

District Council 16

Northern California Painters Master Agreement

WAGE SCHEDULE A (Sacramento Area Addendum)

Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lassen, Mariposa, Merced, Modoc, Nevada, Placer, Plumas, Sacramento, San Joaquin, Siskiyou, Shasta, Sierra, Stanislaus, Sutter, Tehama, Trinity, Tuolumne, Yolo, Yuba Counties

Effective January 1, 2016

| | TAXABLE NET WAGE | DC 16 HEALTH & WELFARE | BAY AREA P & D PENSION | BAY AREA P & D ANNUITY | DC 16 JATTF | IUPAT FTI | IUPAT LMCI | WORK PRESERVATION | SAC. PDCA INDUSTRY FUND | DC 16 STAR | ADMINISTRATIVE DUES CHECK-OFF | WAGE EQUALITY DUES CHECK-OFF | ORGANIZING DUES CHECK-OFF | UNITY ACTION DUES CHECK-OFF | IUPAT PAT-PC | VACATION/HOLIDAY | TOTAL PACKAGE |
|----------------------------------|------------------|------------------------|------------------------|------------------------|-------------|-----------|------------|-------------------|-------------------------|------------|-------------------------------|------------------------------|---------------------------|-----------------------------|--------------|------------------|---------------|
| PAINTER | | | | | | | | | | | | | | | | | |
| Journeyman | \$31.83 | \$9.95 | \$4.34 * | \$2.55 | \$0.32 | \$0.07 | \$0.05 | \$0.06 | \$0.25 | \$0.25 | (\$0.95) | (\$1.30) | (\$0.21) | (\$0.05) | (\$0.05) | (\$2.40) | \$49.67 |
| Foreman (6 or more employees) | \$33.83 | \$9.95 | \$4.34 * | \$2.55 | \$0.32 | \$0.07 | \$0.05 | \$0.06 | \$0.25 | \$0.25 | (\$1.01) | (\$1.30) | (\$0.21) | (\$0.05) | (\$0.05) | (\$2.40) | \$51.67 |
| Superintendent | \$37.83 | \$9.95 | \$4.34 * | \$2.55 | \$0.32 | \$0.07 | \$0.05 | \$0.06 | \$0.25 | \$0.25 | (\$1.13) | (\$1.30) | (\$0.21) | (\$0.05) | (\$0.05) | (\$2.40) | \$55.67 |
| APPRENTICE PAINTER | | | | | | | | | | | | | | | | | |
| Pre-Apprentice 6 Months @ 30% | \$9.55 | \$9.95 | \$0.00 * | \$0.00 | \$0.32 | \$0.07 | \$0.05 | \$0.06 | \$0.25 | \$0.25 | (\$0.29) | (\$0.39) | (\$0.21) | (\$0.05) | (\$0.05) | \$0.00 | \$20.50 |
| First 6 Months 50% | \$15.92 | \$9.95 | \$2.17 * | \$1.28 | \$0.32 | \$0.07 | \$0.05 | \$0.06 | \$0.25 | \$0.25 | (\$0.48) | (\$0.65) | (\$0.21) | (\$0.05) | (\$0.05) | (\$1.20) | \$30.32 |
| Second 6 Months 55% | \$17.51 | \$9.95 | \$2.39 * | \$1.40 | \$0.32 | \$0.07 | \$0.05 | \$0.06 | \$0.25 | \$0.25 | (\$0.53) | (\$0.72) | (\$0.21) | (\$0.05) | (\$0.05) | (\$1.32) | \$32.25 |
| Third 6 Months 60% | \$19.10 | \$9.95 | \$2.60 * | \$1.53 | \$0.32 | \$0.07 | \$0.05 | \$0.06 | \$0.25 | \$0.25 | (\$0.57) | (\$0.78) | (\$0.21) | (\$0.05) | (\$0.05) | (\$1.44) | \$34.18 |
| Fourth 6 Months 65% | \$20.69 | \$9.95 | \$2.82 * | \$1.66 | \$0.32 | \$0.07 | \$0.05 | \$0.06 | \$0.25 | \$0.25 | (\$0.62) | (\$0.85) | (\$0.21) | (\$0.05) | (\$0.05) | (\$1.56) | \$36.12 |
| Fifth 6 Months 70% | \$22.28 | \$9.95 | \$3.04 * | \$1.79 | \$0.32 | \$0.07 | \$0.05 | \$0.06 | \$0.25 | \$0.25 | (\$0.67) | (\$0.91) | (\$0.21) | (\$0.05) | (\$0.05) | (\$1.68) | \$38.06 |
| Sixth 6 Months 75% | \$23.87 | \$9.95 | \$3.26 * | \$1.91 | \$0.32 | \$0.07 | \$0.05 | \$0.06 | \$0.25 | \$0.25 | (\$0.72) | (\$0.98) | (\$0.21) | (\$0.05) | (\$0.05) | (\$1.80) | \$39.99 |
| Seventh 6 Months 80% | \$25.46 | \$9.95 | \$3.47 * | \$2.04 | \$0.32 | \$0.07 | \$0.05 | \$0.06 | \$0.25 | \$0.25 | (\$0.76) | (\$1.04) | (\$0.21) | (\$0.05) | (\$0.05) | (\$1.92) | \$41.92 |
| Eighth 6 Months 90% | \$28.65 | \$9.95 | \$3.91 * | \$2.30 | \$0.32 | \$0.07 | \$0.05 | \$0.06 | \$0.25 | \$0.25 | (\$0.86) | (\$1.17) | (\$0.21) | (\$0.05) | (\$0.05) | (\$2.16) | \$45.81 |
| NEW APPLICANT PAINTER | | | | | | | | | | | | | | | | | |
| 1st Year 70% | \$22.28 | \$9.95 | \$3.04 * | \$1.79 | \$0.32 | \$0.07 | \$0.05 | \$0.06 | \$0.25 | \$0.25 | (\$0.67) | (\$0.91) | (\$0.21) | (\$0.05) | (\$0.05) | (\$1.68) | \$38.06 |
| 2nd Year 80% | \$25.46 | \$9.95 | \$3.47 * | \$2.04 | \$0.32 | \$0.07 | \$0.05 | \$0.06 | \$0.25 | \$0.25 | (\$0.76) | (\$1.04) | (\$0.21) | (\$0.05) | (\$0.05) | (\$1.92) | \$41.92 |
| 3rd Year 90% | \$28.65 | \$9.95 | \$3.91 * | \$2.30 | \$0.32 | \$0.07 | \$0.05 | \$0.06 | \$0.25 | \$0.25 | (\$0.86) | (\$1.17) | (\$0.21) | (\$0.05) | (\$0.05) | (\$2.16) | \$45.81 |

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

* \$2.08 of the Bay Area P & D Pension contribution is allocated solely to deficit reduction and no benefits are accrued (Apprentices and new applicants pension deficit contributions shall be based upon their corresponding percentage of the journeyman contribution)