

**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, 2026 THROUGH JUNE 30, 2026**

| JOURNEYMAN TAXABLE WAGE RATE – SCHEDULE A | | | | | JOURNEYMAN FRINGE BENEFITS | | | | | |
|--|----------------------|----------|--|-------------|-----------------------------------|-------------|-------------|-------------|----------------|-------------|
| 06/01/26 | Wage | \$56.85 | | | APPRENTICE | ITI | | | | |
| | Time and One Half | \$85.28 | LOCAL | ANNUITY | TRAINING | NTF | WELFARE | INDUSTRY | NATIONAL | |
| | Double Time | \$113.70 | <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) | \$9.26 | \$14.03 | \$1.25 | \$0.22 | \$17.81 | \$0.56 | \$5.91 | \$0.38 |
| | Organizing/Education | (0.54) | | | | | | | | |
| | Per Capita Tax | (0.20) | | | | | | | | |
| *** | Working Assessment | (1.59) | ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK | | | | | | | |

| FOREMAN TAXABLE WAGE RATE – SCHEDULE A | | | | | FOREMAN FRINGE BENEFITS | | | | | |
|---|----------------------|----------|--|-------------|--------------------------------|-------------|-------------|-------------|----------------|-------------|
| 06/01/26 | Wage | \$62.54 | | | APPRENTICE | ITI | | | | |
| | Time and One Half | \$93.81 | LOCAL | ANNUITY | TRAINING | NTF | WELFARE | INDUSTRY | NATIONAL | |
| | Double Time | \$125.08 | <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) | \$9.26 | \$14.03 | \$1.25 | \$0.22 | \$17.81 | \$0.56 | \$5.91 | \$0.38 |
| | Organizing/Education | (0.54) | | | | | | | | |
| | Per Capita Tax | (0.20) | | | | | | | | |
| *** | Working Assessment | (1.59) | ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK | | | | | | | |

Wage is 10% over scale

| GENERAL FOREMAN TAXABLE WAGE RATE – SCHEDULE A | | | | | GENERAL FOREMAN FRINGE BENEFITS | | | | | |
|---|----------------------|----------|--|-------------|--|-------------|-------------|-------------|----------------|-------------|
| 06/01/26 | Wage | \$63.10 | | | APPRENTICE | ITI | | | | |
| | Time and One Half | \$94.65 | LOCAL | ANNUITY | TRAINING | NTF | WELFARE | INDUSTRY | NATIONAL | |
| | Double Time | \$126.20 | <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) | \$9.26 | \$14.03 | \$1.25 | \$0.22 | \$17.81 | \$0.56 | \$5.91 | \$0.38 |
| | Organizing/Education | (0.54) | | | | | | | | |
| | Per Capita Tax | (0.20) | | | | | | | | |
| *** | Working Assessment | (1.59) | 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 11% over scale.

| SUPERINTENDENT TAXABLE WAGE RATE – SCHEDULE A | | | | | SUPERINTENDENT FRINGE BENEFITS | | | | | |
|--|----------------------|----------|--|-------------|---------------------------------------|-------------|-------------|-------------|----------------|-------------|
| 06/01/26 | Wage | \$64.24 | | | APPRENTICE | ITI | | | | |
| | Time and One Half | \$96.36 | LOCAL | ANNUITY | TRAINING | NTF | WELFARE | INDUSTRY | NATIONAL | |
| | Double Time | \$128.48 | <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) | \$9.26 | \$14.03 | \$1.25 | \$0.22 | \$17.81 | \$0.56 | \$5.91 | \$0.38 |
| | Organizing/Education | (0.54) | | | | | | | | |
| | Per Capita Tax | (0.20) | | | | | | | | |
| *** | Working Assessment | (1.59) | ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK | | | | | | | |

Above 25 men, the Superintendents scale applies.

