

Local 45 Sheet Metal Workers - Central Iowa/Des Moines

STANDARD wage and Benefit Package Effective 6/1/2022-5/31/23

Classification	%	Taxable Wages			Total			Health			ITI/NEMI			Total			Employer Cost			
		Base	*VACA	*OFF/CO	*MAF	*CIF	Prem.	Taxable	Annuity	Ins	NPF	/OHI	LTF	LSF	Package	Equality	Industry	Safety	**Chap	Employer Cost
Journeyperson	100%	\$36.24	\$1.30	\$0.32	\$0.04	\$0.10	\$0.00	\$38.00	\$3.00	\$9.50	\$9.31	\$0.17	\$0.77	\$0.01	\$60.76	\$0.05	\$0.39	\$0.04	\$0.06	\$61.30
Journeyperson OT		\$55.24	\$1.30	\$0.32	\$0.04	\$0.10	\$0.00	\$57.00	\$3.00	\$9.50	\$9.31	\$0.17	\$0.77	\$0.01	\$79.76	\$0.05	\$0.39	\$0.04	\$0.06	\$80.30
Journeyperson DT		\$74.24	\$1.30	\$0.32	\$0.04	\$0.10	\$0.00	\$76.00	\$3.00	\$9.50	\$9.31	\$0.17	\$0.77	\$0.01	\$98.76	\$0.05	\$0.39	\$0.04	\$0.06	\$99.30
Foreman	103.5%	\$36.24	\$1.30	\$0.32	\$0.04	\$0.10	\$2.15	\$40.15	\$3.00	\$9.50	\$9.31	\$0.17	\$0.77	\$0.01	\$62.91	\$0.05	\$0.39	\$0.04	\$0.06	\$63.45
Foreman OT		\$55.24	\$1.30	\$0.32	\$0.04	\$0.10	\$2.15	\$59.15	\$3.00	\$9.50	\$9.31	\$0.17	\$0.77	\$0.01	\$81.91	\$0.05	\$0.39	\$0.04	\$0.06	\$82.45
Foreman DT		\$74.24	\$1.30	\$0.32	\$0.04	\$0.10	\$2.15	\$78.15	\$3.00	\$9.50	\$9.31	\$0.17	\$0.77	\$0.01	\$100.91	\$0.05	\$0.39	\$0.04	\$0.06	\$101.45
General Foreman	107%	\$36.24	\$1.30	\$0.32	\$0.04	\$0.10	\$4.30	\$42.30	\$3.00	\$9.50	\$9.31	\$0.17	\$0.77	\$0.01	\$65.06	\$0.05	\$0.39	\$0.04	\$0.06	\$65.60
General Foreman OT		\$55.24	\$1.30	\$0.32	\$0.04	\$0.10	\$4.30	\$61.30	\$3.00	\$9.50	\$9.31	\$0.17	\$0.77	\$0.01	\$84.06	\$0.05	\$0.39	\$0.04	\$0.06	\$84.60
General Foreman DT		\$74.24	\$1.30	\$0.32	\$0.04	\$0.10	\$4.30	\$80.30	\$3.00	\$9.50	\$9.31	\$0.17	\$0.77	\$0.01	\$103.06	\$0.05	\$0.39	\$0.04	\$0.06	\$103.60
Classified	40%	\$14.19	\$0.55	\$0.32	\$0.04	\$0.10	\$0.00	\$15.20	\$0.00	\$0.00	\$3.72	\$0.17	\$0.00	\$0.00	\$19.09	\$0.05	\$0.39	\$0.04	\$0.06	\$19.63
Classified OT		\$21.79	\$0.55	\$0.32	\$0.04	\$0.10	\$0.00	\$22.80	\$0.00	\$0.00	\$3.72	\$0.17	\$0.00	\$0.00	\$26.69	\$0.05	\$0.39	\$0.04	\$0.06	\$27.23
Classified DT		\$29.39	\$0.55	\$0.32	\$0.04	\$0.10	\$0.00	\$30.40	\$0.00	\$0.00	\$3.72	\$0.17	\$0.00	\$0.00	\$34.29	\$0.05	\$0.39	\$0.04	\$0.06	\$34.83
PreApp thru 90 Days	40%	\$14.88	\$0.00	\$0.18	\$0.04	\$0.10	\$0.00	\$15.20	\$0.00	\$0.00	\$0.00	\$0.17	\$0.20	\$0.00	\$15.57	\$0.05	\$0.39	\$0.04	\$0.06	\$16.11
PreApp thru 90 Days OT		\$22.48	\$0.00	\$0.18	\$0.04	\$0.10	\$0.00	\$22.80	\$0.00	\$0.00	\$0.00	\$0.17	\$0.20	\$0.00	\$23.17	\$0.05	\$0.39	\$0.04	\$0.06	\$23.71
PreApp thru 90 Days DT		\$30.08	\$0.00	\$0.18	\$0.04	\$0.10	\$0.00	\$30.40	\$0.00	\$0.00	\$0.00	\$0.17	\$0.20	\$0.00	\$30.77	\$0.05	\$0.39	\$0.04	\$0.06	\$31.31
PreApp after 90 Days	40%	\$14.88	\$0.00	\$0.18	\$0.04	\$0.10	\$0.00	\$15.20	\$0.00	\$0.00	\$0.47	\$0.17	\$0.20	\$0.00	\$16.04	\$0.05	\$0.39	\$0.04	\$0.06	\$16.58
PreApp after 90 Days OT		\$22.48	\$0.00	\$0.18	\$0.04	\$0.10	\$0.00	\$22.80	\$0.00	\$0.00	\$0.47	\$0.17	\$0.20	\$0.00	\$23.64	\$0.05	\$0.39	\$0.04	\$0.06	\$24.18
PreApp after 90 Days DT		\$30.08	\$0.00	\$0.18	\$0.04	\$0.10	\$0.00	\$30.40	\$0.00	\$0.00	\$0.47	\$0.17	\$0.20	\$0.00	\$31.24	\$0.05	\$0.39	\$0.04	\$0.06	\$31.78

