

**WAGE RATE AND FRINGE BENEFIT SCHEDULE**  
**INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR,**  
**RAIL AND TRANSPORTATION WORKERS, LOCAL NO. 73**  
**AND SMACNA GREATER CHICAGO**  
**EFFECTIVE JUNE 8, 2017 THROUGH JUNE 30, 2017**

<b>JOURNEYMAN TAXABLE WAGE RATE-SCHEDULE A</b>			<b>JOURNEYMAN FRINGE BENEFITS</b>							
06-08-17	Wage	\$43.50			APPRENTICE	ITI				
(DEDUCTIONS)	Savings Plan	(1.50)	LOCAL	ANNUITY	TRAINING	NTF	WELFARE	INDUSTRY	NATIONAL	
	Organizing/Education	(0.44)	PENSION	FUND	FUND	FUND	FUND	FUND	PENSION	LMCC
***	Building Fund	(0.10)	\$8.21	\$9.65	\$0.78	\$0.18	\$11.03	\$0.48	\$5.57	\$0.06
	Per Capita Tax	(0.16)								
****	Working Assessment	(1.19)	- ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK							

<b>RESIDENTIAL GUTTER TAXABLE WAGE RATE-SCHEDULE B</b>			<b>RESIDENTIAL GUTTER FRINGE BENEFITS</b>							
06-08-17	Wage	\$30.57			APPRENTICE	ITI				
(DEDUCTIONS)	Savings Plan	(1.50)	LOCAL	ANNUITY	TRAINING	NTF	WELFARE	INDUSTRY	NATIONAL	
	Organizing/Education	(0.44)	PENSION	FUND	FUND	FUND	FUND	FUND	PENSION	LMCC
***	Building Fund	(0.10)	\$8.21	\$9.65	\$0.78	\$0.18	\$11.03	\$0.48	\$5.57	\$0.06
	Per Capita Tax	(0.16)								
****	Working Assessment	(1.00)	- ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK							

<b>APPRENTICE TAXABLE WAGE RATE-SCHEDULE C</b>			<b>APPRENTICE FRINGE BENEFITS</b>							
					APPRENTICE	ITI				
			LOCAL	ANNUITY	TRAINING	NTF	WELFARE	INDUSTRY	NATIONAL	
<b>PROBATIONARY APPRENTICE</b>			PENSION	FUND	FUND	FUND	FUND	FUND	PENSION	LMCC
	35%/JS*	\$14.55	\$0.00	\$0.00	\$0.00	\$0.00	\$1.00	\$0.00	\$0.00	\$0.00

<b>06-08-17-FIRST YEAR</b>										
1 <sup>ST</sup> – 6 Months	40%/JS*	\$16.62	\$0.00	\$0.00	\$0.36	\$0.18	\$8.40	\$0.36	\$5.57	\$0.06
2 <sup>ND</sup> – 6 Months	45%/JS*	\$18.70	\$0.00	\$0.00	\$0.36	\$0.18	\$8.40	\$0.36	\$5.57	\$0.06
(DEDUCTIONS) ***	Building Fund	(0.10)								
	Per Capita Tax	(0.16)								
****	Working Assessment	- ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK								
	1 <sup>ST</sup> – 6 Months	(0.47)								
	2 <sup>ND</sup> – 6 Months	(0.50)								

<b>06-08-17-SECOND YEAR</b>										
1 <sup>ST</sup> – 6 Months	50%/JS*	\$20.78	\$0.00	\$0.00	\$0.78	\$0.18	\$10.03	\$0.48	\$5.57	\$0.06
2 <sup>ND</sup> – 6 Months	55%/JS*	\$22.86	\$0.00	\$0.00	\$0.78	\$0.18	\$10.03	\$0.48	\$5.57	\$0.06
(DEDUCTIONS) ***	Building Fund	(0.10)								
	Per Capita Tax	(0.16)								
****	Working Assessment	- ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK								
	1 <sup>ST</sup> – 6 Months	(0.57)								
	2 <sup>ND</sup> – 6 Months	(0.60)								

<b>06-08-17-THIRD YEAR</b>										
1 <sup>ST</sup> – 6 Months	60%/JS**	\$26.10	\$0.00	\$5.79	\$0.78	\$0.18	\$11.03	\$0.48	\$5.57	\$0.06
2 <sup>ND</sup> – 6 Months	65%/JS**	\$28.28	\$0.00	\$6.27	\$0.78	\$0.18	\$11.03	\$0.48	\$5.57	\$0.06
(DEDUCTIONS)	Savings Plan									
	1 <sup>ST</sup> – 6 Months	(0.90)								
	2 <sup>ND</sup> – 6 Months	(0.98)								
	Organizing/Education	(0.44)								
***	Building Fund	(0.10)								
	Per Capita Tax	(0.16)								
****	Working Assessment	- ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK								
	1 <sup>ST</sup> – 6 Months	(0.75)								
	2 <sup>ND</sup> – 6 Months	(0.79)								

<b>06-08-17-FOURTH YEAR</b>										
1 <sup>ST</sup> – 6 Months	70%/JS**	\$30.45	\$0.00	\$6.76	\$0.78	\$0.18	\$11.03	\$0.48	\$5.57	\$0.06
2 <sup>ND</sup> – 6 Months	75%/JS**	\$32.63	\$0.00	\$7.24	\$0.78	\$0.18	\$11.03	\$0.48	\$5.57	\$0.06
(DEDUCTIONS)	Savings Plan									
	1 <sup>ST</sup> – 6 Months	(1.05)								
	2 <sup>ND</sup> – 6 Months	(1.13)								
	Organizing/Education	(0.44)								
***	Building Fund	(0.10)								
	Per Capita Tax	(0.16)								
****	Working Assessment	- ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK								
	1 <sup>ST</sup> – 6 Months	(0.83)								
	2 <sup>ND</sup> – 6 Months	(0.87)								

(SEE OTHER SIDE)

First and Second Year Apprentices do not receive contributions for Annuity Fund, Savings Plan or Organizing and Education. Employer contributions to the Annuity Fund and Savings Plan for Third and Fourth Year Apprentices will be based on a percentage of Journeyman contributions as listed above and shall include \$.44 for Organizing and Education.

FOREMAN	06-08-17	8% OVER SCALE	\$3.48 in addition to wage
GENERAL FOREMAN	06-08-17	9% OVER SCALE	\$3.92 in addition to wage
SUPERINTENDENT	06-08-17	11% OVER SCALE	\$4.79 in addition to wage

The General Foreman category applies to all shop foremen, regardless of number of men up to 25. Above 25 men, the Superintendent scale applies.

- \* PERCENTAGE OF JOURNEYMAN WAGE OF \$41.56
- \*\* PERCENTAGE OF JOURNEYMAN WAGE OF \$43.50
- \*\*\* BUILDING FUND IS INCLUDED IN OVERTIME CALCULATIONS
- \*\*\*\* WORKING ASSESSMENT IS CALCULATED ONLY ON THE FIRST FORTY (40) TOTAL HOURS OF THE WORK WEEK. CALCULATION IS ON THE JOURNEYMAN WAGE PACKAGE.

**SAMPLE JOURNEYMAN WAGE SCALES:**

Straight Time Hourly Wage	\$43.50
Time and One Quarter Hourly Wage	\$54.38
Time and One Half Hourly Wage	\$65.25
Double Time Hourly Wage	\$87.00