

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

MAILING ADDRESS:
P. O. Box 420603
San Francisco, CA 94142-0603



December 31, 2025

**IMPORTANT NOTICE TO AWARDING BODIES & OTHER INTERESTED PARTIES
REGARDING A MODIFICATION OF THE PREDETERMINED INCREASES IN
THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS**

Dear Public Official/Other Interested Parties:

The following is a modification of the predetermined increases for the following craft(s) and classification(s) listed below:

CRAFT: Painter

CLASSIFICATIONS: Painter, Industrial Painter, Bridge Painter (All Shifts)

LOCALITIES: All localities within Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Mateo, Santa Clara, Santa Cruz, San Francisco, Solano, Sonoma

DETERMINATIONS: ALA-2025-2, CON-2025-2, LAK-2025-2, MAR-2025-2, MEN-2025-2, MTY-2025-2, NAP-2025-2, SBE-2025-2, SMA-2025-2, STC-2025-2, STZ-2025-2, SFR-2025-2, SOL-2025-2, SON-2025-2

Painter

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$3.20 allocated as follows: \$2.77 to Basic Hourly Rate, \$0.50 to Health & Welfare, \$0.03 to Training and \$0.10 decrease to Pension.

Painter (Special Shift)

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$3.74 allocated as follows: \$3.31 to Basic Hourly Rate, \$0.50 to Health & Welfare, \$0.03 to Training and \$0.10 decrease to Pension.

Industrial Painter

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$3.45 allocated as follows: \$3.02 to Basic Hourly Rate, \$0.50 to Health & Welfare, \$0.03 to Training and \$0.10 decrease to Pension.

Industrial Painter (Special Shift)

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$4.04 allocated as follows: \$3.61 to Basic Hourly Rate, \$0.50 to Health & Welfare, \$0.03 to Training and \$0.10 decrease to Pension.

Bridge Painter

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$3.45 allocated as follows: \$3.02 to Basic Hourly Rate, \$0.50 to Health & Welfare, \$0.03 to Training and \$0.10 decrease to Pension.

Bridge Painter (Special Shift)

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$4.04 allocated as follows: \$3.61 to Basic Hourly Rate, \$0.50 to Health & Welfare, \$0.03 to Training and \$0.10 decrease to Pension.

CRAFT: Painter

CLASSIFICATIONS: Painter, Industrial Painter, Bridge Painter (All Shifts)

LOCALITIES: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado (portion outside the Tahoe Basin), Glenn, Humboldt, Lassen (portion outside the Tahoe Basin), Mariposa, Merced, Modoc, Nevada (portion outside the Tahoe Basin), Placer (portion outside the Tahoe Basin), Plumas (portion outside the Tahoe Basin), Sacramento, San Joaquin, Shasta, Sierra (portion outside the Tahoe Basin), Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tuolumne, Yolo & Yuba.

DETERMINATIONS: ALP-2025-2, AMA-2025-2, BUT-2025-2, CAL-2025-2, COL-2025-2, DEL-2025-2, ELD-2025-2, GLE-2025-2, HUM-2025-2, LAS-2025-2, MAP-2025-2, MER-2025-2, MOD-2025-2, NEV-2025-2, PLA-2025-2, PLU-2025-2, SAC-2025-2, SJO-2025-2, SHA-2025-2, SIE-2025-2, SIS-2025-2, STA-2025-2, SUT-2025-2, TEH-2025-2, TRI-2025-2, TUO-2025-2, YOL-2025-2, YUB-2025-2

Painter

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$2.95 allocated as follows: \$2.45 to Basic Hourly Rate, \$0.50 to Health & Welfare, \$0.10 to Training and \$0.10 decrease to Pension.

Painter (Special Shift)

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$3.43 allocated as follows: \$2.93 to Basic Hourly Rate, \$0.50 to Health & Welfare, \$0.10 to Training and \$0.10 decrease to Pension.

Industrial Painter

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$5.20 allocated as follows: \$4.70 to Basic Hourly Rate, \$0.50 to Health & Welfare, \$0.10 to Training and \$0.10 decrease to Pension.

Industrial Painter (Special Shift)

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$6.13 allocated as follows: \$5.63 to Basic Hourly Rate, \$0.50 to Health & Welfare, \$0.10 to Training and \$0.10 decrease to Pension.

Bridge Painter

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$5.20 allocated as follows: \$4.70 to Basic Hourly Rate, \$0.50 to Health & Welfare, \$0.10 to Training and \$0.10 decrease to Pension.

Bridge Painter (Special Shift)

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$6.13 allocated as follows: \$5.63 to Basic Hourly Rate, \$0.50 to Health & Welfare, \$0.10 to Training and \$0.10 decrease to Pension.

CRAFT: Painter

CLASSIFICATIONS: Painter, Industrial Painter, Bridge Painter

LOCALITIES: All localities within Fresno, Kings, Madera, and Tulare

DETERMINATIONS: FRE-2025-2, KIN-2025-2, MAD-2025-2, TUL-2025-2,

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$3.20 allocated as follows: \$2.40 to Basic Hourly Rate, \$0.50 to Health & Welfare, \$0.26 to Pension and \$0.04 to Training.

