

**Local 45 Sheet Metal Workers - Fort Dodge  
STANDARD Wage and Benefit Package Effective 7/1/2022-6/30/2023**

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Classification	%	Taxable Wages		Total Taxable	Health			ITI/NEMI		Employer Contributions			Employer Cost		
		Base	*VACA *OPF/CO Prem.		Annuity	Ins	NPF	/OHI	LTF	Equality	Industry	**Chap			
Journeyperson	100%	\$31.64	\$1.30	\$0.22	\$0.00	\$33.16	\$2.50	\$9.50	\$7.11	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$53.54
Journeyperson OT		\$48.22	\$1.30	\$0.22	\$0.00	\$49.74	\$2.50	\$9.50	\$7.11	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$70.12
Journeyperson DT		\$64.80	\$1.30	\$0.22	\$0.00	\$66.32	\$2.50	\$9.50	\$7.11	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$86.70
Foreman	103.2%	\$31.64	\$1.30	\$0.22	\$1.70	\$34.86	\$2.50	\$9.50	\$7.11	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$55.24
Foreman OT		\$48.22	\$1.30	\$0.22	\$1.70	\$51.44	\$2.50	\$9.50	\$7.11	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$71.82
Foreman DT		\$64.80	\$1.30	\$0.22	\$1.70	\$68.02	\$2.50	\$9.50	\$7.11	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$88.40
General Foreman	106.4%	\$31.64	\$1.30	\$0.22	\$3.40	\$36.56	\$2.50	\$9.50	\$7.11	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$56.94
General Foreman OT		\$48.22	\$1.30	\$0.22	\$3.40	\$53.14	\$2.50	\$9.50	\$7.11	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$73.52
General Foreman DT		\$64.80	\$1.30	\$0.22	\$3.40	\$69.72	\$2.50	\$9.50	\$7.11	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$90.10
Classified w/ Benefits	40%	\$12.49	\$0.55	\$0.22	\$0.00	\$13.26	\$2.50	\$9.50	\$2.84	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$29.38
Classified w/ Benefits OT		\$19.13	\$0.55	\$0.22	\$0.00	\$19.90	\$2.50	\$9.50	\$2.84	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$36.01
Classified w/ Benefits DT		\$25.76	\$0.55	\$0.22	\$0.00	\$26.53	\$2.50	\$9.50	\$2.84	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$42.64
Classified w/o Benefits	40%	\$24.50	\$0.55	\$0.22	\$0.00	\$25.27	\$0.00	\$0.00	\$2.84	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$29.38
Classified w/o Benefits OT		\$37.14	\$0.55	\$0.22	\$0.00	\$37.91	\$0.00	\$0.00	\$2.84	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$42.02
Classified w/o Benefits DT		\$49.77	\$0.55	\$0.22	\$0.00	\$50.54	\$0.00	\$0.00	\$2.84	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$54.65
PreApp thru 90 Days	30%	\$9.77	\$0.00	\$0.18	\$0.00	\$9.95	\$0.00	\$0.00	\$0.00	\$0.17	\$0.00	\$0.50	\$0.39	\$0.06	\$11.07
PreApp thru 90 Days OT		\$14.74	\$0.00	\$0.18	\$0.00	\$14.92	\$0.00	\$0.00	\$0.00	\$0.17	\$0.00	\$0.50	\$0.39	\$0.06	\$16.04
PreApp thru 90 Days DT		\$19.72	\$0.00	\$0.18	\$0.00	\$19.90	\$0.00	\$0.00	\$0.00	\$0.17	\$0.00	\$0.50	\$0.39	\$0.06	\$21.02
PreApp after 90 Days	30%	\$9.77	\$0.00	\$0.18	\$0.00	\$9.95	\$0.00	\$0.00	\$0.36	\$0.17	\$0.00	\$0.50	\$0.39	\$0.06	\$11.43
PreApp after 90 Days OT		\$14.74	\$0.00	\$0.18	\$0.00	\$14.92	\$0.00	\$0.00	\$0.36	\$0.17	\$0.00	\$0.50	\$0.39	\$0.06	\$16.40
PreApp after 90 Days DT		\$19.72	\$0.00	\$0.18	\$0.00	\$19.90	\$0.00	\$0.00	\$0.36	\$0.17	\$0.00	\$0.50	\$0.39	\$0.06	\$21.38

Fringe Benefits

See Local 45/Fort Dodge CBA for working conditions and wage requirements.

