

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

205 Alexandra Way  
Carol Stream, IL 60188-2080



Phone: 630-668-0110  
Fax: 630-668-0932

Kevin Galass  
*Fin. Sec'y-Treas./Bus. Rep.*

James Jones  
*Recording Secretary*

**Matt Gugala**  
*President/Business Manager*

Business Representatives:  
Brian McSherry  
Ron Mika  
Brian Dahlman  
Tom Syron

The following Wage Rates and Fringe Benefit contributions per hour, and Payroll Deductions shall be in effect December 1, 2024 through May 31, 2025

(Changes are highlighted in blue)

<b>JOURNEYPEPERSON (A &amp; C MEMBERS):</b>									<b>BASE WAGE:</b>	<b>\$56.35</b>
<b>DEDUCTIONS:</b>		Organizing Fund	Defense Fund	IA Working Assessment	LU Working Assessment	<b>TOTAL DEDUCTIONS</b>				
		\$0.55	\$0.31	\$0.20	\$1.27	\$2.33				
<b>FRINGE BENEFITS:</b>										
				<b>Education Fund</b>		<b>Industry Fund</b>			<b>TOTAL BENEFITS:</b>	
Local Pension	Supp. Retirement Savings Plan (SRSP)	National Pension	Health & Welfare	Local	National	LMCC	SMACNA Greater Chicago	SASMI		
\$8.17	\$10.75	\$0.91	\$15.41	\$1.61	\$0.18	\$1.09	\$0.47	\$2.62	\$ 41.21	
<b>Total Package (Base Wage + Fringe Benefits):</b>									<b>\$97.56</b>	

<b>JOURNEYPEPERSON (B MEMBERS):</b>									<b>BASE WAGE:</b>	<b>\$54.31</b>
<b>DEDUCTIONS:</b>		Organizing Fund	Defense Fund	IA Working Assessment	LU Working Assessment	<b>TOTAL DEDUCTIONS</b>				
		\$0.55	\$0.31	\$0.20	\$1.22	\$2.28				
<b>FRINGE BENEFITS:</b>										
				<b>Education Fund</b>		<b>Industry Fund</b>			<b>TOTAL BENEFITS:</b>	
NO Local Pension	Supp. Retirement Savings Plan (SRSP)	National Pension	Health & Welfare	Local	National	LMCC	SMACNA Greater Chicago	SASMI		
	\$ 10.75	\$ 11.12	\$ 15.41	\$ 1.61	\$ 0.18	\$ 1.09	\$ 0.47	\$ 2.62	\$43.25	
<b>Total Package (Base Wage + Fringe Benefits):</b>									<b>\$97.56</b>	

<b>OVER SCALE:</b>	Foreman... \$4.51	General Foreman... \$5.07	Superintendent... \$6.20
--------------------	-------------------	---------------------------	--------------------------

MATT GUGALA  
President/Business Manager  
SMART, Local 265

KEN WIESBROOK, Chairman  
SMACNA Greater Chicago  
Bargaining Committee