*Employee withholding

See Local 45/Central Iowa CBA for working conditions and wage requirements.

To obtain a fringe benefit reporting form, email smwlocal045@gmail.com

Collective Bargaining Agreement Expires on 5/31/2024

Unpaid Holidays: New Years Day, Independence Day, Christmas Day

Paid Holidays: Memorial Day, Labor Day, Thanksgiving Day

Future Increases: 6-1-23 = \$1.75

Employers and employees must follow applicable HVAC, sheet metal, refrigeration, hydronics, and plumbing licensing laws enacted by the state of Iowa

- Key:
- OPF/CO: Organizing Promotional Fund/Check Off(Int Per Cap) \$0.14/\$0.18
 - MAF: Member Assistance Fund \$0.04
 - CIF: Capital Improvement Fund \$0.10
 - Prem: Premium Pay for Foreman and General Foreman Classification
 - NPF: National Pension Fund
 - ITI/NEMI/OHI: International Training Institute/National Energy Management Institute/Occupational Health Industry \$0.12/\$0.03/\$0.02
 - LTF: Local Training Fund
 - LSF: Local Scholarship Fund

Local 45 Sheet Metal Workers - Central Iowa/Des Moines
STANDARD wage and Benefit Package Effective 6/1/2022-5/31/23

Classification	Taxable Wages				Health			ITI/NEMI			Total Package	Employer Cost			
	Base	*VACA	*OPF/CO	*MAF	*CIF	Ins	NPF	/OHI	LTF	LSF		Equality	Industry	Safety	**Chap
1st year Apprentice	\$17.94	\$0.60	\$0.32	\$0.04	\$0.10	\$0.00	\$4.66	\$0.17	\$0.77	\$0.01	\$34.11	\$0.05	\$0.39	\$0.04	\$34.65
1st year Apprentice OT	\$27.44	\$0.60	\$0.32	\$0.04	\$0.10	\$0.00	\$4.66	\$0.17	\$0.77	\$0.01	\$43.61	\$0.05	\$0.39	\$0.04	\$44.15
1st year Apprentice DT	\$36.94	\$0.60	\$0.32	\$0.04	\$0.10	\$0.00	\$4.66	\$0.17	\$0.77	\$0.01	\$53.11	\$0.05	\$0.39	\$0.04	\$53.65
2nd year Apprentice	\$19.69	\$0.75	\$0.32	\$0.04	\$0.10	\$2.50	\$5.12	\$0.17	\$0.77	\$0.01	\$38.97	\$0.05	\$0.39	\$0.04	\$39.51
2nd year Apprentice OT	\$30.14	\$0.75	\$0.32	\$0.04	\$0.10	\$2.50	\$5.12	\$0.17	\$0.77	\$0.01	\$49.42	\$0.05	\$0.39	\$0.04	\$49.96
2nd year Apprentice DT	\$40.59	\$0.75	\$0.32	\$0.04	\$0.10	\$2.50	\$5.12	\$0.17	\$0.77	\$0.01	\$59.87	\$0.05	\$0.39	\$0.04	\$60.41
3rd year Appr-1st 6 months	\$21.54	\$0.80	\$0.32	\$0.04	\$0.10	\$2.50	\$5.59	\$0.17	\$0.77	\$0.01	\$41.34	\$0.05	\$0.39	\$0.04	\$41.88
3rd year-1st 6 months OT	\$32.94	\$0.80	\$0.32	\$0.04	\$0.10	\$2.50	\$5.59	\$0.17	\$0.77	\$0.01	\$52.74	\$0.05	\$0.39	\$0.04	\$53.28
