



# 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: January 1, 2025

		WAGE SCHEDULE A																		
		TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	GLAZIERS PENSION (1)	GLAZIERS ANNUITY	IUPAT PENSION (2)	GLAZIERS RETIREE PENSION	DC 16 FTINCN	IUPAT FTI	IUPAT LMCJ	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)	MEMBER BENEFIT FUND (4)	TOTAL PACKAGE
<b>JOURNEYMAN GLAZIER</b>																				
11	JOURNEYMAN	\$59.66	\$11.75	\$11.00	\$7.83	\$2.71	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.79)	(\$1.36)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.10)	\$94.95
12	LEADMAN	\$65.63	\$11.75	\$11.00	\$7.83	\$2.71	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.97)	(\$1.36)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.10)	\$100.92
13	FOREMAN	\$68.61	\$11.75	\$11.00	\$7.83	\$2.71	\$0.05	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$2.06)	(\$1.36)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.10)	\$103.90
<b>GLAZIER APPRENTICE</b>																				
00	6 MONTHS	34% or MWS (3)	\$23.40	\$11.75	\$0.00	\$0.00	\$0.00	\$1.00	\$0.10	\$0.10	\$0.10	\$0.30	\$0.35	(\$0.70)	(\$0.46)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.03)	\$37.10
01	6 MONTHS	50%	\$29.83	\$11.75	\$5.50	\$3.92	\$1.36	\$0.05	\$1.00	\$0.10	\$0.10	\$0.30	\$0.35	(\$0.89)	(\$0.68)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.05)	\$54.36
02	6 MONTHS	55%	\$32.81	\$11.75	\$6.05	\$4.31	\$1.49	\$0.05	\$1.00	\$0.10	\$0.10	\$0.30	\$0.35	(\$0.98)	(\$0.75)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.06)	\$58.41
03	6 MONTHS	60%	\$35.80	\$11.75	\$6.60	\$4.70	\$1.63	\$0.05	\$1.00	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.07)	(\$0.82)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.06)	\$62.48
04	6 MONTHS	65%	\$38.78	\$11.75	\$7.15	\$5.09	\$1.76	\$0.05	\$1.00	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.16)	(\$0.88)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.07)	\$66.53
05	6 MONTHS	70%	\$41.76	\$11.75	\$7.70	\$5.48	\$1.90	\$0.05	\$1.00	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.25)	(\$0.95)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.07)	\$70.59
06	6 MONTHS	75%	\$44.75	\$11.75	\$8.25	\$5.87	\$2.03	\$0.05	\$1.00	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.34)	(\$1.02)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.08)	\$74.65
07	6 MONTHS	80%	\$47.73	\$11.75	\$8.80	\$6.26	\$2.17	\$0.05	\$1.00	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.43)	(\$1.09)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.08)	\$78.71
08	6 MONTHS	85%	\$50.71	\$11.75	\$9.35	\$6.66	\$2.30	\$0.05	\$1.00	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.52)	(\$1.16)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.09)	\$82.77
09	6 MONTHS	90%	\$53.69	\$11.75	\$9.90	\$7.05	\$2.44	\$0.05	\$1.00	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.61)	(\$1.22)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.09)	\$86.83
10	6 MONTHS	95%	\$56.68	\$11.75	\$10.45	\$7.44	\$2.57	\$0.05	\$1.00	\$0.10	\$0.10	\$0.30	\$0.35	(\$1.70)	(\$1.29)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.10)	\$90.89

### 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 \$23.40 is based on 130% of the 2025 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, and Member Benefit Fund are **deducted** from the hourly **Taxable Net Wage**.