

Local 45 Sheet Metal Workers - Fort Dodge
STANDARD Wage and Benefit Package Effective 7/1/2020 to 6/30/2021

Classification	%	Taxable Wages				Total Taxable	Fringe Benefits					Total Package	Employer Contributions			Employer Cost
		Base	*Vaca tion	*OPF/ CO	Prem- ium		401k	Health Ins.	Nat'l Pen.	ITI/OHI	LTF		Equality	Indus- try	**Chap.	
Commercial Journeyman	100.00%	\$29.52	\$1.25	\$0.22		\$30.99	\$2.50	\$8.85	\$6.83	\$0.17	\$0.15	\$49.49	\$0.50	\$0.36	\$0.06	\$50.41
Comm. Journeyman OT		\$45.02	\$1.25	\$0.22		\$46.49	\$2.50	\$8.85	\$6.83	\$0.17	\$0.15	\$64.99	\$0.50	\$0.36	\$0.06	\$65.91
Comm. Journeyman DT		\$60.51	\$1.25	\$0.22		\$61.98	\$2.50	\$8.85	\$6.83	\$0.17	\$0.15	\$80.48	\$0.50	\$0.36	\$0.06	\$81.40
Foreman	103.20%	\$29.52	\$1.25	\$0.22	\$1.60	\$32.59	\$2.50	\$8.85	\$6.83	\$0.17	\$0.15	\$51.09	\$0.50	\$0.36	\$0.06	\$52.01
Foreman OT		\$45.02	\$1.25	\$0.22	\$1.60	\$48.09	\$2.50	\$8.85	\$6.83	\$0.17	\$0.15	\$66.59	\$0.50	\$0.36	\$0.06	\$67.51
Foreman DT		\$60.51	\$1.25	\$0.22	\$1.60	\$63.58	\$2.50	\$8.85	\$6.83	\$0.17	\$0.15	\$82.08	\$0.50	\$0.36	\$0.06	\$83.00
General Foreman	106.40%	\$29.52	\$1.25	\$0.22	\$3.20	\$34.19	\$2.50	\$8.85	\$6.83	\$0.17	\$0.15	\$52.69	\$0.50	\$0.36	\$0.06	\$53.61
Gen. Foreman OT		\$45.02	\$1.25	\$0.22	\$3.20	\$49.69	\$2.50	\$8.85	\$6.83	\$0.17	\$0.15	\$68.19	\$0.50	\$0.36	\$0.06	\$69.11
Gen. Foreman DT		\$60.51	\$1.25	\$0.22	\$3.20	\$65.18	\$2.50	\$8.85	\$6.83	\$0.17	\$0.15	\$83.68	\$0.50	\$0.36	\$0.06	\$84.60
Classified w/ Benefits	40.00%	\$11.68	\$0.50	\$0.22		\$12.40	\$2.50	\$8.85	\$2.73	\$0.17	\$0.15	\$26.80	\$0.50	\$0.36	\$0.06	\$27.72
Classified w/ Benefits OT		\$17.88	\$0.50	\$0.22		\$18.60	\$2.50	\$8.85	\$2.73	\$0.17	\$0.15	\$33.00	\$0.50	\$0.36	\$0.06	\$33.92
Classified w/ Benefits DT		\$24.08	\$0.50	\$0.22		\$24.80	\$2.50	\$8.85	\$2.73	\$0.17	\$0.15	\$39.20	\$0.50	\$0.36	\$0.06	\$40.12
Classified w/o Benefits	40.00%	\$23.03	\$0.50	\$0.22		\$23.75	\$0.00	\$0.00	\$2.73	\$0.17	\$0.15	\$26.80	\$0.50	\$0.36	\$0.06	\$27.72
Classified w/o Benefits OT		\$34.91	\$0.50	\$0.22		\$35.63	\$0.00	\$0.00	\$2.73	\$0.17	\$0.15	\$38.68	\$0.50	\$0.36	\$0.06	\$39.60
Classified w/o Benefits DT		\$46.78	\$0.50	\$0.22		\$47.50	\$0.00	\$0.00	\$2.73	\$0.17	\$0.15	\$50.55	\$0.50	\$0.36	\$0.06	\$51.47
Preappr. thru 90 days	30.00%	\$9.12	\$0.00	\$0.18		\$9.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9.30	\$0.50	\$0.36	\$0.06	\$10.22
Preappr. thru 90 OT		\$13.77	\$0.00	\$0.18		\$13.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13.95	\$0.50	\$0.36	\$0.06	\$14.87
Preappr. thru 90 DT		\$18.42	\$0.00	\$0.18		\$18.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18.60	\$0.50	\$0.36	\$0.06	\$19.52
Preappr. after 90 days	30.00%	\$9.12	\$0.00	\$0.18		\$9.30	\$0.00	\$0.00	\$0.34	\$0.00	\$0.00	\$9.64	\$0.50	\$0.36	\$0.06	\$10.56
Preappr. after 90 OT		\$13.77	\$0.00	\$0.18		\$13.95	\$0.00	\$0.00	\$0.34	\$0.00	\$0.00	\$14.29	\$0.50	\$0.36	\$0.06	\$15.21
Preappr. after 90 DT		\$18.42	\$0.00	\$0.18		\$18.60	\$0.00	\$0.00	\$0.34	\$0.00	\$0.00	\$18.94	\$0.50	\$0.36	\$0.06	\$19.86

