STATE OF CALIFORNIA Gavin Newsom, *Governor*

DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director – Research Unit
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

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IMPORTANT NOTICE TO AWARDING BODIES & ALL INTERESTED PARTIES REGARDING CHANGES TO THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS

INTERIM DETERMINATION FOR THE CRAFT/CLASSIFICATIONS OF PAINTER: PAINTER, INDUSTRIAL PAINTER, AND BRIDGE PAINTER#

Issue Date:
November 5, 2026

Expiration date of determination:
December 31, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within San Francisco County.

This determination applies to projects advertised for bids on or after November 15, 2026. *These rates supersede the Painter: Painter, Industrial Painter, and Bridge Painter rates issued in the General Prevailing Wage Determination SFR-2026-2.*

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate[a]	Health and Welfare	Pension[b]	Vacation and Holiday[c]	Training	Other Payments	Hours[d]	Total Hourly Rate	Daily Overtime Hourly Rate[e] (1 ½ X)	Saturday Overtime Hourly Rate[e] (1 ½ X)	Sunday and Holiday (2X)
Painter[f]	$59.72	$12.25	$15.12	$0.00	$1.10	$0.55	8.0	$88.74	$118.60	$118.60	$148.46
Painter (Special Shift)[f]	$71.66	$12.25	$15.12	$0.00	$1.10	$0.55	8.0	$100.68	$136.51	$136.51	$172.34
Industrial Painter[g]	$62.47	$12.25	$15.12	$0.00	$1.10	$0.55	8.0	$91.49	$122.73	$122.73	$153.96
Industrial Painter (Special Shift)[g]	$74.96	$12.25	$15.12	$0.00	$1.10	$0.55	8.0	$103.98	$141.46	$141.46	$178.94

Classification (Journeyperson)	Basic Hourly Rate[a]	Health and Welfare	Pension[b]	Vacation and Holiday[c]	Training	Other Payments	Hours[d]	Total Hourly Rate	Daily Overtime Hourly Rate[e] (1 ½ X)	Saturday Overtime Hourly Rate[e] (1 ½ X)	Sunday and Holiday (2X)
Bridge Painter[h]	$64.47	$12.25	$15.12	$0.00	$1.10	$0.55	8.0	$93.49	$125.73	$125.73	$157.96
Bridge Painter (Special Shift)[h]	$77.36	$12.25	$15.12	$0.00	$1.10	$0.55	8.0	$106.38	$145.06	$145.06	$183.74

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (https://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).
[**] Predetermined Increases
Painter: Painter
Effective January 1, 2027, there will be an increase of $4.00 to be allocated as follows: $3.50 to Basic Hourly Rate and $0.50 to Health & Welfare.
Effective January 1, 2028, there will be an increase of $4.00 to be allocated to wages and/or fringes.
Effective January 1, 2029, there will be an increase of $4.50 to be allocated to wages and/or fringes.
Effective January 1, 2030, there will be an increase of $4.50 to be allocated to wages and/or fringes.

Painter: Painter (Special Shift)
Effective January 1, 2027, there will be an increase of $4.70 to be allocated as follows: $4.20 to Basic Hourly Rate and $0.50 to Health & Welfare.
Effective January 1, 2028, there will be an increase of $4.00 to be allocated to wages and/or fringes.
Effective January 1, 2029, there will be an increase of $4.50 to be allocated to wages and/or fringes.
Effective January 1, 2030, there will be an increase of $4.50 to be allocated to wages and/or fringes.

Painter: Industrial Painter
Effective January 1, 2027, there will be an increase of $5.00 to be allocated as follows: $4.50 to Basic Hourly Rate and $0.50 to Health & Welfare.
Effective January 1, 2028, there will be an increase of $4.00 to be allocated to wages and/or fringes.
Effective January 1, 2029, there will be an increase of $4.50 to be allocated to wages and/or fringes.
Effective January 1, 2030, there will be an increase of $4.50 to be allocated to wages and/or fringes.

Painter: Industrial Painter (Special Shift)
Effective January 1, 2027, there will be an increase of $5.90 to be allocated as follows: $5.40 to Basic Hourly Rate and $0.50 to Health & Welfare.
Effective January 1, 2028, there will be an increase of $4.00 to be allocated to wages and/or fringes.
Effective January 1, 2029, there will be an increase of $4.50 to be allocated to wages and/or fringes.
Effective January 1, 2030, there will be an increase of $4.50 to be allocated to wages and/or fringes.