CRAFT: Painter

CLASSIFICATIONS: Painter, Industrial Painter, Bridge Painter (All Shifts)

LOCALITIES: All localities within Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Mateo, Santa Clara, Santa Cruz, San Francisco, Solano, Sonoma

DETERMINATIONS: ALA-2023-2, CON-2023-2, LAK-2023-2, MAR-2023-2, MEN-2023-2, MTY-2023-2, NAP-2023-2, SBE-2023-2, SMA-2023-2, STC-2023-2, STZ-2023-2, SFR-2023-2, SOL-2023-2, SON-2023-2, ALA-2024-1, CON-2024-1, LAK-2024-1, MAR-2024-1, MEN-2024-1, MTY-2024-1, NAP-2024-1, SBE-2024-1, SMA-2024-1, STC-2024-1, STZ-2024-1, SFR-2024-1, SOL-2024-1, SON-2024-1, ALA-2024-2, CON-2024-2, LAK-2024-2, MAR-2024-2, MEN-2024-2, MTY-2024-2, NAP-2024-2, SBE-2024-2, SMA-2024-2, STC-2024-2, STZ-2024-2, SFR-2024-2, SOL-2024-2, SON-2024-2, ALA-2025-1, CON-2025-1, LAK-2025-1, MAR-2025-1, MEN-2025-1, MTY-2025-1, NAP-2025-1, SBE-2025-1, SMA-2025-1, STC-2025-1, STZ-2025-1, SFR-2025-1, SOL-2025-1, SON-2025-1

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$3.20 allocated as follows: \$3.20 to wages and/or fringes.

CRAFT: Painter

CLASSIFICATIONS: Painter, Industrial Painter, Bridge Painter (All Shifts)

LOCALITIES: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado (portion outside the Tahoe Basin), Glenn, Humboldt, Lassen (portion outside the Tahoe Basin), Mariposa, Merced, Modoc, Nevada (portion outside the Tahoe Basin), Placer (portion outside the Tahoe Basin), Plumas (portion outside the Tahoe Basin), Sacramento, San Joaquin, Shasta, Sierra (portion outside the Tahoe Basin), Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tuolumne, Yolo & Yuba.

DETERMINATIONS: ALP-2024-1, AMA-2024-1, BUT-2024-1, CAL-2024-1, COL-2024-1, DEL-2024-1, ELD-2024-1, GLE-2024-1, HUM-2024-1, LAS-2024-1, MAP-2024-1, MER-2024-1, MOD-2024-1, NEV-2024-1, PLA-2024-1, PLU-2024-1, SAC-2024-1, SJO-2024-1, SHA-2024-1, SIE-2024-1, SIS-2024-1, STA-2024-1, SUT-2024-1, TEH-2024-1, TRI-2024-1, TUO-2024-1, YOL-2024-1, YUB-2024-1, ALP-2024-2, AMA-2024-2, BUT-2024-2, CAL-2024-2, COL-2024-2, DEL-2024-2, ELD-2024-2, GLE-2024-2, HUM-2024-2, LAS-2024-2, MAP-2024-2, MER-2024-2, MOD-2024-2, NEV-2024-2, PLA-2024-2, PLU-2024-2, SAC-2024-2, SJO-2024-2, SHA-2024-2, SIE-2024-2, SIS-2024-2, STA-2024-2, SUT-2024-2, TEH-2024-2, TRI-2024-2, TUO-2024-2, YOL-2024-2, YUB-2024-2, ALP-2025-1, AMA-2025-1, BUT-2025-1, CAL-2025-1, COL-2025-1, DEL-2025-1, ELD-2025-1, GLE-2025-1, HUM-2025-1, LAS-2025-1, MAP-2025-1, MER-2025-1, MOD-2025-1, NEV-2025-1, PLA-2025-1, PLU-2025-1, SAC-2025-1, SJO-2025-1, SHA-2025-1, SIE-2025-1, SIS-2025-1, STA-2025-1, SUT-2025-1, TEH-2025-1, TRI-2025-1, TUO-2025-1, YOL-2025-1, YUB-2025-1

Painter (All Shifts)

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$2.95 allocated as follows: \$2.95 to wages and/or fringes.

Industrial Painter and Bridge Painter (All Shifts)

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$5.20 allocated as follows: \$5.20 to wages and/or fringes.

CRAFT: Painter

CLASSIFICATIONS: Painter, Industrial Painter, Bridge Painter

LOCALITIES: All localities within Fresno, Kings, Madera, and Tulare

DETERMINATIONS: FRE-2024-1, KIN-2024-1, MAD-2024-1, TUL-2024-1, FRE-2024-2, KIN-2024-2, MAD-2024-2, TUL-2024-2, FRE-2025-1, KIN-2025-1, MAD-2025-1, TUL-2025-1

The predetermined increase scheduled to take effect on January 1, 2026, for the above-mentioned determinations has been reduced. The correct predetermined increase is as follows:

Effective January 1, 2026, there is an increase of \$3.20 allocated as follows: \$3.20 to wages and/or fringes.

With the exception of these modifications, all of the wage rates and other conditions found in the above-referenced determinations remain unchanged.