*Employee withholding

Key:

ITI/OHI - Int'l Training Institute/National Energy Management Institute

OPF/CO - Organizing and Promotion Fund

LTF - Local Training Fund

**Chap. - Fort Dodge Chapter of SMCI Only

Collective Bargaining Agreement Expires 6/30/2021

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

Paid Holidays: Memorial Day, Labor Day

Future Increases:

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

Paid Holidays: Labor Day

Future Increases:


Overtime: Above 8 hours

Doubletime: Above 10 hours

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Classification	%	Taxable Wages				Total Taxable	Fringe Benefits					Total Package	Employer Contributions			Employer Cost
		Base	*Vaca tion	*OPF/ CO	Prem- ium		401k	Health Ins.	Nat'l Pen.	ITI/ OHI	LTF		Equality	Indus- try	**Chap.	
1st yr Apprentice	50.00%	\$14.63	\$0.65	\$0.22		\$15.50	\$0.00	\$8.85	\$3.42	\$0.17	\$0.15	\$28.09	\$0.50	\$0.36	\$0.06	\$29.01
1 st yr Apprentice OT		\$22.38	\$0.65	\$0.22		\$23.25	\$0.00	\$8.85	\$3.42	\$0.17	\$0.15	\$35.84	\$0.50	\$0.36	\$0.06	\$36.76
1 st yr Apprentice DT		\$30.13	\$0.65	\$0.22		\$31.00	\$0.00	\$8.85	\$3.42	\$0.17	\$0.15	\$43.59	\$0.50	\$0.36	\$0.06	\$44.51
2nd yr Apprentice	55.00%	\$16.12	\$0.70	\$0.22		\$17.04	\$2.50	\$8.85	\$3.76	\$0.17	\$0.15	\$32.47	\$0.50	\$0.36	\$0.06	\$33.39
2 nd yr Apprentice OT		\$24.64	\$0.70	\$0.22		\$25.56	\$2.50	\$8.85	\$3.76	\$0.17	\$0.15	\$40.99	\$0.50	\$0.36	\$0.06	\$41.91
2 nd yr Apprentice DT		\$33.16	\$0.70	\$0.22		\$34.08	\$2.50	\$8.85	\$3.76	\$0.17	\$0.15	\$49.51	\$0.50	\$0.36	\$0.06	\$50.43
3rd yr Appr. First 6 mos.	60.00%	\$17.62	\$0.75	\$0.22		\$18.59	\$2.50	\$8.85	\$4.10	\$0.17	\$0.15	\$34.36	\$0.50	\$0.36	\$0.06	\$35.28
3 rd yr, First 6 mos. OT		\$26.92	\$0.75	\$0.22		\$27.89	\$2.50	\$8.85	\$4.10	\$0.17	\$0.15	\$43.66	\$0.50	\$0.36	\$0.06	\$44.58
3 rd yr, First 6 mos. DT		\$36.21	\$0.75	\$0.22		\$37.18	\$2.50	\$8.85	\$4.10	\$0.17	\$0.15	\$52.95	\$0.50	\$0.36	\$0.06	\$53.87
3rd yr Appr. Next 6 mos.	65.00%	\$19.07	\$0.85	\$0.22		\$20.14	\$2.50	\$8.85	\$4.44	\$0.17	\$0.15	\$36.25	\$0.50	\$0.36	\$0.06	\$37.17
3 rd yr, Next 6 mos. OT		\$29.14	\$0.85	\$0.22		\$30.21	\$2.50	\$8.85	\$4.44	\$0.17	\$0.15	\$46.32	\$0.50	\$0.36	\$0.06	\$47.24
