



District Council 16

Northern California Glaziers Master Agreement

Bay Area NCGMA Combination Glazier Addendum

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 - December 31, 2026

			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%		\$43.49	\$12.25	\$8.50	\$2.44	\$4.49	\$0.35	\$0.35	\$0.05	(\$1.30)	(\$0.43)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.07)	\$71.92
			COMBINATION GLAZIER TRAINEE														
01	6 MONTHS	60%	\$26.09	\$12.25	\$5.10	\$1.46	\$2.69	\$0.35	\$0.35	\$0.05	(\$0.78)	(\$0.26)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.04)	\$48.34
02	6 MONTHS	65%	\$28.27	\$12.25	\$5.53	\$1.59	\$2.92	\$0.35	\$0.35	\$0.05	(\$0.85)	(\$0.28)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.04)	\$51.31
03	6 MONTHS	70%	\$30.44	\$12.25	\$5.95	\$1.71	\$3.14	\$0.35	\$0.35	\$0.05	(\$0.91)	(\$0.30)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.05)	\$54.24
04	6 MONTHS	75%	\$32.62	\$12.25	\$6.38	\$1.83	\$3.37	\$0.35	\$0.35	\$0.05	(\$0.98)	(\$0.32)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.05)	\$57.20
05	6 MONTHS	80%	\$34.79	\$12.25	\$6.80	\$1.95	\$3.59	\$0.35	\$0.35	\$0.05	(\$1.04)	(\$0.34)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.06)	\$60.13
06	6 MONTHS	85%	\$36.97	\$12.25	\$7.23	\$2.07	\$3.82	\$0.35	\$0.35	\$0.05	(\$1.11)	(\$0.37)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.06)	\$63.09
07	6 MONTHS	90%	\$39.14	\$12.25	\$7.65	\$2.20	\$4.04	\$0.35	\$0.35	\$0.05	(\$1.17)	(\$0.39)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.06)	\$66.03
08	6 MONTHS	95%	\$41.32	\$12.25	\$8.08	\$2.32	\$4.27	\$0.35	\$0.35	\$0.05	(\$1.24)	(\$0.41)	(\$0.20)	(\$0.05)	(\$0.35)	(\$0.07)	\$68.99

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**.

FOR UNION USE ONLY | Regular | Glazier Residential

NORTHERN CA WAGE SCHEDULE CHANGE FORM



Northern California Glaziers NCGMA Bay Area

UNIT

Combination Glazier Addendum

WAGE INCREASE DATE:	1/1/2026
BALLOT DATE:	10/22/2025

TOTAL ALLOCATION INCREASE:	\$ 3.00	MANAGEMENT ALLOCATION
MANAGEMENT INCREASE	\$ -	

EXCEPTIONS / NOTATIONS

COMBINATION GLAZIER		
INCREASED ALLOCATION DISPERSMENT		
CATEGORY	AMOUNT	ADDITIONAL NOTES
Taxable Net Wage	\$ 2.30	
TOTAL TNW	\$ 43.49	

FRINGE BENEFIT INCREASE		
CATEGORY	AMOUNT	ADDITIONAL NOTES
DC 16 Health & Welfare	\$ 0.50	
Glaziers Pension	na	
IUPAT Pension	\$ 0.15	
Glaziers Annuity	na	
DC 16 Star	\$ 0.05	
NCGMA Industry Fund	na	
IUPAT FTI	na	
TOTAL	\$ 0.70	

BRACKETED DUES		
CATEGORY	AMOUNT	ADDITIONAL NOTES
Wage Equality Dues Check-off	na	
Organizing Dues Check-off	na	
Unity Action Dues Check-off	na	
IUPAT Admin Dues Check-off	\$ 0.10	
Member Benefit Fund	na	
TOTAL	\$ 0.10	

ADMINISTRATIVE DUES		
Administrative Dues Check-off	\$ 1.30	
TOTAL	\$ 1.30	

Combo Glazier TOTAL PACKAGE	\$ 71.92
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Representative Signature Bob Llewellyn

Printed Name Bob Llewellyn

Date 12/10/2025