

Local 45 Sheet Metal Workers - Central Iowa/Des Moines Area
STANDARD Wage and Benefit Package Effective 6/1/2020 to 5/31/2021

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Classification	%	Taxable Wages					Total Taxable	Fringe Benefits						Total Package	Employer Contributions				Employer Cost
		Base	*Vaca- tion	*OPF/ CO	HYBF	Prem.		Annuity	Health Ins.	Nat'l Pen.	ITI/ OHI	LTF	LSF		Equality	Industry	Safety	**Chap.	
Journeyman	100.00%	\$33.94	\$1.30	\$0.32	\$0.04		\$35.60	\$3.00	\$8.85	\$8.95	\$0.17	\$0.73	\$0.01	\$57.31	\$0.05	\$0.36	\$0.04	\$0.06	\$57.82
Journeyman OT		\$51.74	\$1.30	\$0.32	\$0.04		\$53.40	\$3.00	\$8.85	\$8.95	\$0.17	\$0.73	\$0.01	\$75.11	\$0.05	\$0.36	\$0.04	\$0.06	\$75.62
Journeyman DT		\$69.54	\$1.30	\$0.32	\$0.04		\$71.20	\$3.00	\$8.85	\$8.95	\$0.17	\$0.73	\$0.01	\$92.91	\$0.05	\$0.36	\$0.04	\$0.06	\$93.42
Foreman	103.50%	\$33.94	\$1.30	\$0.32	\$0.04	\$2.05	\$37.65	\$3.00	\$8.85	\$8.95	\$0.17	\$0.73	\$0.01	\$59.36	\$0.05	\$0.36	\$0.04	\$0.06	\$59.87
Foreman OT		\$51.74	\$1.30	\$0.32	\$0.04	\$2.05	\$55.45	\$3.00	\$8.85	\$8.95	\$0.17	\$0.73	\$0.01	\$77.16	\$0.05	\$0.36	\$0.04	\$0.06	\$77.67
Foreman DT		\$69.54	\$1.30	\$0.32	\$0.04	\$2.05	\$73.25	\$3.00	\$8.85	\$8.95	\$0.17	\$0.73	\$0.01	\$94.96	\$0.05	\$0.36	\$0.04	\$0.06	\$95.47
General Foreman	107.00%	\$33.94	\$1.30	\$0.32	\$0.04	\$4.05	\$39.65	\$3.00	\$8.85	\$8.95	\$0.17	\$0.73	\$0.01	\$61.36	\$0.05	\$0.36	\$0.04	\$0.06	\$61.87
Gen. Foreman OT		\$51.74	\$1.30	\$0.32	\$0.04	\$4.05	\$57.45	\$3.00	\$8.85	\$8.95	\$0.17	\$0.73	\$0.01	\$79.16	\$0.05	\$0.36	\$0.04	\$0.06	\$79.67
Gen. Foreman DT		\$69.54	\$1.30	\$0.32	\$0.04	\$4.05	\$75.25	\$3.00	\$8.85	\$8.95	\$0.17	\$0.73	\$0.01	\$96.96	\$0.05	\$0.36	\$0.04	\$0.06	\$97.47
Classified	40.00%	\$13.33	\$0.55	\$0.32	\$0.04		\$14.24	\$0.00	\$0.00	\$3.58	\$0.00	\$0.00	\$0.00	\$17.82	\$0.05	\$0.36	\$0.04	\$0.06	\$18.33
Classified OT		\$20.45	\$0.55	\$0.32	\$0.04		\$21.36	\$0.00	\$0.00	\$3.58	\$0.00	\$0.00	\$0.00	\$24.94	\$0.05	\$0.36	\$0.04	\$0.06	\$25.45
Classified DT		\$27.57	\$0.55	\$0.32	\$0.04		\$28.48	\$0.00	\$0.00	\$3.58	\$0.00	\$0.00	\$0.00	\$32.06	\$0.05	\$0.36	\$0.04	\$0.06	\$32.57
Preappr. thru 90 days	40.00%	\$14.02	\$0.00	\$0.18	\$0.04		\$14.24	\$0.00	\$0.00	\$0.00	\$0.00	\$0.20	\$0.00	\$14.44	\$0.05	\$0.36	\$0.04	\$0.06	\$14.95
Preappr. thru 90 OT		\$21.14	\$0.00	\$0.18	\$0.04		\$21.36	\$0.00	\$0.00	\$0.00	\$0.00	\$0.20	\$0.00	\$21.56	\$0.05	\$0.36	\$0.04	\$0.06	\$22.07
Preappr. thru 90 DT		\$28.26	\$0.00	\$0.18	\$0.04		\$28.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.20	\$0.00	\$28.68	\$0.05	\$0.36	\$0.04	\$0.06	\$29.19
Preappr. after 90 days	40.00%	\$14.02	\$0.00	\$0.18	\$0.04		\$14.24	\$0.00	\$0.00	\$0.45	\$0.00	\$0.20	\$0.00	\$14.89	\$0.05	\$0.36	\$0.04	\$0.06	\$15.40
Preappr. after 90 OT		\$21.14	\$0.00	\$0.18	\$0.04		\$21.36	\$0.00	\$0.00	\$0.45	\$0.00	\$0.20	\$0.00	\$22.01	\$0.05	\$0.36	\$0.04	\$0.06	\$22.52
Preappr. after 90 DT		\$28.26	\$0.00	\$0.18	\$0.04		\$28.48	\$0.00	\$0.00	\$0.45	\$0.00	\$0.20	\$0.00	\$29.13	\$0.05	\$0.36	\$0.04	\$0.06	\$29.64

