## 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 1, 2025 THROUGH MAY 31, 2026

JOURNEYMAN TAXABLE WAGE RATE – SCHEDULE A					JOURNEYMAN FRINGE BENEFITS							
06/01/25	Wage	\$54.58			APPRENTICE	ITI						
	Time and One Half	\$81.87	LOCAL	ANNUITY	TRAINING	NTF	WELFARE	INDUSTRY	NATIONAL			
	Double Time	\$109.16	PENSION	FUND	FUND	FUND	FUND	FUND	PENSION	LMCC		
(Deductions)	Savings Plan	(1.50)	\$9.21	\$13.80	\$1.20	\$0.20	\$15.88	\$0.55	\$5.91	\$0.43		
	Organizing/Education	(0.49)										
	Per Capita Tax	(0.20)										
***												
FOREMAN												
	FOREMAN TAXABLE WAGE RATE – SCHEDULE A					FOREMAN FRINGE BENEFITS						
06/01/25	Wage	\$58.95	LOCAL		APPRENTICE	ITI						
	Time and One Half	\$88.43	LOCAL	ANNUITY	TRAINING	NTF	WELFARE	INDUSTRY	NATIONAL	LMCC		
	Double Time	\$117.90	PENSION	<u>FUND</u>	FUND	FUND	<u>FUND</u>	FUND	PENSION	LMCC		
(Deductions)	Savings Plan Organizing/Education	(1.50) (0.49)	\$9.21	\$13.80	\$1.20	\$0.20	\$15.88	\$0.55	\$5.91	\$0.43		
ste ste	Per Capita Tax	(0.20)										
***	*** Working Assessment (1.53) ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK											
Wage is 8% ov	er scale											
GENERAL FOREMAN TAXABLE WAGE RATE – SCHEDULE A					GENERAL FOREMAN FRINGE BENEFITS							
06/01/25	Wage	\$59.49			APPRENTICE	ITI						
	Time and One Half	\$89.24	LOCAL	ANNUITY	TRAINING	NTF	WELFARE	INDUSTRY	NATIONAL			
(Deductions)	Double Time	\$118.98	PENSION	<b>FUND</b>	<b>FUND</b>	<b>FUND</b>	<b>FUND</b>	<b>FUND</b>	PENSION	LMCC		
	Savings Plan	(1.50)	\$9.21	\$13.80	\$1.20	\$0.20	\$15.88	\$0.55	\$5.91	\$0.43		
	Organizing/Education	(0.49)										
	Per Capita Tax	(0.20)										
***	Working Assessment	(1.53)		ON THE FIRS	ST FORTY (40) TO	OTAL HO	OURS PER WE	EEK				
The General I	Foreman category applies	to all shop	foremen, reg	ardless of num	ber of men up to 2	25.						
Wage is 9% o	over scale.											
GUDEDING					T	CUDED						
SUPERINTENDENT TAXABLE WAGE RATE – SCHEDULE A					SUPERINTENDENT FRINGE BENEFITS   APPRENTICE ITI							
06/01/25	Wage	\$60.58	LOCAL					NUDUCTDV				
	Time and One Half Double Time	\$90.87 \$121.16	LOCAL	ANNUITY	TRAINING	NTF	WELFARE	INDUSTRY	NATIONAL	IMCC		
	Savings Plan	\$121.16 (1.50)	<u>PENSION</u> \$9.21	<u>FUND</u> \$13.80	<u>FUND</u> \$1.20	<u>FUND</u> \$0.20	<u>FUND</u> \$15.88	<u>FUND</u> \$0.55	<u>PENSION</u> \$5.91	LMCC \$0.43		
(Daduation -)		(1,50)	DA 71	313.80	DL.20	50.20	313.88	30.33	22.21	30.43		
(Deductions)			φ <b>/.</b> Ξ1	<i><b>Q</b></i> 10100	<b><i>Q</i>1.2</b> 0	+			40.00			
(Deductions)	Organizing/Education Per Capita Tax	(0.49) (0.20)	¢7. <b>_</b> 1	<i>Q10100</i>	¢1.20	+ • • - •			+++++			

ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK

Above 25 men, the Superintendents scale applies.

\*\*\* Working Assessment (1.53)

Wage is 11% over scale.

\*\*\* WORKING ASSESSMENT IS CALCULATED ONLY ON THE FIRST FORTY (40) TOTAL HOURS OF THE WORK WEEK. CALCULATION IS ON THE JOURNEYMAN WAGE PACKAGE.