Painter: Bridge Painter
Effective January 1, 2027, there will be an increase of $5.00 to be allocated as follows: $4.50 to Basic Hourly Rate and $0.50 to Health & Welfare.
Effective January 1, 2028, there will be an increase of $4.00 to be allocated to wages and/or fringes.
Effective January 1, 2029, there will be an increase of $4.50 to be allocated to wages and/or fringes.
Effective January 1, 2030, there will be an increase of $4.50 to be allocated to wages and/or fringes.

Painter: Bridge Painter (Special Shift)
Effective January 1, 2027, there will be an increase of $5.90 to be allocated as follows: $5.40 to Basic Hourly Rate and $0.50 to Health & Welfare.
Effective January 1, 2028, there will be an increase of $4.00 to be allocated to wages and/or fringes.
Effective January 1, 2029, there will be an increase of $4.50 to be allocated to wages and/or fringes.
Effective January 1, 2030, there will be an increase of $4.50 to be allocated to wages and/or fringes.

There are no further increases applicable to this determination.

[a] Includes amount for Vac/Hol and Dues Check Off.
[b] Includes an amount per hour worked for Annuity trust fund.
[c] Included in Basic Hourly Rate.
[d] Saturdays in the same work week may be worked at straight-time if job is shut down during the normal workweek due to inclement weather.
[e] Rate applies to the first 4 overtime hours Monday through Friday and the first 12 hours worked on Saturdays and Designated Days Off. All other time is paid at the Sunday and Holiday overtime rate.
[f] Employees shall receive premium pay for the following work: Wallcovering ($2.00 per hour), Exotic Materials ($1.25 per hour) and Lead Abatement/Removal ($1.00 per hour). Employees shall also be entitled to high time premium pay whenever the work performed requires

personal fall restraints to be worn by the employee. The amount of the premium shall be as follows: an additional $2.00 per hour above basic hourly rate when working over 50 feet above ground or water level, $4.00 per hour when working from 100 to 180 feet and $6.00 per hour when working over 180 feet. See scope provisions for further details on premiums.

[g] Employees shall receive premium pay for the following work: Metalizing and Thermal Spray ($2.00 per hour). Employees shall also be entitled to high time premium pay whenever the work performed requires personal fall restraints to be worn by the employee. The amount of the premium shall be as follows: an additional $4.00 per hour when working from 100 to 180 feet above ground or water level and $6.00 per hour when working over 180 feet. See scope provisions for further details on premiums.

[h] Employees shall receive premium pay for the following work: Metalizing and Thermal Spray ($2.00 per hour). See scope provisions for further details on premiums.

HOLIDAY PROVISIONS

CRAFT/CLASSIFICATION

Painter, Industrial Painter, Bridge Painter

ID

200-X-1

LOCALITY

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

HOLIDAYS

Section 3. HOLIDAYS – The recognized holidays shall be: New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve and Christmas Day. When a holiday falls on a Saturday, the preceding Friday shall be observed as a holiday. When a holiday falls on a Sunday the Monday following shall be observed as a holiday. No work shall be performed during any hour of the twenty-four (24) hours of Labor Day.

(a) DESIGNATED DAYS OFF – In addition to the foregoing recognized holidays, there shall be eight (8) designated days off per contract year: July 6, 2026, September 4, 2026, November 13, 2026, February 12, 2027, March 26, 2027, May 10, 2027, May 28, 2027, June 21, 2027, July 2, 2027, September 3, 2027, November 12, 2027, February 18, 2028, April 14, 2028, May 15, 2028, May 26, 2028, June 19, 2028, July 3, 2028, September 1, 2028, November 10, 2028, February 16, 2029, March 30, 2029, May 14, 2029, May 25, 2029, June 18, 2029, July 5, 2029, August 31, 2029, November 12, 2029, February 15, 2030, April 19, 2030, May 13, 2030, May 24, 2030 and June 17, 2030.

