

International Association of Sheet Metal, Air, Rail and Transportation Workers Local Union No. 265

205 Alexandra Way
Carol Stream, IL 60188-2080



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Robert Baier
Fin. Sec'y-Treas./Bus. Rep.

Louise Medina
Recording Secretary

John Daniel,
President/Business Manager

Business Representatives:
Don Moran
John Hopp
Kevin Galass
Brian McSherry

The following Wage Rates and Fringe Benefit contributions per hour, and Payroll Deductions shall be in effect from December 1, 2018 through May 31, 2019

(Changes are highlighted in blue)

| JOURNEYMAN (A & C MEMBERS): | | | | | | | | | BASE WAGE: | \$48.02 |
|---|-------------------------------|-----------------------|------------------|--------------|-----------------------|-----------------------|-----------------------------------|---------|------------------------|---------|
| DEDUCTIONS: | | Organizing Fund | Defense Fund | Savings Fund | IA Working Assessment | LU Working Assessment | TOTAL DEDUCTIONS | | | |
| | | \$0.50 | \$0.05 | \$0.50 | \$0.17 | 2.25% of gross wages | \$1.22 plus LU Working Assessment | | | |
| FRINGE BENEFITS: | | | | | | | | | | |
| | | Education Fund | | | Industry Fund | | | | | |
| Local Pension | Supp. Retirement Savings Plan | National Pension | Health & Welfare | Local | National | LMCC | SMACNA Greater Chicago | SASMI | TOTAL BENEFITS: | |
| \$ 7.54 | \$ 8.00 | \$ 0.87 | \$ 10.78 | \$ 0.90 | \$ 0.18 | \$ 0.93 | \$ 0.36 | \$ 2.26 | \$31.82 | |
| Total Package (Base Wage + Fringe Benefits): | | | | | | | | | \$79.84 | |

| JOURNEYMAN (B MEMBERS): | | | | | | | | | BASE WAGE: | \$45.74 |
|---|-------------------------------|-----------------------|------------------|--------------|-----------------------|-----------------------|-----------------------------------|---------|------------------------|---------|
| DEDUCTIONS: | | Organizing Fund | Defense Fund | Savings Fund | IA Working Assessment | LU Working Assessment | TOTAL DEDUCTIONS | | | |
| | | \$0.50 | \$0.05 | \$0.50 | \$0.17 | 2.25% of gross wages | \$1.22 plus LU Working Assessment | | | |
| FRINGE BENEFITS: | | | | | | | | | | |
| | | Education Fund | | | Industry Fund | | | | | |
| NO Local Pension | Supp. Retirement Savings Plan | National Pension | Health & Welfare | Local | National | LMCC | SMACNA Greater Chicago | SASMI | TOTAL BENEFITS: | |
| | \$ 8.00 | \$ 10.69 | \$ 10.78 | \$ 0.90 | \$ 0.18 | \$ 0.93 | \$ 0.36 | \$ 2.26 | \$34.10 | |
| Total Package (Base Wage + Fringe Benefits): | | | | | | | | | \$79.84 | |

| | | | |
|-------------|-------------------|---------------------------|--------------------------|
| OVER SCALE: | Foreman... \$2.40 | General Foreman... \$3.84 | Superintendent... \$4.32 |
|-------------|-------------------|---------------------------|--------------------------|

JOHN DANIEL
President/Business Manager
SMART, Local 265

JOHN D'ANGELO, Chairman
SMACNA Greater Chicago
Bargaining Committee