



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)	NGGMA INDUSTRY FUND	IUPAT FTI	MEMBERSHIP BENEFIT (4)	ADMINISTRATIVE DUES CHECK-OFF (4)	IUPAT ADMIN DUES CHECK-OFF (4)	ORGANIZING DUES CHECK-OFF (4)	UNITY ACTION DUES CHECK-OFF (4)	TOTAL PACKAGE
			ALLIED GLASS WORKER												
13			\$36.25	\$11.75	\$9.57	\$3.82	\$1.82	\$0.25	\$0.05	(\$0.10)	(\$1.09)	(\$0.25)	(\$0.15)	(\$0.05)	\$63.51
			PRODUCTION GLAZIER												
12			\$32.27	\$11.75	\$3.94	\$3.25	\$1.85	\$0.25	\$0.05	(\$0.10)	(\$0.97)	(\$0.25)	(\$0.15)	(\$0.05)	\$53.36
			PRODUCTION WORKER												
11			\$25.79	\$11.75	\$3.83	\$2.77	\$1.57	\$0.25	\$0.05	(\$0.10)	(\$0.77)	(\$0.25)	(\$0.15)	(\$0.05)	\$46.01
			PRODUCTION WORKER TRAINEE												
01	6 MONTHS	60% or MWS (3)	\$16.00	\$11.75	\$0.00	\$0.00	\$0.00	\$0.25	\$0.05	(\$0.06)	(\$0.48)	(\$0.25)	(\$0.15)	(\$0.05)	\$28.05
02	6 MONTHS	65%	\$16.76	\$11.75	\$2.49	\$1.80	\$1.02	\$0.25	\$0.05	(\$0.07)	(\$0.50)	(\$0.25)	(\$0.15)	(\$0.05)	\$34.12
03	6 MONTHS	70%	\$18.05	\$11.75	\$2.68	\$1.94	\$1.10	\$0.25	\$0.05	(\$0.07)	(\$0.54)	(\$0.25)	(\$0.15)	(\$0.05)	\$35.82
04	6 MONTHS	75%	\$19.34	\$11.75	\$2.87	\$2.08	\$1.18	\$0.25	\$0.05	(\$0.08)	(\$0.58)	(\$0.25)	(\$0.15)	(\$0.05)	\$37.52
05	6 MONTHS	80%	\$20.63	\$11.75	\$3.06	\$2.22	\$1.26	\$0.25	\$0.05	(\$0.08)	(\$0.62)	(\$0.25)	(\$0.15)	(\$0.05)	\$39.22
06	6 MONTHS	90%	\$23.21	\$11.75	\$3.45	\$2.49	\$1.41	\$0.25	\$0.05	(\$0.09)	(\$0.70)	(\$0.25)	(\$0.15)	(\$0.05)	\$42.61

WAGE SCHEDULE LEGEND

(1) **GLAZIERS PENSION**

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

(2) **IUPAT PENSION**

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

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.

(4) **BRACKETED DUES**

Member Benefits, Administrative Dues Check-Off, IUPAT Administrative Dues Check-Off, Organizing Dues Check-Off, Unity Action Dues Check-Off are **deducted** from the hourly **Taxable Net Wage**.