

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	<u>PENSION</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>PENSION</u>	<u>LMCC</u>
(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)								
***	Working Assessment	(1.53)	ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK							

FOREMAN TAXABLE WAGE RATE – SCHEDULE A					FOREMAN FRINGE BENEFITS					
06/01/25	Wage	\$58.95			APPRENTICE	ITI				
	Time and One Half	\$88.43	LOCAL	ANNUITY	TRAINING	NTF	WELFARE	INDUSTRY	NATIONAL	
	Double Time	\$117.90	<u>PENSION</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>PENSION</u>	<u>LMCC</u>
(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)								
***	Working Assessment	(1.53)	ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK							

Wage is 8% over 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	
	Double Time	\$118.98	<u>PENSION</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>PENSION</u>	<u>LMCC</u>
(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)								
***	Working Assessment	(1.53)	ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK							

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

Wage is 9% over scale.

SUPERINTENDENT TAXABLE WAGE RATE – SCHEDULE A					SUPERINTENDENT FRINGE BENEFITS					
06/01/25	Wage	\$60.58			APPRENTICE	ITI				
	Time and One Half	\$90.87	LOCAL	ANNUITY	TRAINING	NTF	WELFARE	INDUSTRY	NATIONAL	
	Double Time	\$121.16	<u>PENSION</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>PENSION</u>	<u>LMCC</u>
(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)								
***	Working Assessment	(1.53)	ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK							

Above 25 men, the Superintendents scale applies.

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.

See reverse side for Apprentice Wage Scale – Schedule C

APPRENTICE TAXABLE WAGE RATE -SCHEDULE C				APPRENTICE FRINGE BENEFITS						
			LOCAL	ANNUITY	APPRENTICE	ITI	WELFARE	INDUSTRY	NATIONAL	
<u>PROBATIONARY APPRENTICE</u>			<u>PENSION</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>PENSION</u>	<u>LMCC</u>
	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								
<u>06/01/25 -FIRST YEAR</u>										
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								
	Double Time	\$44.70								
2 nd – 6 Months	45%JS*	\$23.67	\$0.00	\$0.00	\$0.78	\$0.20	\$13.25	\$0.43	\$5.91	\$0.43
	Time and One Half	\$35.51								
	Double	\$47.34								
(Deductions)	Per Capita Tax	(0.20)								
***	Working Assessment		ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK							
	1 ST -6 Months	(0.65)								
	2 nd 6 Months	(0.67)								
<u>06/01/25 -SECOND YEAR</u>										
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 PER WEEK							
	1 ST -6 Months	(0.74)								
	2 nd 6 Months	(0.78)								
<u>06/01/25 – THIRD YEAR</u>										
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								
2 nd – 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 st -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 WEEK							
	1 ST -6 Months	(0.98)								
	2 nd 6 Months	(1.03)								
<u>06/01/25 – FOURTH YEAR</u>										
1 ST – 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 st -6 Months	(1.05)								
	2 nd – 6 Months	(1.13)								
	Organizing/Education	(0.49)								
	Per Capita Tax	(0.20)								
***	Working Assessment		ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK							
	1 ST -6 Months	(1.08)								
	2 nd 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 ASSESSMENT IS CALCULATED ONLY ON THE FIRST FORTY (40) TOTAL HOURS OF THE WORK WEEK.
CALCULATION IS ON THE JOURNEYMAN WAGE PACKAGE.