



District Council 16

Northern California Production Glaziers Master Agreement

Bay Area Production Worker

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, 2026

WAGE SCHEDULE A														
		TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	GLAZIERS PENSION (1)	GLAZIERS ANNUITY	IUPAT PENSION (2)	NCGMA 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	ALLIED GLASS WORKER	\$37.85	\$12.25	\$9.57	\$3.82	\$1.93	\$0.25	\$0.05	(\$0.10)	(\$1.14)	(\$0.25)	(\$0.15)	(\$0.05)	\$65.72
PRODUCTION GLAZIER														
12	PRODUCTION GLAZIER	\$33.54	\$12.25	\$3.94	\$3.25	\$1.94	\$0.25	\$0.05	(\$0.10)	(\$1.01)	(\$0.25)	(\$0.15)	(\$0.05)	\$55.22
PRODUCTION WORKER														
11	PRODUCTION WORKER	\$26.81	\$12.25	\$3.83	\$2.77	\$1.65	\$0.25	\$0.05	(\$0.10)	(\$0.80)	(\$0.25)	(\$0.15)	(\$0.05)	\$47.61
PRODUCTION WORKER TRAINEE														
01	6 MONTHS	60% or MWS (3)	\$16.90	\$12.25	\$0.00	\$0.00	\$0.00	\$0.25	\$0.05	(\$0.06)	(\$0.51)	(\$0.25)	(\$0.15)	\$29.45
02	6 MONTHS	65%	\$17.43	\$12.25	\$2.49	\$1.80	\$1.07	\$0.25	\$0.05	(\$0.07)	(\$0.52)	(\$0.25)	(\$0.15)	\$35.34
03	6 MONTHS	70%	\$18.77	\$12.25	\$2.68	\$1.94	\$1.16	\$0.25	\$0.05	(\$0.07)	(\$0.56)	(\$0.25)	(\$0.15)	\$37.10
04	6 MONTHS	75%	\$20.11	\$12.25	\$2.87	\$2.08	\$1.24	\$0.25	\$0.05	(\$0.08)	(\$0.60)	(\$0.25)	(\$0.15)	\$38.85
05	6 MONTHS	80%	\$21.45	\$12.25	\$3.06	\$2.22	\$1.32	\$0.25	\$0.05	(\$0.08)	(\$0.64)	(\$0.25)	(\$0.15)	\$40.60
06	6 MONTHS	90%	\$24.13	\$12.25	\$3.45	\$2.49	\$1.49	\$0.25	\$0.05	(\$0.09)	(\$0.72)	(\$0.25)	(\$0.15)	\$44.11

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**.