3 rd yr, Next 6 mos. DT		\$39.21	\$0.85	\$0.22		\$40.28	\$2.50	\$8.85	\$4.44	\$0.17	\$0.15	\$56.39	\$0.50	\$0.36	\$0.06	\$57.31
4th yr Appr. First 6 mos.	70.00%	\$20.57	\$0.90	\$0.22		\$21.69	\$2.50	\$8.85	\$4.78	\$0.17	\$0.15	\$38.14	\$0.50	\$0.36	\$0.06	\$39.06
4 th yr, First 6 mos. OT		\$31.42	\$0.90	\$0.22		\$32.54	\$2.50	\$8.85	\$4.78	\$0.17	\$0.15	\$48.99	\$0.50	\$0.36	\$0.06	\$49.91
4 th yr, First 6 mos. DT		\$42.26	\$0.90	\$0.22		\$43.38	\$2.50	\$8.85	\$4.78	\$0.17	\$0.15	\$59.83	\$0.50	\$0.36	\$0.06	\$60.75
4th yr Appr. Next 6 mos.	75.00%	\$22.07	\$0.95	\$0.22		\$23.24	\$2.50	\$8.85	\$5.12	\$0.17	\$0.15	\$40.03	\$22.82	\$0.36	\$0.06	\$40.95
4 th yr, Next 6 mos. OT		\$33.69	\$0.95	\$0.22		\$34.86	\$2.50	\$8.85	\$5.12	\$0.17	\$0.15	\$51.65	\$22.82	\$0.36	\$0.06	\$52.57
4 th yr, Next 6 mos. DT		\$45.31	\$0.95	\$0.22		\$46.48	\$2.50	\$8.85	\$5.12	\$0.17	\$0.15	\$63.27	\$22.82	\$0.36	\$0.06	\$64.19
5th yr Appr. First 6 mos.	80.00%	\$23.57	\$1.00	\$0.22		\$24.79	\$2.50	\$8.85	\$5.46	\$0.17	\$0.15	\$41.92	\$0.50	\$0.36	\$0.06	\$42.84
5 th yr, First 6 mos. OT		\$35.97	\$1.00	\$0.22		\$37.19	\$2.50	\$8.85	\$5.46	\$0.17	\$0.15	\$54.32	\$0.50	\$0.36	\$0.06	\$55.24
5 th yr, First 6 mos. DT		\$48.36	\$1.00	\$0.22		\$49.58	\$2.50	\$8.85	\$5.46	\$0.17	\$0.15	\$66.71	\$0.50	\$0.36	\$0.06	\$67.63
5th yr Appr. Next 6 mos.	85.00%	\$25.02	\$1.10	\$0.22		\$26.34	\$2.50	\$8.85	\$5.81	\$0.17	\$0.15	\$43.82	\$0.50	\$0.36	\$0.06	\$44.74
5 th yr, Next 6 mos. OT		\$38.19	\$1.10	\$0.22		\$39.51	\$2.50	\$8.85	\$5.81	\$0.17	\$0.15	\$56.99	\$0.50	\$0.36	\$0.06	\$57.91
5 th yr, Next 6 mos. DT		\$51.36	\$1.10	\$0.22		\$52.68	\$2.50	\$8.85	\$5.81	\$0.17	\$0.15	\$70.16	\$0.50	\$0.36	\$0.06	\$71.08
Residential Journeyman	75.00%	\$17.15	\$1.25	\$0.22		\$18.62	\$2.50	\$8.85	\$6.83	\$0.17	\$0.15	\$37.12	\$0.00	\$0.36	\$0.06	\$37.54
Res. Journeyman OT		\$26.46	\$1.25	\$0.22		\$27.93	\$2.50	\$8.85	\$6.83	\$0.17	\$0.15	\$46.43	\$0.00	\$0.36	\$0.06	\$46.85
Res. Journeyman DT		\$35.77	\$1.25	\$0.22		\$37.24	\$2.50	\$8.85	\$6.83	\$0.17	\$0.15	\$55.74	\$0.00	\$0.36	\$0.06	\$56.16


 Andrew Bredeson, Business Manager
 SMART Local 45

6/30/2020


 Kim Best, Executive Vice President
 Sheet Metal Contractors of Iowa

6/30/2020