



District Council 16

Northern California Glaziers Master Agreement

NCGMA Bay Area Combination Glazier Addendum - EXHIBIT A

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: July 1, 2024 - December 31, 2024

			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%		\$40.52	\$11.40	\$8.50	\$2.23	\$4.49	\$0.25	\$0.35	\$0.05	(\$1.22)	(\$0.43)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.07)	\$67.79
			COMBINATION GLAZIER TRAINEE														
01	6 MONTHS	60%	\$24.31	\$11.40	\$5.10	\$1.34	\$2.69	\$0.25	\$0.35	\$0.05	(\$0.73)	(\$0.26)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.04)	\$45.49
02	6 MONTHS	65%	\$26.34	\$11.40	\$5.53	\$1.45	\$2.92	\$0.25	\$0.35	\$0.05	(\$0.79)	(\$0.28)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.04)	\$48.29
03	6 MONTHS	70%	\$28.36	\$11.40	\$5.95	\$1.56	\$3.14	\$0.25	\$0.35	\$0.05	(\$0.85)	(\$0.30)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	\$51.06
04	6 MONTHS	75%	\$30.39	\$11.40	\$6.38	\$1.67	\$3.37	\$0.25	\$0.35	\$0.05	(\$0.91)	(\$0.32)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.05)	\$53.86
05	6 MONTHS	80%	\$32.42	\$11.40	\$6.80	\$1.78	\$3.59	\$0.25	\$0.35	\$0.05	(\$0.97)	(\$0.34)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.06)	\$56.64
06	6 MONTHS	85%	\$34.44	\$11.40	\$7.23	\$1.90	\$3.82	\$0.25	\$0.35	\$0.05	(\$1.03)	(\$0.37)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.06)	\$59.44
07	6 MONTHS	90%	\$36.47	\$11.40	\$7.65	\$2.01	\$4.04	\$0.25	\$0.35	\$0.05	(\$1.09)	(\$0.39)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.06)	\$62.22
08	6 MONTHS	95%	\$38.49	\$11.40	\$8.08	\$2.12	\$4.27	\$0.25	\$0.35	\$0.05	(\$1.15)	(\$0.41)	(\$0.20)	(\$0.05)	(\$0.10)	(\$0.07)	\$65.01

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**.

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