



District Council 16

Northern California Glaziers Master Agreement

Sacramento Area NCGMA Combination Glazier Addendum

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: January 1, 2026 - December 31, 2026

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														
\$34.98	\$12.25	\$8.50	\$3.12	\$5.63	\$0.35	\$0.35	\$0.05	(\$1.05)	(\$0.46)	(\$0.25)	(\$0.05)	(\$0.35)	(\$0.12)	\$65.23
COMBINATION GLAZIER TRAINEE														
\$23.40	\$12.25	\$5.10	\$1.87	\$3.38	\$0.35	\$0.35	\$0.05	(\$0.70)	(\$0.28)	(\$0.25)	(\$0.05)	(\$0.35)	(\$0.12)	\$46.75
\$23.40	\$12.25	\$5.53	\$2.03	\$3.66	\$0.35	\$0.35	\$0.05	(\$0.70)	(\$0.30)	(\$0.25)	(\$0.05)	(\$0.35)	(\$0.12)	\$47.62
\$24.49	\$12.25	\$5.95	\$2.18	\$3.94	\$0.35	\$0.35	\$0.05	(\$0.73)	(\$0.32)	(\$0.25)	(\$0.05)	(\$0.35)	(\$0.12)	\$49.56
\$26.24	\$12.25	\$6.38	\$2.34	\$4.22	\$0.35	\$0.35	\$0.05	(\$0.79)	(\$0.35)	(\$0.25)	(\$0.05)	(\$0.35)	(\$0.12)	\$52.18
\$27.98	\$12.25	\$6.80	\$2.50	\$4.50	\$0.35	\$0.35	\$0.05	(\$0.84)	(\$0.37)	(\$0.25)	(\$0.05)	(\$0.35)	(\$0.12)	\$54.78
\$29.73	\$12.25	\$7.23	\$2.65	\$4.79	\$0.35	\$0.35	\$0.05	(\$0.89)	(\$0.39)	(\$0.25)	(\$0.05)	(\$0.35)	(\$0.12)	\$57.40
\$31.48	\$12.25	\$7.65	\$2.81	\$5.07	\$0.35	\$0.35	\$0.05	(\$0.94)	(\$0.41)	(\$0.25)	(\$0.05)	(\$0.35)	(\$0.12)	\$60.01
\$33.23	\$12.25	\$8.08	\$2.96	\$5.35	\$0.35	\$0.35	\$0.05	(\$1.00)	(\$0.44)	(\$0.25)	(\$0.05)	(\$0.35)	(\$0.12)	\$62.62

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 \$23.40 is based on 130% of the 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**.

FOR UNION USE ONLY | Regular | Glazier Residential

NORTHERN CA WAGE SCHEDULE CHANGE FORM



Northern California Glaziers NCGMA Sacramento

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	\$ 34.98	

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	\$ 1.05	
TOTAL	\$ 1.05	

Combo Glazier TOTAL PACKAGE	\$ 65.23
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Representative Signature Bob Llewellyn

Printed Name Bob Llewellyn

Date 12/10/2025