



# District Council 16

## Northern California Floor Covering Master Agreement

Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Mateo, Santa Clara, Santa Cruz, San Francisco, Solano & Sonoma Counties

Effective January 1, 2025

			WAGE SCHEDULE A																	
			TAXABLE NET WAGE	DC 16 HEALTH & WELFARE	RESILIENT PENSION (1)	ANNUITY	DC 16 FTINCN	IUPAT FTI	IUPAT LMCI	WORK PRESERVATION	DC 16 STAR	NCFCA INDUSTRY FUND	ADMINISTRATIVE DUES CHECK-OFF (2)	WAGE EQUALITY DUES CHECK-OFF (2)	ORGANIZING DUES CHECK-OFF (2)	UNITY ACTION DUES CHECK-OFF (2)	IUPAT ADMIN DUES CHECK-OFF (2)	VACATION / HOLIDAY (2)	MEMBER BENEFIT FUND (2)	TOTAL PACKAGE
			JOURNEYMAN FLOOR COVERING INSTALLER																	
11		JOURNEYMAN	\$61.00	\$11.75	\$11.42	\$9.96	\$1.00	\$0.10	\$0.10	\$0.10	\$0.25	\$0.26	(\$1.83)	(\$2.29)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.56)	(\$0.43)	\$95.94
12		LEADMAN	\$63.00	\$11.75	\$11.42	\$9.96	\$1.00	\$0.10	\$0.10	\$0.10	\$0.25	\$0.26	(\$1.89)	(\$2.29)	(\$0.25)	(\$0.05)	(\$0.25)	(\$11.56)	(\$0.44)	\$97.94
			APPRENTICE FLOOR COVERING INSTALLER																	
00	PRE-APPRENTICE 6 MONTHS	40%	\$24.40	\$11.75	\$0.00	\$0.00	\$1.00	\$0.10	\$0.10	\$0.10	\$0.25	\$0.26	(\$0.73)	(\$0.92)	(\$0.25)	(\$0.05)	(\$0.25)	\$0.00	(\$0.17)	\$37.96
01	6 MONTHS	50%	\$30.50	\$11.75	\$5.71	\$4.98	\$1.00	\$0.10	\$0.10	\$0.10	\$0.25	\$0.26	(\$0.92)	(\$1.15)	(\$0.25)	(\$0.05)	(\$0.25)	(\$5.78)	(\$0.21)	\$54.75
02	6 MONTHS	55%	\$33.55	\$11.75	\$6.28	\$5.48	\$1.00	\$0.10	\$0.10	\$0.10	\$0.25	\$0.26	(\$1.01)	(\$1.26)	(\$0.25)	(\$0.05)	(\$0.25)	(\$6.36)	(\$0.23)	\$58.87
03	6 MONTHS	60%	\$36.60	\$11.75	\$6.85	\$5.98	\$1.00	\$0.10	\$0.10	\$0.10	\$0.25	\$0.26	(\$1.10)	(\$1.37)	(\$0.25)	(\$0.05)	(\$0.25)	(\$6.94)	(\$0.26)	\$62.99
04	6 MONTHS	65%	\$39.65	\$11.75	\$7.42	\$6.47	\$1.00	\$0.10	\$0.10	\$0.10	\$0.25	\$0.26	(\$1.19)	(\$1.49)	(\$0.25)	(\$0.05)	(\$0.25)	(\$7.51)	(\$0.28)	\$67.10
05	6 MONTHS	70%	\$42.70	\$11.75	\$7.99	\$6.97	\$1.00	\$0.10	\$0.10	\$0.10	\$0.25	\$0.26	(\$1.28)	(\$1.60)	(\$0.25)	(\$0.05)	(\$0.25)	(\$8.09)	(\$0.30)	\$71.22
06	6 MONTHS	75%	\$45.75	\$11.75	\$8.57	\$7.47	\$1.00	\$0.10	\$0.10	\$0.10	\$0.25	\$0.26	(\$1.37)	(\$1.72)	(\$0.25)	(\$0.05)	(\$0.25)	(\$8.67)	(\$0.32)	\$75.35
07	6 MONTHS	80%	\$48.80	\$11.75	\$9.14	\$7.97	\$1.00	\$0.10	\$0.10	\$0.10	\$0.25	\$0.26	(\$1.46)	(\$1.83)	(\$0.25)	(\$0.05)	(\$0.25)	(\$9.25)	(\$0.34)	\$79.47
08	6 MONTHS	85%	\$51.85	\$11.75	\$9.71	\$8.47	\$1.00	\$0.10	\$0.10	\$0.10	\$0.25	\$0.26	(\$1.56)	(\$1.95)	(\$0.25)	(\$0.05)	(\$0.25)	(\$9.83)	(\$0.36)	\$83.59
09	6 MONTHS	90%	\$54.90	\$11.75	\$10.28	\$8.96	\$1.00	\$0.10	\$0.10	\$0.10	\$0.25	\$0.26	(\$1.65)	(\$2.06)	(\$0.25)	(\$0.05)	(\$0.25)	(\$10.40)	(\$0.38)	\$87.70
10	6 MONTHS	95%	\$57.95	\$11.75	\$10.85	\$9.46	\$1.00	\$0.10	\$0.10	\$0.10	\$0.25	\$0.26	(\$1.74)	(\$2.18)	(\$0.25)	(\$0.05)	(\$0.25)	(\$10.98)	(\$0.41)	\$91.82

### WAGE SCHEDULE LEGEND

#### (1) RESILIENT PENSION

\$6.22 of the Journeyman Resilient Pension contribution is allocated solely to deficit reduction and no benefits are accrued.

(Apprentice & Floor Covering Handler Resilient Pension deficit contributions are based on the corresponding percentage of the Journeyman contribution.)

#### (2) 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 Vacation/Holiday are **deducted** from the hourly **Taxable Net Wage**.

FOR UNION USE ONLY | Regular | Floor Coverer

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