SCOPE OF WORK PROVISIONS

CRAFT/CLASSIFICATION

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LOCALITY

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Laborers' Scope of Work for Lead Removal

(Letter dated January 26, 2006 from Northern California District Council of Laborers)

The scope of work "Lead Removal" as described in the Laborers' Asbestos and Lead Agreement is completely different from the Painters lead description.

The Laborers' "Lead Removal" scope of work covers: "the removal and abatement of any construction materials which contain lead as prescribed in state regulations," prior to demolition or reconstruction. Removal and abatement are not an incidental function for the Painter.

The Painter's limitation on lead contaminated surfaces is work described as the sealing and preparation of surfaces for painting.

Laborers' Scope of Work Agreement

(Letter dated February 8, 2006 from District Council 16, International Union of Painters and Allied Trades Northern California)

The content of the Worker Lead Abatement curriculum approved by the Department of Health Services of the State of California is deliberately one dimensional across the Trades. It addresses the Policies, Guidelines and Procedures for the safe removal and handling of Lead-based paint and the surfaces it occupies.

Individual Trades then take those Policies, Guidelines and Procedures and employ them within the context of the work that specific trade performs.

The Painter is a Finish Artisan not a Demolitionist.

To compare the functional work description of a Laborer and a Journey Level Painter is disingenuous.

The Laborer performs tasks, as described in their own Lead Removal description as: "Removal and Abatement of construction materials" as in demolition and clean up; not remodeling or rehabilitation of existing surfaces which remain in place.

A Painter's task is not to "abate" demolitioned cabinets, doors, windows and walls by putting them into the appropriate plastic bag; any more than it is the job of a Laborer to remove lead-based paint from any surface. "Paint" is the venue of the Painter; and "Labor" is the venue of the Laborer.

The Painter prepares those same surfaces, preserving them in place, to receive new Color and materials having mechanically or chemically removed the offending Lead-based paint, replacing it with compliant materials.

It is correct to say that removal and abatement, within the context of demolition as performed by a Laborer, are not an incidental function of the Painter.

To be precise, the removal of lead-based paint, preserving the surface material, and applying a new coat of environmentally compliant material without destroying that surface is an elementary function of the painter.

Painter Clarification

(Emails dated February 17, 2021 from District Council 16, International Union of Painters and Allied Trades Northern California)

The Bridge Painter classification was to exclude most premiums related to the painting work on the Sub-Structure, Super-Structure, concrete structure or Sound Walls on the bridge, over pass or Roadway Tunnel, this classification has nothing to do with the delineations or sealing or striping of the roadway.

Industrial Painter paints industrial projects and has nothing to do with the delineations or sealing or striping of the roadway.

SCOPE OF WORK

ARTICLE 4. SCOPE OF WORK COVERED BY THIS AGREEMENT

Section 1. The terms and conditions of this Agreement shall apply to all "covered work". Covered work shall be and mean the following materials and application methods: paints, pigments, oils, turpentine, japan dryers, thinners, varnishes, lacquers, shellac, stains, fillers, waxes, cement, joint cement, water and other vehicles; mediums that may be mixed and applied to the surfaces of materials and buildings, edifices, structures, monuments and the appurtenances thereto, of every type and description in their natural state of condition, or constructed or fabricated of any material or materials whatsoever and provided; work or services pertaining to: the application of texture, acoustic, plaster and stucco materials of all types and thickness on all surfaces.

(a) Work or services pertaining to the painting, of all drywall and thin wall type surfaces, flushing or concrete surfaces, caulking and sealants between sheet rock walls and/or ceilings and floors of other materials.

(b) Work or services pertaining to the application of wallpapers, wall fabrics, wallcovering graphics, [REDACTED] and all types of wall and/or ceiling coverings, [REDACTED] or coatings whether decorative or protective and all preparations necessary before said application.

(c) Work or services pertaining to the application of protective coatings or products of similar nature whether they are plastic, vinyl, acrylics, epoxies, esters, urethanes, etc., or any new products of this nature including the application to floor surfaces.

(d) Work or services pertaining to the applications of bond breaker, water repellant, damp proofing and/or waterproofing materials of all types.

(e) Work or services pertaining to the finishing and surface preparation on all hardwood or softwood floors and furniture at jobsites.

(f) Work or services pertaining to the priming and finish coats on fabricated metal or steel products.

