



District Council 16

Northern California Glaziers Master Agreement

NCGMA Sacramento Area Combination Glazier Addendum - EXHIBIT A

Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, San Joaquin, Shasta, Sierra, Siskiyou, Solano(select areas), Stanislaus, Sutter, Tehama, Trinity, Tuolumne, Yolo, and Yuba Counties

Effective Date: July 1, 2024 - December 31, 2024

WAGE SCHEDULE A (SACRAMENTO AREA)														
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 (4)	WAGE EQUALITY DUES CHECK-OFF (4)	ORGANIZING DUES CHECK-OFF (4)	UNITY ACTION DUES CHECK-OFF (4)	IUPAT ADMIN DUES CHECK-OFF (4)	MEMBER BENEFIT FUND (4)	TOTAL PACKAGE
COMBINATION GLAZIER														
\$32.01	\$11.40	\$8.50	\$2.91	\$5.63	\$0.25	\$0.35	\$0.05	(\$0.96)	(\$0.46)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.12)	\$61.10
COMBINATION GLAZIER TRAINEE														
\$21.15	\$11.40	\$5.10	\$1.75	\$3.38	\$0.25	\$0.35	\$0.05	(\$0.63)	(\$0.28)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.12)	\$43.43
\$21.15	\$11.40	\$5.53	\$1.89	\$3.66	\$0.25	\$0.35	\$0.05	(\$0.63)	(\$0.30)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.12)	\$44.28
\$22.41	\$11.40	\$5.95	\$2.04	\$3.94	\$0.25	\$0.35	\$0.05	(\$0.67)	(\$0.32)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.12)	\$46.39
\$24.01	\$11.40	\$6.38	\$2.18	\$4.22	\$0.25	\$0.35	\$0.05	(\$0.72)	(\$0.35)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.12)	\$48.84
\$25.61	\$11.40	\$6.80	\$2.33	\$4.50	\$0.25	\$0.35	\$0.05	(\$0.77)	(\$0.37)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.12)	\$51.29
\$27.21	\$11.40	\$7.23	\$2.47	\$4.79	\$0.25	\$0.35	\$0.05	(\$0.82)	(\$0.39)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.12)	\$53.75
\$28.81	\$11.40	\$7.65	\$2.62	\$5.07	\$0.25	\$0.35	\$0.05	(\$0.86)	(\$0.41)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.12)	\$56.20
\$30.41	\$11.40	\$8.08	\$2.76	\$5.35	\$0.25	\$0.35	\$0.05	(\$0.91)	(\$0.44)	(\$0.25)	(\$0.05)	(\$0.10)	(\$0.12)	\$58.65

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) **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 \$21.15 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.)

(4)

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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