



District Council 16

Northern California Glaziers Master Agreement

NCGMA All Counties - Article 8 - Glaziers Film Installer Addendum - EXHIBIT B

Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Lassen, Marin, Mendocino, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano(select areas) Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tuolumne, Yolo, and Yuba Counties

Effective Date: January 1, 2025

			WAGE SCHEDULE A														
			TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	GLAZIERS PENSION (1)	IUPAT PENSION (2)	GLAZIERS ANNUITY	DC 16 STAR	NCGMA INDUSTRY FUND	IUPAT FTI	ADMINISTRATIVE DUES CHECK-OFF (3)	WAGE EQUALITY DUES CHECK-OFF (3)	ORGANIZING DUES CHECK-OFF (3)	UNITY ACTION DUES CHECK- OFF (3)	IUPAT ADMIN DUES CHECK- OFF (3)	MEMBER BENEFIT FUND (3)	TOTAL PACKAGE
FILM GLAZIER																	
11	75%		\$41.86	\$11.75	\$8.50	\$2.29	\$3.82	\$0.30	\$0.35	\$0.05	(\$1.26)	(\$0.43)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.07)	\$68.92
			FILM GLAZIER TRAINEE														
01	6 MONTHS	60%	\$25.12	\$11.75	\$5.10	\$1.37	\$2.29	\$0.30	\$0.35	\$0.05	(\$0.75)	(\$0.26)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.04)	\$46.33
02	6 MONTHS	65%	\$27.21	\$11.75	\$5.53	\$1.49	\$2.48	\$0.30	\$0.35	\$0.05	(\$0.82)	(\$0.28)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.04)	\$49.16
03	6 MONTHS	70%	\$29.30	\$11.75	\$5.95	\$1.60	\$2.67	\$0.30	\$0.35	\$0.05	(\$0.88)	(\$0.30)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.05)	\$51.97
04	6 MONTHS	75%	\$31.40	\$11.75	\$6.38	\$1.72	\$2.87	\$0.30	\$0.35	\$0.05	(\$0.94)	(\$0.32)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.05)	\$54.82
05	6 MONTHS	80%	\$33.49	\$11.75	\$6.80	\$1.83	\$3.06	\$0.30	\$0.35	\$0.05	(\$1.00)	(\$0.34)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.06)	\$57.63
06	6 MONTHS	85%	\$35.58	\$11.75	\$7.23	\$1.95	\$3.25	\$0.30	\$0.35	\$0.05	(\$1.07)	(\$0.37)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.06)	\$60.46
07	6 MONTHS	90%	\$37.67	\$11.75	\$7.65	\$2.06	\$3.44	\$0.30	\$0.35	\$0.05	(\$1.13)	(\$0.39)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.06)	\$63.27
08	6 MONTHS	95%	\$39.77	\$11.75	\$8.08	\$2.18	\$3.63	\$0.30	\$0.35	\$0.05	(\$1.19)	(\$0.41)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.07)	\$66.11

WAGE SCHEDULE LEGEND

(1) **GLAZIERS PENSION**

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

(2) **IUPAT PENSION**

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

(3) **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**.

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.)

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Northern California Glaziers Master Agreement – Wage Schedule A – NCGMA Bay Area Addendum Film

EXHIBIT B

eff. January 1, 2025



Sign Name

Jeannie Simpelo

Print Name

CEO / NCGMA

Title / Association Name

09/09/25

Date



Sign Name

Brett Davis

Print Name

Director of Service

Title

September 2, 2025

Date