



District Council 16

Northern California Glaziers Master Agreement

NCGMA Bay Area Combination Glazier Addendum - EXHIBIT B

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)	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
			COMBINATION GLAZIER														
11	75%		\$41.19	\$11.75	\$8.50	\$2.29	\$4.49	\$0.30	\$0.35	\$0.05	(\$1.24)	(\$0.43)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.07)	\$68.92
			COMBINATION GLAZIER TRAINEE														
01	6 MONTHS	60%	\$24.71	\$11.75	\$5.10	\$1.37	\$2.69	\$0.30	\$0.35	\$0.05	(\$0.74)	(\$0.26)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.04)	\$46.32
02	6 MONTHS	65%	\$26.77	\$11.75	\$5.53	\$1.49	\$2.92	\$0.30	\$0.35	\$0.05	(\$0.80)	(\$0.28)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.04)	\$49.16
03	6 MONTHS	70%	\$28.83	\$11.75	\$5.95	\$1.60	\$3.14	\$0.30	\$0.35	\$0.05	(\$0.86)	(\$0.30)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.05)	\$51.97
04	6 MONTHS	75%	\$30.89	\$11.75	\$6.38	\$1.72	\$3.37	\$0.30	\$0.35	\$0.05	(\$0.93)	(\$0.32)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.05)	\$54.81
05	6 MONTHS	80%	\$32.95	\$11.75	\$6.80	\$1.83	\$3.59	\$0.30	\$0.35	\$0.05	(\$0.99)	(\$0.34)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.06)	\$57.62
06	6 MONTHS	85%	\$35.01	\$11.75	\$7.23	\$1.95	\$3.82	\$0.30	\$0.35	\$0.05	(\$1.05)	(\$0.37)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.06)	\$60.46
07	6 MONTHS	90%	\$37.07	\$11.75	\$7.65	\$2.06	\$4.04	\$0.30	\$0.35	\$0.05	(\$1.11)	(\$0.39)	(\$0.20)	(\$0.05)	(\$0.25)	(\$0.06)	\$63.27
08	6 MONTHS	95%	\$39.13	\$11.75	\$8.08	\$2.18	\$4.27	\$0.30	\$0.35	\$0.05	(\$1.17)	(\$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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