

District Council 16

Northern California Glaziers Master Agreement

Bay Area Combination Glazier Addendum

WAGE SCHEDULE A

Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Sonoma and portions of Solano County
Effective January 1, 2020

	TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	GLAZIERS PENSION	IUPAT PENSION	GLAZIERS ANNUITY	STAR	ADMINISTRATIVE DUES CHECK-OFF	WAGE EQUALITY DUES CHECK-OFF	ORGANIZING DUES CHECK-OFF	UNITY ACTION DUES CHECK-OFF	MEMBER BENEFIT FUND	TOTAL PACKAGE	
COMBINATION GLAZIER													
	69%	\$35.48	\$10.45	\$8.50 *	\$1.73 **	\$2.82	\$0.25	(\$1.06)	(\$0.48)	(\$0.20)	(\$0.05)	(\$0.07)	\$59.23
COMBINATION GLAZIER TRAINEE													
First 6 Months	50% or MWS	\$17.74	\$10.45	\$4.25 *	\$0.87 **	\$1.41	\$0.25	(\$0.53)	(\$0.24)	(\$0.20)	(\$0.05)	(\$0.04)	\$34.97
Second 6 Months	60%	\$21.29	\$10.45	\$5.10 *	\$1.04 **	\$1.69	\$0.25	(\$0.64)	(\$0.29)	(\$0.20)	(\$0.05)	(\$0.04)	\$39.82
Third 6 Months	65%	\$23.06	\$10.45	\$5.53 *	\$1.12 **	\$1.83	\$0.25	(\$0.69)	(\$0.31)	(\$0.20)	(\$0.05)	(\$0.05)	\$42.24
Fourth 6 Months	75%	\$26.61	\$10.45	\$6.38 *	\$1.30 **	\$2.12	\$0.25	(\$0.80)	(\$0.36)	(\$0.20)	(\$0.05)	(\$0.05)	\$47.11
Fifth 6 Months	80%	\$28.38	\$10.45	\$6.80 *	\$1.38 **	\$2.26	\$0.25	(\$0.85)	(\$0.38)	(\$0.20)	(\$0.05)	(\$0.06)	\$49.52
Sixth 6 Months	85%	\$30.16	\$10.45	\$7.23 *	\$1.47 **	\$2.40	\$0.25	(\$0.90)	(\$0.41)	(\$0.20)	(\$0.05)	(\$0.06)	\$51.96
Seventh Six Months	90%	\$31.93	\$10.45	\$7.65 *	\$1.56 **	\$2.54	\$0.25	(\$0.96)	(\$0.43)	(\$0.20)	(\$0.05)	(\$0.06)	\$54.38
Eighth 6 Months	95%	\$33.71	\$10.45	\$8.08 *	\$1.64 **	\$2.68	\$0.25	(\$1.01)	(\$0.46)	(\$0.20)	(\$0.05)	(\$0.07)	\$56.81

() Administrative Dues Check-Off, Wage Equality Dues Check-Off, Organizing Dues Check-Off, Unity Action Dues Check-Off and Member Benefit Fund are deducted from Taxable Net Wage hourly

* A percentage of the Glaziers Pension contribution is allocated solely to deficit reduction and no benefits are accrued

** A percentage of the IUPAT Pension contribution is allocated solely to deficit reduction and no benefits are accrued

Minimum Wage Standard (MWS) - In counties and cities where the minimum wage is higher than the wage listed on this schedule, the higher rate shall prevail