To obtain a fringe benefit reporting form, email [smwlocal045@gmail.com](mailto:smwlocal045@gmail.com)

Collective Bargaining Agreement Expires on 6/30/2026

Unpaid Holidays: New Years Day, Independence Day, Christmas Day  
Paid Holidays: Memorial Day, Labor Day, Thanksgiving Day

Future Increases: 7-1-23 = \$1.55; 7-1-24 = \$1.55; 7-1-25 = \$1.55

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) \$0.04/\$0.18

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

**Local 45 Sheet Metal Workers - Fort Dodge  
STANDARD wage and Benefit Package Effective 7/1/2022-6/30/2023**

Classification	%	Taxable Wages			Total Taxable	Health			ITI/NEMI	LTF	Employer Contributions		Employer Cost	
		Base	*VACA	*OPF/CO		Annuity	Ins	NPF			Equality	Industry		**Chap
1st year Apprentice	50%	\$15.71	\$0.65	\$0.22	\$16.58	\$0.00	\$9.50	\$3.56	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$30.91
1st year Apprentice OT		\$24.00	\$0.65	\$0.22	\$24.87	\$0.00	\$9.50	\$3.56	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$39.20
1st year Apprentice DT		\$32.29	\$0.65	\$0.22	\$33.16	\$0.00	\$9.50	\$3.56	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$47.49
2nd year Apprentice	55.0%	\$17.27	\$0.75	\$0.22	\$18.24	\$2.50	\$9.50	\$3.91	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$35.42
2nd year Apprentice OT		\$26.39	\$0.75	\$0.22	\$27.36	\$2.50	\$9.50	\$3.91	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$44.54
2nd year Apprentice DT		\$35.51	\$0.75	\$0.22	\$36.48	\$2.50	\$9.50	\$3.91	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$53.66
3rd year Appr-1st 6 months	60%	\$18.88	\$0.80	\$0.22	\$19.90	\$2.50	\$9.50	\$4.27	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$37.44
3rd year-1st 6 months OT		\$28.82	\$0.80	\$0.22	\$29.84	\$2.50	\$9.50	\$4.27	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$47.38
3rd year-1st 6 months DT		\$38.77	\$0.80	\$0.22	\$39.79	\$2.50	\$9.50	\$4.27	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$57.33
3rd year Appr-2nd 6 months	65%	\$20.48	\$0.85	\$0.22	\$21.55	\$2.50	\$9.50	\$4.62	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$39.44
3rd year-2nd 6 months OT		\$31.26	\$0.85	\$0.22	\$32.33	\$2.50	\$9.50	\$4.62	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$50.22
3rd year-2nd 6 months DT		\$42.04	\$0.85	\$0.22	\$43.11	\$2.50	\$9.50	\$4.62	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$61.00
4th year Appr-1st 6 months	70%	\$22.09	\$0.90	\$0.22	\$23.21	\$2.50	\$9.50	\$4.98	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$41.46
4th year-1st 6 months OT		\$33.70	\$0.90	\$0.22	\$34.82	\$2.50	\$9.50	\$4.98	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$53.07
4th year-1st 6 months DT		\$45.30	\$0.90	\$0.22	\$46.42	\$2.50	\$9.50	\$4.98	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$64.67
4th year Appr-2nd 6 months	75%	\$23.65	\$1.00	\$0.22	\$24.87	\$2.50	\$9.50	\$5.33	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$43.47
4th year-2nd 6 months OT		\$36.09	\$1.00	\$0.22	\$37.31	\$2.50	\$9.50	\$5.33	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$55.91
4th year-2nd 6 months DT		\$48.52	\$1.00	\$0.22	\$49.74	\$2.50	\$9.50	\$5.33	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$68.34
5th year Appr-1st 6 months	80%	\$25.26	\$1.05	\$0.22	\$26.53	\$2.50	\$9.50	\$5.69	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$45.49
5th year-1st 6 months OT		\$38.52	\$1.05	\$0.22	\$39.79	\$2.50	\$9.50	\$5.69	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$58.75
5th year-1st 6 months DT		\$51.79	\$1.05	\$0.22	\$53.06	\$2.50	\$9.50	\$5.69	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$72.02
5th year Appr-2nd 6 months	85%	\$26.87	\$1.10	\$0.22	\$28.19	\$2.50	\$9.50	\$6.04	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$47.50
5th year-2nd 6 months OT		\$40.96	\$1.10	\$0.22	\$42.28	\$2.50	\$9.50	\$6.04	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$61.59
5th year-2nd 6 months DT		\$55.05	\$1.10	\$0.22	\$56.37	\$2.50	\$9.50	\$6.04	\$0.17	\$0.15	\$0.50	\$0.39	\$0.06	\$75.68
Residential Journeyman	75%	\$18.49	\$1.30	\$0.22	\$20.01	\$2.50	\$9.50	\$7.11	\$0.17	\$0.15	\$0.00	\$0.39	\$0.06	\$39.89
Residential Journeyman OT		\$28.50	\$1.30	\$0.22	\$30.02	\$2.50	\$9.50	\$7.11	\$0.17	\$0.15	\$0.00	\$0.39	\$0.06	\$49.90
Residential Journeyman DT		\$38.50	\$1.30	\$0.22	\$40.02	\$2.50	\$9.50	\$7.11	\$0.17	\$0.15	\$0.00	\$0.39	\$0.06	\$59.90

Journeyman Taxable Rate= \$33.16  
 Journeyman Tu Pack Rate= \$52.59  
 Journeyman NPF Rate = \$7.11  
 \*Employee withholding

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 Andrew Bredeson - Business Manager  
 SMART LOCAL 45

  
 Kim Best - Executive Vice President  
 Sheet Metal Contractors of Iowa

7/1/2022  
Date

7/1/2022  
Date

Key:  
 OPF/CO: Organizing Promotional Fund/Check Off(Int Per Cap) \$0.04/\$0.18  
 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

Fringe Benefits