(g) Work or services pertaining to the application of all fire retardant, fire proofing and/or insulation materials used on structural items or as architectural finishes.

(h) Work or services pertaining to the cleaning, polishing and refinishing of metal and masonry surfaces.

(i) Work or services pertaining to "steeplejack work".

(j) Work or services pertaining to surface preparation and decoration of all types; including [REDACTED] abrasive blasting, steam cleaning, building washing, hydro blasting, water blasting and all the methods used in the removal of previously painted surfaces; [REDACTED]

[REDACTED]

(l) Work or services pertaining to lead removal and encapsulation.

[REDACTED]

(n) All products and methods of application which have or may be awarded to the Painters International through jurisdictional procedures.

Section 2. The operation of all tools and equipment used by painting contractors and journeyman painters, including paperhangers, abrasive blasters and all other facets as outlined in the utilizers as listed above, the above includes the control of all compressors, boom trucks, aerial lifts, forklifts and other specialty equipment, it is the clear intent that all equipment and tools of the trade are under the custody and control of the contractor and/or the Employer.

ARTICLE 10. WAGES & PAYMENT OF THE SAME

[REDACTED]

Section 2. INDUSTRIAL PAINTER – Employees performing painting work on industrial projects [REDACTED]. Industrial projects shall mean new construction or maintenance work performed in the energy, power, water, wastewater, chemical, manufacturing, industrial buildings, heavy highway or any other industry requiring the use of protective coatings.

Section 3. BRIDGE PAINTER – Employees performing painting work on bridge, overpass, or roadway tunnel projects [REDACTED]. Bridge Painter projects shall mean new construction or maintenance work performed on bridge, overpass, or roadway tunnel projects. [REDACTED]

Section 9. COMMERCIAL PAINTING PREMIUMS

[REDACTED]

(b) **WALLCOVERING** – Employees applying wall covering [REDACTED]

(c) **EXOTIC MATERIALS** – Employees applying any materials or coatings where the application must be certified by the manufacturer, [REDACTED]

(d) **LEAD ABATEMENT/REMOVAL** – Employees performing lead abatement/removal and maintains a current lead certification [REDACTED]

Section 10. INDUSTRIAL PAINTING PREMIUMS
Industrial Painting Premiums only apply to employees working under the Industrial Painting Wage Schedule A as referenced in Article 10, Section 2.

(a) **METALIZING & THERMAL SPRAY APPLICATION** – All employees working on a crew that is applying industrial coatings with a heat source (flame or other) and a coating material in a powder or wire form, such as Thermal Spray, Plasma Spray, HVOF, Arc Spray, Flame Spray, or metalizing on an industrial project [REDACTED]

TRAVEL AND SUBSISTENCE PROVISIONS

CRAFT/CLASSIFICATION

Painter, Industrial Painter, Bridge Painter

ID

200-X-1

LOCALITY

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TRAVEL AND SUBSISTENCE

Section 12. SUBSISTENCE - If one employee is required to live away from their place of residence, said employee shall be paid one hundred and twenty-five dollars ($125.00) per day, for room and board or actual room and board cost, whichever is greater. In addition, they shall receive the current rate of pay and fringe benefits for all hours worked.

(a) Round trip airfare, mileage, or transportation shall be provided by the Employer on all jobs in which subsistence is required.

(b) Employees shall receive Travel Time, from the point of dispatch to the jobsite and return, on all jobs in which subsistence is required.

Section 13. TRAVEL TIME - Employees who jobsite report more than fifty (50) miles from the point of dispatch (Member’s Union dispatch Office, employee's home or individual Employer's shop) as determined by the individual Employer, shall receive their Taxable Net Wage Rate for all time spent traveling beyond fifty (50) miles from the point of dispatch to the jobsite and return. Employees reporting in their private vehicles to a jobsite more than fifty (50) miles from the point of dispatch, shall also receive mileage at the current IRS rate per mile for all miles traveled outside of the fifty (50) miles. Mileage and drive time is to be based on Google Maps. Mileage will be paid on a per vehicle basis. This system is based on employees reporting to their jobsite at their regular start time and working on the job until their regular quitting time. Travel from jobsite to jobsite in a private vehicle shall be considered as hours worked and mileage will be reimbursed at the current IRS rate per mile. All travel commencing after being required to report to the Employers shop to and from the jobsite will be considered as hours worked and use of the employee's vehicle will be reimbursed at the current IRS rate per mile.