*Employee withholding

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

To obtain a fringe benefit reporting form, email smw45@qwestoffice.net
 Collective Bargaining Agreement Expires 5/31/2021

Unpaid Holidays: New Year's Day, Independence Day, Christmas Day

Paid Holidays: Memorial Day, Labor Day, Thanksgiving Day

Future Increases:

Key:

Prem - Premium for Foreman and General Foreman Classification

ITI/OHI - International Training Institute/National Energy Management Institute

OPF/CO - Organizing and Promotion Fund

LTF - Local Training Fund

****Chap.** - Central Iowa Chapter of SMCI Only

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

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Classification	%	Taxable Wages				Total Taxable	Fringe Benefits						Total Package	Employer Contributions				Employer Cost
		Base	*Vaca- tion	*OPF/ CO	HYBF Prem.		Annuity	Health Ins.	Nat'l Pen.	ITI/ OHI	LTF	LSF		Equality	Industry	Safety	**Chap.	
1 st yr Apprentice	50.00%	\$16.84	\$0.60	\$0.32	\$0.04	\$17.80	\$0.00	\$8.85	\$4.48	\$0.17	\$0.73	\$0.01	\$32.04	\$0.05	\$0.36	\$0.04	\$0.06	\$32.55
1 st yr Apprentice OT		\$25.74	\$0.60	\$0.32	\$0.04	\$26.70	\$0.00	\$8.85	\$4.48	\$0.17	\$0.73	\$0.01	\$40.94	\$0.05	\$0.36	\$0.04	\$0.06	\$41.45
1 st yr Apprentice DT		\$34.64	\$0.60	\$0.32	\$0.04	\$35.60	\$0.00	\$8.85	\$4.48	\$0.17	\$0.73	\$0.01	\$49.84	\$0.05	\$0.36	\$0.04	\$0.06	\$50.35
2 nd yr Apprentice	55.00%	\$18.47	\$0.75	\$0.32	\$0.04	\$19.58	\$2.50	\$8.85	\$4.92	\$0.17	\$0.73	\$0.01	\$36.76	\$0.05	\$0.36	\$0.04	\$0.06	\$37.27
2 nd yr Apprentice OT		\$28.26	\$0.75	\$0.32	\$0.04	\$29.37	\$2.50	\$8.85	\$4.92	\$0.17	\$0.73	\$0.01	\$46.55	\$0.05	\$0.36	\$0.04	\$0.06	\$47.06
2 nd yr Apprentice DT		\$38.05	\$0.75	\$0.32	\$0.04	\$39.16	\$2.50	\$8.85	\$4.92	\$0.17	\$0.73	\$0.01	\$56.34	\$0.05	\$0.36	\$0.04	\$0.06	\$56.85
3 rd yr Appr. First 6 mos.	60.00%	\$20.20	\$0.80	\$0.32	\$0.04	\$21.36	\$2.50	\$8.85	\$5.37	\$0.17	\$0.73	\$0.01	\$38.99	\$0.05	\$0.36	\$0.04	\$0.06	\$39.50
3 rd yr, First 6 mos. OT		\$30.88	\$0.80	\$0.32	\$0.04	\$32.04	\$2.50	\$8.85	\$5.37	\$0.17	\$0.73	\$0.01	\$49.67	\$0.05	\$0.36	\$0.04	\$0.06	\$50.18
3 rd yr, First 6 mos. DT		\$41.56	\$0.80	\$0.32	\$0.04	\$42.72	\$2.50	\$8.85	\$5.37	\$0.17	\$0.73	\$0.01	\$60.35	\$0.05	\$0.36	\$0.04	\$0.06	\$60.86