Wage is 13% 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 | LMCC |
|--------------------------------|----------------------------|---------|--|-------------|-------------|------------|-------------|-------------|----------------|-------------|
| | | | <u>PENSION</u> | <u>FUND</u> | <u>FUND</u> | <u>NTF</u> | <u>FUND</u> | <u>FUND</u> | <u>PENSION</u> | <u>FUND</u> |
| PROBATIONARY APPRENTICE | | | | | | | | | | |
| | 40%JS* | \$21.92 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$1.00 | \$0.00 | \$0.00 | \$0.00 |
| | Time and One Half | \$32.88 | | | | | | | | |
| | Double Time | \$43.84 | | | | | | | | |
| 06/01/26 -FIRST YEAR | | | | | | | | | | |
| 1 ST – 6 Months | 42.5%JS* | \$23.29 | \$0.00 | \$0.00 | \$0.83 | \$0.22 | \$15.18 | \$0.44 | \$5.91 | \$0.38 |
| | Time and One Half | \$34.94 | | | | | | | | |
| | Double Time | \$46.58 | | | | | | | | |
| 2 nd – 6 Months | 45%JS* | \$24.66 | \$0.00 | \$0.00 | \$0.83 | \$0.22 | \$15.18 | \$0.44 | \$5.91 | \$0.38 |
| | Time and One Half | \$36.99 | | | | | | | | |
| | Double | \$49.32 | | | | | | | | |
| (Deductions) | Per Capita Tax | (0.20) | | | | | | | | |
| *** | Working Assessment | | ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK | | | | | | | |
| | 1 ST -6 Months | (0.69) | | | | | | | | |
| | 2 nd 6 Months | (0.71) | | | | | | | | |
| 06/01/26 -SECOND YEAR | | | | | | | | | | |
| 1 ST – 6 Months | 50%JS* | \$27.41 | \$0.00 | \$0.00 | \$1.25 | \$0.22 | \$16.81 | \$0.56 | \$5.91 | \$0.38 |
| | Time and One Half | \$41.12 | | | | | | | | |
| | Double Time | \$54.82 | | | | | | | | |
| 2 nd – 6 Months | 55%JS* | \$30.15 | \$0.00 | \$0.00 | \$1.25 | \$0.22 | \$16.81 | \$0.56 | \$5.91 | \$0.38 |
| | Time and One Half | \$45.23 | | | | | | | | |
| | Double | \$60.30 | | | | | | | | |
| (Deductions) | Per Capita Tax | (0.20) | | | | | | | | |
| *** | Working Assessment | | ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK | | | | | | | |
| | 1 ST -6 Months | (0.79) | | | | | | | | |
| | 2 nd 6 Months | (0.83) | | | | | | | | |
| 06/01/26 – THIRD YEAR | | | | | | | | | | |
| 1 ST – 6 Months | 60%JS** | \$34.11 | \$0.00 | \$8.42 | \$1.25 | \$0.22 | \$17.81 | \$0.56 | \$5.91 | \$0.38 |
| | Time and One Half | \$51.17 | | | | | | | | |
| | Double Time | \$68.22 | | | | | | | | |
| 2 nd – 6 Months | 65%JS** | \$36.95 | \$0.00 | \$9.12 | \$1.25 | \$0.22 | \$17.81 | \$0.56 | \$5.91 | \$0.38 |
| | Time and One Half | \$55.43 | | | | | | | | |
| | Double | \$73.90 | | | | | | | | |
| (Deductions) | Savings Plan | | | | | | | | | |
| | 1 st -6 Months | (0.90) | | | | | | | | |
| | 2 nd – 6 Months | (0.98) | | | | | | | | |
| | Organizing/Education | (0.54) | | | | | | | | |
| | Per Capita Tax | (0.20) | | | | | | | | |
| *** | Working Assessment | | ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK | | | | | | | |
| | 1 ST -6 Months | (1.03) | | | | | | | | |
| | 2 nd 6 Months | (1.08) | | | | | | | | |
| 06/01/26 – FOURTH YEAR | | | | | | | | | | |
| 1 ST – 6 Months | 70%JS** | \$39.80 | \$0.00 | \$9.82 | \$1.25 | \$0.22 | \$17.81 | \$0.56 | \$5.91 | \$0.38 |
| | Time and One Half | \$59.70 | | | | | | | | |
| | Double Time | \$79.60 | | | | | | | | |
| 2 nd – 6 Months | 75%JS** | \$42.64 | \$0.00 | \$10.52 | \$1.25 | \$0.22 | \$17.81 | \$0.56 | \$5.91 | \$0.38 |
| | Time and One Half | \$63.96 | | | | | | | | |
| | Double | \$85.28 | | | | | | | | |
| (Deductions) | Savings Plan | | | | | | | | | |
| | 1 st -6 Months | (1.05) | | | | | | | | |
| | 2 nd – 6 Months | (1.13) | | | | | | | | |
| | Organizing/Education | (0.54) | | | | | | | | |
| | Per Capita Tax | (0.20) | | | | | | | | |
| *** | Working Assessment | | ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK | | | | | | | |
| | 1 ST -6 Months | (1.14) | | | | | | | | |
| | 2 nd 6 Months | (1.19) | | | | | | | | |

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 \$.54 for Organizing and Education.

* PERCENTAGE OF JOURNEYMAN WAGE OF \$54.81/ **PERCENTAGE OF JOURNEYMAN WAGE OF \$56.85
*** WORKING ASSESSMENT IS CALCULATED ONLY ON THE FIRST FORTY (40) TOTAL HOURS OF THE WORK WEEK.
CALCULATION IS ON THE JOURNEYMAN WAGE PACKAGE.