(a) The following Travel Time Calculation Sheet shall be used in conjunction with Google Maps in order to determine Travel Time Reimbursement.

Travel Time Calculation Sheet (Formulas)

Employee Name

From: Starting Address

To: Destination Address

Actual Commute Minutes (One Way)
(Enter minutes as per Google Maps)
Actual Commute Miles (One Way)
(Enter miles as per Google Maps)
Actual Commute Minutes Per Mile
Calculation = (Minutes ÷ Miles)

Adjusted Commute Minutes (One Way)
Calculation = (Adjusted Commute Miles × Minutes Per Miles)
Adjusted Commute Miles (One Way)
Calculation = (Actual Commute Miles – 50)

Round Trip Minutes
Calculation = (Adjusted Commute Minutes × 2)
Round Trip Miles
Calculation = (Adjusted Commute Miles × 2)

Daily Travel Time/ Mileage Reimbursement Minutes
Calculation = (Taxable Net Wage Rate ÷ 60 × Adjusted Commute Minutes)
Daily Travel Time/ Mileage Reimbursement Miles
Calculation = (Round Trip Miles × Current IRS Mileage Reimbursement Rate)

Total Daily Reimbursement
Calculation = (Daily Travel Time Reimbursement + Daily Mileage Reimbursement)

Travel Time Calculation Sheet (Example)

Employee Name: John Doe

From: 123 Any Street, San Francisco, CA

To: 456 Main Street, Santa Cruz, CA

Actual Commute Minutes (One Way): 71.00
Actual Commute Miles (One Way): 72.80
Minutes Per Mile: 0.98

Adjusted Commute Minutes (One Way): 22.34
Adjusted Commute Miles (One Way): 22.80

Round Trip Minutes: 44.68
Round Trip Miles: 45.60

Daily Travel Time/Mileage Reimbursement Minutes: $32.52
Daily Travel Time/Mileage Reimbursement Miles: $26.22

Total Daily Reimbursement: $58.74

Section 14. TRAVEL EXPENSE - Whenever employees report to the jobsite, the employee shall be paid or reimbursed for all parking, bridge tolls and public transportation costs. Parking and bridge toll reimbursement shall be subject to the following criteria; in the event that free parking is not available within a quarter mile of the jobsite, the Employer will provide such facilities or shall have the right to designate the areas to be used for reimbursable parking. When free parking is not available the Employer shall reimburse the driver of the vehicle for the cost of such parking up to forty dollars ($40.00) per day upon being presented with a receipt or voucher certifying the cost thereof. The Employer will reimburse the driver for their bridge tolls upon a showing of receipts for such on a weekly basis. "FasTrak" users will be reimbursed upon showing of receipts on a monthly basis. Public transportation costs shall be reimbursed if the employee chooses to utilize public transportation and such reimbursement is more economical than reimbursing parking and bridge tolls.

SHIFT PROVISIONS

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NOTE:

The shift provisions provided in the following pages provide guidance on the work hours that are applicable to each shift. Shift differential pay is required and will be enforced during each applicable shift where shift differential pay is in the determinations. Any shift provision restricting the work hours for a particular shift for a type of work will not be enforced on public works. However, if work is performed during hours typically associated with a 2nd or 3rd shift the appropriate shift rate of pay is required. Shift differential pay shall not apply to work during traditional shift hour (swing or grave) if the determination includes a footnote that indicates that the non-shift rate may be paid for a special single shift. Please note the exemptions in California Code of Regulations Section 16200 (a)(3)(F) do not waive the shift differential pay. These regulatory exemptions only apply to overtime pay. Overtime shall be required in accordance with the determination and Labor Code Section 1810 through 1815.

SHIFT

Section 4. SHIFT WORK - Shift Work is work performed outside the regular work day, Monday (12:01a.m.) through Friday (11:59p.m.). When the Employer wishes to schedule employees to work any portion of their work day outside their regular work day, the employees shall be paid twenty percent (20%) above their Taxable Net Wage for all such hours worked outside their regular work day.