3 rd yr Appr. Next 6 mos.	65.00%	\$21.93	\$0.85	\$0.32	\$0.04	\$23.14	\$2.50	\$8.85	\$5.82	\$0.17	\$0.73	\$0.01	\$41.22	\$0.05	\$0.36	\$0.04	\$0.06	\$41.73
3 rd yr, Next 6 mos. OT		\$33.50	\$0.85	\$0.32	\$0.04	\$34.71	\$2.50	\$8.85	\$5.82	\$0.17	\$0.73	\$0.01	\$52.79	\$0.05	\$0.36	\$0.04	\$0.06	\$53.30
3 rd yr, Next 6 mos. DT		\$45.07	\$0.85	\$0.32	\$0.04	\$46.28	\$2.50	\$8.85	\$5.82	\$0.17	\$0.73	\$0.01	\$64.36	\$0.05	\$0.36	\$0.04	\$0.06	\$64.87
4 th yr Appr. First 6 mos.	70.00%	\$23.61	\$0.95	\$0.32	\$0.04	\$24.92	\$2.50	\$8.85	\$6.27	\$0.17	\$0.73	\$0.01	\$43.45	\$0.05	\$0.36	\$0.04	\$0.06	\$43.96
4 th yr, First 6 mos. OT		\$36.07	\$0.95	\$0.32	\$0.04	\$37.38	\$2.50	\$8.85	\$6.27	\$0.17	\$0.73	\$0.01	\$55.91	\$0.05	\$0.36	\$0.04	\$0.06	\$56.42
4 th yr, First 6 mos. DT		\$48.53	\$0.95	\$0.32	\$0.04	\$49.84	\$2.50	\$8.85	\$6.27	\$0.17	\$0.73	\$0.01	\$68.37	\$0.05	\$0.36	\$0.04	\$0.06	\$68.88
4 th yr Appr. Next 6 mos.	75.00%	\$25.34	\$1.00	\$0.32	\$0.04	\$26.70	\$2.50	\$8.85	\$6.71	\$0.17	\$0.73	\$0.01	\$45.67	\$0.05	\$0.36	\$0.04	\$0.06	\$46.18
4 th yr, Next 6 mos. OT		\$38.69	\$1.00	\$0.32	\$0.04	\$40.05	\$2.50	\$8.85	\$6.71	\$0.17	\$0.73	\$0.01	\$59.02	\$0.05	\$0.36	\$0.04	\$0.06	\$59.53
4 th yr, Next 6 mos. DT		\$52.04	\$1.00	\$0.32	\$0.04	\$53.40	\$2.50	\$8.85	\$6.71	\$0.17	\$0.73	\$0.01	\$72.37	\$0.05	\$0.36	\$0.04	\$0.06	\$72.88
5 th yr Appr. First 6 mos.	80.00%	\$27.07	\$1.05	\$0.32	\$0.04	\$28.48	\$2.50	\$8.85	\$7.16	\$0.17	\$0.73	\$0.01	\$47.90	\$0.05	\$0.36	\$0.04	\$0.06	\$48.41
5 th yr, First 6 mos. OT		\$41.31	\$1.05	\$0.32	\$0.04	\$42.72	\$2.50	\$8.85	\$7.16	\$0.17	\$0.73	\$0.01	\$62.14	\$0.05	\$0.36	\$0.04	\$0.06	\$62.65
5 th yr, First 6 mos. DT		\$55.55	\$1.05	\$0.32	\$0.04	\$56.96	\$2.50	\$8.85	\$7.16	\$0.17	\$0.73	\$0.01	\$76.38	\$0.05	\$0.36	\$0.04	\$0.06	\$76.89
5 th yr Appr. Next 6 mos.	85.00%	\$28.80	\$1.10	\$0.32	\$0.04	\$30.26	\$2.50	\$8.85	\$7.61	\$0.17	\$0.73	\$0.01	\$50.13	\$0.05	\$0.36	\$0.04	\$0.06	\$50.64
5 th yr, Next 6 mos. OT		\$43.93	\$1.10	\$0.32	\$0.04	\$45.39	\$2.50	\$8.85	\$7.61	\$0.17	\$0.73	\$0.01	\$65.26	\$0.05	\$0.36	\$0.04	\$0.06	\$65.77
5 th yr, Next 6 mos. DT		\$59.06	\$1.10	\$0.32	\$0.04	\$60.52	\$2.50	\$8.85	\$7.61	\$0.17	\$0.73	\$0.01	\$80.39	\$0.05	\$0.36	\$0.04	\$0.06	\$80.90


 Andrew Bredeson, Business Manager
 SMART Local 45

6/1/2020
 Date


 Kim Best, Executive Vice President
 Sheet Metal Contractors of Iowa

6/1/2020
 Date