

District Council 16

Northern California Glaziers Master Agreement

Wage Schedule A (Sacramento Area)

Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, San Joaquin,

Shasta, Sierra, Siskiyou, portions of Solano, Stanislaus, Sutter, Tehama, Trinity, Tuolumne, Yolo and Yuba Counties

(excluded are any portion of these counties located in the Lake Tahoe Basin)

Effective January 1, 2020

	TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	GLAZIERS PENSION	GLAZIERS ANNUITY	IUPAT PENSION	GLAZIERS RETIREE PENSION	DC 16 JATTF	IUPAT FTI	IUPAT LMP	WORK PRESERVATION	DC16 STAR	NCGMA INDUSTRY FUND	ADMINISTRATIVE DUES	WAGE EQUALITY DUES	CHECK-OFF DUES	ORGANIZING DUES	CHECK-OFF DUES	UNITY ACTION DUES	CHECK-OFF DUES	IUPAT PAT-PC	TOTAL PACKAGE
JOURNEYMAN GLAZIER																					
JOURNEYMAN	\$39.86	\$10.45	\$10.50 *	\$5.50	\$2.67	\$0.05	\$0.79	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.20)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.05)	(\$0.05)	(\$0.05)	\$70.50	
LEADMAN	\$43.85	\$10.45	\$10.50 *	\$5.50	\$2.67	\$0.05	\$0.79	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.32)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.05)	(\$0.05)	(\$0.05)	\$74.49	
FOREMAN	\$45.84	\$10.45	\$10.50 *	\$5.50	\$2.67	\$0.05	\$0.79	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.38)	(\$1.10)	(\$0.25)	(\$0.05)	(\$0.05)	(\$0.05)	(\$0.05)	\$76.48	
APPRENTICE GLAZIER																					
Pre Apprentice 6 Months	34% or MWS	\$13.55	\$10.45	\$0.00	\$0.00	\$0.00	\$0.79	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.41)	(\$0.37)	(\$0.25)	(\$0.05)	(\$0.05)	(\$0.05)	(\$0.05)	\$25.47	
First 6 Months	40%	\$15.94	\$10.45	\$4.20 *	\$2.20	\$1.07	\$0.79	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.48)	(\$0.44)	(\$0.25)	(\$0.05)	(\$0.05)	(\$0.05)	(\$0.05)	\$35.38	
Second 6 Months	46%	\$18.34	\$10.45	\$4.83 *	\$2.53	\$1.23	\$0.79	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.55)	(\$0.51)	(\$0.25)	(\$0.05)	(\$0.05)	(\$0.05)	(\$0.05)	\$38.90	
Third 6 Months	52%	\$20.73	\$10.45	\$5.46 *	\$2.86	\$1.39	\$0.79	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.62)	(\$0.57)	(\$0.25)	(\$0.05)	(\$0.05)	(\$0.05)	(\$0.05)	\$42.41	
Fourth 6 Months	58%	\$23.12	\$10.45	\$6.09 *	\$3.19	\$1.55	\$0.79	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.69)	(\$0.64)	(\$0.25)	(\$0.05)	(\$0.05)	(\$0.05)	(\$0.05)	\$45.92	
Fifth 6 Months	64%	\$25.51	\$10.45	\$6.72 *	\$3.52	\$1.71	\$0.79	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.77)	(\$0.70)	(\$0.25)	(\$0.05)	(\$0.05)	(\$0.05)	(\$0.05)	\$49.43	
Sixth 6 Months	70%	\$27.90	\$10.45	\$7.35 *	\$3.85	\$1.87	\$0.79	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.84)	(\$0.77)	(\$0.25)	(\$0.05)	(\$0.05)	(\$0.05)	(\$0.05)	\$52.94	
Seventh 6 Months	76%	\$30.29	\$10.45	\$7.98 *	\$4.18	\$2.03	\$0.79	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.91)	(\$0.84)	(\$0.25)	(\$0.05)	(\$0.05)	(\$0.05)	(\$0.05)	\$56.45	
Eighth 6 Months	82%	\$32.69	\$10.45	\$8.61 *	\$4.51	\$2.19	\$0.79	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$0.98)	(\$0.90)	(\$0.25)	(\$0.05)	(\$0.05)	(\$0.05)	(\$0.05)	\$59.97	
Ninth 6 Months	88%	\$35.08	\$10.45	\$9.24 *	\$4.84	\$2.35	\$0.79	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.05)	(\$0.97)	(\$0.25)	(\$0.05)	(\$0.05)	(\$0.05)	(\$0.05)	\$63.48	
Tenth 6 Months	94%	\$37.47	\$10.45	\$9.87 *	\$5.17	\$2.51	\$0.79	\$0.05	\$0.05	\$0.08	\$0.25	\$0.25	(\$1.12)	(\$1.03)	(\$0.25)	(\$0.05)	(\$0.05)	(\$0.05)	(\$0.05)	\$66.99	

() Administrative Dues Check-Off, Wage Equality Dues Check-Off, Organizing Dues Check-Off, Unity Action Dues Check-Off, and IUPAT PAT-PC are deducted from Taxable Net Wage hourly

* \$7.50 of the Journeyman Glaziers Pension contribution is allocated solely to deficit reduction and no benefits are accrued (Apprentices deficit contributions shall be based on their corresponding percentage of the Journeyman contribution)

* \$0.09 cents of the IUPAT Pension contribution is solely dedicated 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