \$1.57 | \$1.00 | \$0.10 | \$0.05 | \$0.08 | \$0.25 | \$0.35 | (\$1.06) | (\$0.82) | (\$0.20) | (\$0.05) | (\$0.10) | (\$0.05) | (\$0.06) | \$61.38 |
| 04 | 6 MONTHS | 65% | \$38.17 | \$11.40 | \$7.15 | \$5.09 | \$1.70 | \$1.00 | \$0.10 | \$0.05 | \$0.08 | \$0.25 | \$0.35 | (\$1.15) | (\$0.88) | (\$0.20) | (\$0.05) | (\$0.10) | (\$0.05) | (\$0.07) | \$65.39 |
| 05 | 6 MONTHS | 70% | \$41.10 | \$11.40 | \$7.70 | \$5.48 | \$1.83 | \$1.00 | \$0.10 | \$0.05 | \$0.08 | \$0.25 | \$0.35 | (\$1.23) | (\$0.95) | (\$0.20) | (\$0.05) | (\$0.10) | (\$0.05) | (\$0.07) | \$69.39 |
| 06 | 6 MONTHS | 75% | \$44.04 | \$11.40 | \$8.25 | \$5.87 | \$1.97 | \$1.00 | \$0.10 | \$0.05 | \$0.08 | \$0.25 | \$0.35 | (\$1.32) | (\$1.02) | (\$0.20) | (\$0.05) | (\$0.10) | (\$0.05) | (\$0.08) | \$73.41 |
| 07 | 6 MONTHS | 80% | \$46.98 | \$11.40 | \$8.80 | \$6.26 | \$2.10 | \$1.00 | \$0.10 | \$0.05 | \$0.08 | \$0.25 | \$0.35 | (\$1.41) | (\$1.09) | (\$0.20) | (\$0.05) | (\$0.10) | (\$0.05) | (\$0.08) | \$77.42 |
| 08 | 6 MONTHS | 85% | \$49.91 | \$11.40 | \$9.35 | \$6.66 | \$2.23 | \$1.00 | \$0.10 | \$0.05 | \$0.08 | \$0.25 | \$0.35 | (\$1.50) | (\$1.16) | (\$0.20) | (\$0.05) | (\$0.10) | (\$0.05) | (\$0.09) | \$81.43 |
| 09 | 6 MONTHS | 90% | \$52.85 | \$11.40 | \$9.90 | \$7.05 | \$2.36 | \$1.00 | \$0.10 | \$0.05 | \$0.08 | \$0.25 | \$0.35 | (\$1.59) | (\$1.22) | (\$0.20) | (\$0.05) | (\$0.10) | (\$0.05) | (\$0.09) | \$85.44 |
| 10 | 6 MONTHS | 95% | \$55.78 | \$11.40 | \$10.45 | \$7.44 | \$2.49 | \$1.00 | \$0.10 | \$0.05 | \$0.08 | \$0.25 | \$0.35 | (\$1.67) | (\$1.29) | (\$0.20) | (\$0.05) | (\$0.10) | (\$0.05) | (\$0.10) | \$89.44 |

WAGE SCHEDULE LEGEND

(1) **GLAZIERS PENSION**

\$7.50 of the Glaziers Pension contribution is allocated solely to deficit reduction; no benefits are accrued.
(Apprentices' deficit contributions are based on the corresponding percentage of the Journeyman contribution.)

(2) **IUPAT PENSION**

\$0.09 of the IUPAT Pension contribution is allocated solely to deficit reduction; no benefits are accrued.
(Apprentices' deficit contributions are based on the corresponding percentage of the Journeyman contribution.)

NOTE: 5% increase per classification for the IUPAT Pension starting 1/1/22 per the IUPAT Constitution.

(3) **MINIMUM WAGE STANDARD (MWS) -**

The higher rate shall prevail in counties and cities where the minimum wage is higher than the wage listed on this schedule.
(The wage of \$20.80 is based on 130% of the 2024 California Minimum Wage. If the minimum wage increases after this publication, the employer is required to calculate the new wage at 130% above the current rate.)

(4) **BRACKETED DUES**

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 the hourly **Taxable Net Wage**.