3rd year-1st 6 months DT	\$44.34	\$0.80	\$0.32	\$0.04	\$0.10	\$2.50	\$5.59	\$0.17	\$0.77	\$0.01	\$64.14	\$0.05	\$0.39	\$0.04	\$64.68
3rd year Appr-2nd 6 months	\$23.39	\$0.85	\$0.32	\$0.04	\$0.10	\$2.50	\$6.05	\$0.17	\$0.77	\$0.01	\$43.70	\$0.05	\$0.39	\$0.04	\$44.24
3rd year-2nd 6 months OT	\$35.74	\$0.85	\$0.32	\$0.04	\$0.10	\$2.50	\$6.05	\$0.17	\$0.77	\$0.01	\$56.05	\$0.05	\$0.39	\$0.04	\$56.59
3rd year-2nd 6 months DT	\$48.09	\$0.85	\$0.32	\$0.04	\$0.10	\$2.50	\$6.05	\$0.17	\$0.77	\$0.01	\$68.40	\$0.05	\$0.39	\$0.04	\$68.94
4th year Appr-1st 6 months	\$25.19	\$0.95	\$0.32	\$0.04	\$0.10	\$2.50	\$6.52	\$0.17	\$0.77	\$0.01	\$46.07	\$0.05	\$0.39	\$0.04	\$46.61
4th year-1st 6 months OT	\$38.49	\$0.95	\$0.32	\$0.04	\$0.10	\$2.50	\$6.52	\$0.17	\$0.77	\$0.01	\$59.37	\$0.05	\$0.39	\$0.04	\$59.91
4th year-1st 6 months DT	\$51.79	\$0.95	\$0.32	\$0.04	\$0.10	\$2.50	\$6.52	\$0.17	\$0.77	\$0.01	\$72.67	\$0.05	\$0.39	\$0.04	\$73.21
4th year Appr-2nd 6 months	\$27.04	\$1.00	\$0.32	\$0.04	\$0.10	\$2.50	\$6.98	\$0.17	\$0.77	\$0.01	\$48.43	\$0.05	\$0.39	\$0.04	\$48.97
4th year-2nd 6 months OT	\$41.29	\$1.00	\$0.32	\$0.04	\$0.10	\$2.50	\$6.98	\$0.17	\$0.77	\$0.01	\$62.68	\$0.05	\$0.39	\$0.04	\$63.22
4th year-2nd 6 months DT	\$55.54	\$1.00	\$0.32	\$0.04	\$0.10	\$2.50	\$6.98	\$0.17	\$0.77	\$0.01	\$76.93	\$0.05	\$0.39	\$0.04	\$77.47
5th year Appr-1st 6 months	\$28.89	\$1.05	\$0.32	\$0.04	\$0.10	\$30.40	\$7.45	\$0.17	\$0.77	\$0.01	\$50.80	\$0.05	\$0.39	\$0.04	\$51.34
5th year-1st 6 months OT	\$44.09	\$1.05	\$0.32	\$0.04	\$0.10	\$45.60	\$7.45	\$0.17	\$0.77	\$0.01	\$66.00	\$0.05	\$0.39	\$0.04	\$66.54
5th year-1st 6 months DT	\$59.29	\$1.05	\$0.32	\$0.04	\$0.10	\$60.80	\$7.45	\$0.17	\$0.77	\$0.01	\$81.20	\$0.05	\$0.39	\$0.04	\$81.74
5th year Appr-2nd 6 months	\$30.74	\$1.10	\$0.32	\$0.04	\$0.10	\$32.30	\$7.91	\$0.17	\$0.77	\$0.01	\$53.16	\$0.05	\$0.39	\$0.04	\$53.70
5th year-2nd 6 months OT	\$46.89	\$1.10	\$0.32	\$0.04	\$0.10	\$48.45	\$7.91	\$0.17	\$0.77	\$0.01	\$69.31	\$0.05	\$0.39	\$0.04	\$69.85
5th year-2nd 6 months DT	\$63.04	\$1.10	\$0.32	\$0.04	\$0.10	\$64.60	\$7.91	\$0.17	\$0.77	\$0.01	\$85.46	\$0.05	\$0.39	\$0.04	\$86.00

Journey person Taxable Rate= \$38.00

Journey person NPF Rate = \$9.31

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 Andrew Bredesodq - Business Manager
 SMART LOCAL 45
 Date: 6/1/2022


 Kim Best - Executive Vice President
 Sheet Metal Contractors of Iowa
 Date: 6/1/2022