APPRENTICE TAXABLE WAGE RATE -SCHEDULE C					APPRENTICE FRINGE BENEFITS					
					APPRENTICE	ITI			115	
			LOCAL	ANNUITY	TRAINING	NTF	WELFARE	INDUSTRY	NATIONAL	
<b>PROBATIONAR</b>	XY APPRENTICE		PENSION	<b>FUND</b>	FUND	FUND	<b>FUND</b>	FUND	PENSION	LMCC
	40%JS*	\$21.04	\$0.00	\$0.00	\$0.00	\$0.00	\$1.00	\$0.00	\$0.00	\$0.00
	Time and One Half	\$31.56								
	Double Time	\$42.08								
06/01/25 -FIRST		<b>***</b>	<b>#0.00</b>	<b>#0.00</b>	<b>#0.50</b>	<b>#0.00</b>	¢10.05	<b>*0 10</b>	<b>\$5.01</b>	<b>#0.42</b>
$1^{ST} - 6$ Months	42.5%JS*	\$22.35	\$0.00	\$0.00	\$0.78	\$0.20	\$13.25	\$0.43	\$5.91	\$0.43
	Time and One Half	\$33.53								
$2^{nd} - 6$ Months	Double Time 45%JS*	\$44.70 \$23.67	\$0.00	\$0.00	\$0.78	\$0.20	\$13.25	\$0.43	\$5.91	\$0.43
$2^{m} = 0$ Months	Time and One Half	\$25.07 \$35.51	\$0.00	\$0.00	<b>ФО.78</b>	\$0.20	\$15.25	\$0.45	\$3.91	<i>ф</i> 0.45
	Double	\$47.34								
(Deductions)	Per Capita Tax	(0.20)								
(Deddetions) ***	Working Assessment	(0.20)	ON T	HE FIRST FOR	TY (40) TOTAL	HOURS P	ER WEEK			
	1 <sup>ST</sup> -6 Months	(0.65)	ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK							
	2 <sup>nd</sup> 6 Months	(0.67)								
06/01/25 -SECON		()								
$1^{ST} - 6$ Months	50%JS*	\$26.30	\$0.00	\$0.00	\$1.20	\$0.20	\$14.88	\$0.55	\$5.91	\$0.43
	Time and One Half	\$39.45								
	Double Time	\$52.60								
$2^{nd} - 6$ Months	55%JS*	\$28.92	\$0.00	\$0.00	\$1.20	\$0.20	\$14.88	\$0.55	\$5.91	\$0.43
	Time and One Half	\$43.38								
	Double	\$57.84								
(Deductions)	Per Capita Tax	(0.20)								
*** Working Assessment ON THE FIRST FORTY (40) TOTAL HOURS					HOURS P	'ER WEEK				
	1 <sup>ST</sup> -6 Months 2 <sup>nd</sup> 6 Months	(0.74) (0.78)								
06/01/25 - THIR		(0.70)								
$1^{ST} - 6$ Months	60%JS**	\$32.75	\$0.00	\$8.28	\$1.20	\$0.20	\$15.88	\$0.55	\$5.91	\$0.43
	Time and One Half	\$49.13								
	Double Time	\$65.50								
2nd - 6 Months	65%JS**	\$35.48	\$0.00	\$8.97	\$1.20	\$0.20	\$15.88	\$0.55	\$5.91	\$0.43
	Time and One Half	\$53.22								
	Double	\$70.96								
(Deductions)	Savings Plan									
	1 <sup>st</sup> -6 Months	(0.90)								
	$2^{nd} - 6$ Months	(0.98)								
	Organizing/Education	(0.49)								
Per Capita Tax (0.20) *** Working Assessment ON THE FIRST FORTY (40) TOTAL HOURS PER					EB WEEK					
	1 <sup>ST</sup> -6 Months	(0.98)			11 (40) IOIAL	nooksi	EK WEEK			
	2 <sup>nd</sup> 6 Months	(1.03)								
06/01/25 - FOUR		(100)								
1 <sup>ST</sup> – 6 Months	70%JS**	\$38.21	\$0.00	\$9.66	\$1.20	\$0.20	\$15.88	\$0.55	\$5.91	\$0.43
	Time and One Half	\$57.32								
	Double Time	\$76.42								
$2^{nd} - 6$ Months	75%JS**	\$40.94	\$0.00	\$10.35	\$1.20	\$0.20	\$15.88	\$0.55	\$5.91	\$0.43
	Time and One Half	\$61.41								
	Double	\$81.88								
(Deductions)	Savings Plan	(1.05)								
	$1^{\text{st}}$ -6 Months	(1.05)								
	2 <sup>nd</sup> – 6 Months Organizing/Education	(1.13) (0.49)								
	Per Capita Tax	(0.49) (0.20)								
***		(0.20)	ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK							
	Assessment									
	1 <sup>ST</sup> -6 Months	(1.08)								
	2 <sup>nd</sup> 6 Months	(1.13)								

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 \$.49 for Organizing and Education.

\* PERCENTAGE OF JOURNEYMAN WAGE OF \$52.59/ \*\*PERCENTAGE OF JOURNEYMAN WAGE OF \$54.58 \*\*\* WORKING ASSEESSMENT IS CALCULATED ONLY ON THE FIRST FORTY (40) TOTAL HOURS OF THE WORK WEEK. CALCULATION IS ON THE JOURNEYMAN WAGE PACKAGE.