

Local 45 Sheet Metal Workers - Fort Dodge
STANDARD Wage and Benefit Package Effective 7/1/2023-6/30/2024

Page 1 of 2

Classification	%	Taxable Wages				Total Taxable	FRINGE BENEFITS					Total Package	Employer Contributions			Employer Cost
		Base	*VACA	*OPF/CO	Prem.		Annuity	HEALTH INS	NPF	ITI/NEMI/OHI	LTF		Equality	Industry	**Chap	
Journeyman	100%	\$32.67	\$1.30	\$0.24	\$0.00	\$34.21	\$2.50	\$10.00	\$7.11	\$0.17	\$0.15	\$54.14	\$0.50	\$0.43	\$0.06	\$55.13
Journeyman OT		\$49.78	\$1.30	\$0.24	\$0.00	\$51.32	\$2.50	\$10.00	\$7.11	\$0.17	\$0.15	\$71.25	\$0.50	\$0.43	\$0.06	\$72.24
Journeyman DT		\$66.88	\$1.30	\$0.24	\$0.00	\$68.42	\$2.50	\$10.00	\$7.11	\$0.17	\$0.15	\$88.35	\$0.50	\$0.43	\$0.06	\$89.34
Foreman	103.2%	\$32.67	\$1.30	\$0.24	\$1.73	\$35.94	\$2.50	\$10.00	\$7.11	\$0.17	\$0.15	\$55.87	\$0.50	\$0.43	\$0.06	\$56.86
Foreman OT		\$49.78	\$1.30	\$0.24	\$1.73	\$53.05	\$2.50	\$10.00	\$7.11	\$0.17	\$0.15	\$72.98	\$0.50	\$0.43	\$0.06	\$73.97
Foreman DT		\$66.88	\$1.30	\$0.24	\$1.73	\$70.15	\$2.50	\$10.00	\$7.11	\$0.17	\$0.15	\$90.08	\$0.50	\$0.43	\$0.06	\$91.07
General Foreman	106.4%	\$32.67	\$1.30	\$0.24	\$3.46	\$37.67	\$2.50	\$10.00	\$7.11	\$0.17	\$0.15	\$57.60	\$0.50	\$0.43	\$0.06	\$58.59
General Foreman OT		\$49.78	\$1.30	\$0.24	\$3.46	\$54.78	\$2.50	\$10.00	\$7.11	\$0.17	\$0.15	\$74.71	\$0.50	\$0.43	\$0.06	\$75.70
General Foreman DT		\$66.88	\$1.30	\$0.24	\$3.46	\$71.88	\$2.50	\$10.00	\$7.11	\$0.17	\$0.15	\$91.81	\$0.50	\$0.43	\$0.06	\$92.80
Classified w/ Benefits	40%	\$12.89	\$0.55	\$0.24	\$0.00	\$13.68	\$2.50	\$10.00	\$2.84	\$0.17	\$0.15	\$29.34	\$0.50	\$0.43	\$0.06	\$30.33
Classified w/ Benefits OT		\$19.73	\$0.55	\$0.24	\$0.00	\$20.52	\$2.50	\$10.00	\$2.84	\$0.17	\$0.15	\$36.18	\$0.50	\$0.43	\$0.06	\$37.17
Classified w/ Benefits DT		\$26.57	\$0.55	\$0.24	\$0.00	\$27.36	\$2.50	\$10.00	\$2.84	\$0.17	\$0.15	\$43.02	\$0.50	\$0.43	\$0.06	\$44.01
Classified w/o Benefits	40%	\$25.39	\$0.55	\$0.24	\$0.00	\$26.18	\$0.00	\$0.00	\$2.84	\$0.17	\$0.15	\$29.34	\$0.50	\$0.43	\$0.06	\$30.33
Classified w/o Benefits OT		\$38.48	\$0.55	\$0.24	\$0.00	\$39.27	\$0.00	\$0.00	\$2.84	\$0.17	\$0.15	\$42.43	\$0.50	\$0.43	\$0.06	\$43.42
Classified w/o Benefits DT		\$51.57	\$0.55	\$0.24	\$0.00	\$52.36	\$0.00	\$0.00	\$2.84	\$0.17	\$0.15	\$55.52	\$0.50	\$0.43	\$0.06	\$56.51
PreApp thru 90 Days	30%	\$10.06	\$0.00	\$0.20	\$0.00	\$10.26	\$0.00	\$0.00	\$0.00	\$0.17	\$0.00	\$10.43	\$0.50	\$0.43	\$0.06	\$11.42
PreApp thru 90 Days OT		\$15.19	\$0.00	\$0.20	\$0.00	\$15.39	\$0.00	\$0.00	\$0.00	\$0.17	\$0.00	\$15.56	\$0.50	\$0.43	\$0.06	\$16.55
PreApp thru 90 Days DT		\$20.32	\$0.00	\$0.20	\$0.00	\$20.52	\$0.00	\$0.00	\$0.00	\$0.17	\$0.00	\$20.69	\$0.50	\$0.43	\$0.06	\$21.68
PreApp after 90 Days	30%	\$10.06	\$0.00	\$0.20	\$0.00	\$10.26	\$0.00	\$0.00	\$0.36	\$0.17	\$0.00	\$10.79	\$0.50	\$0.43	\$0.06	\$11.78
PreApp after 90 Days OT		\$15.19	\$0.00	\$0.20	\$0.00	\$15.39	\$0.00	\$0.00	\$0.36	\$0.17	\$0.00	\$15.92	\$0.50	\$0.43	\$0.06	\$16.91
PreApp after 90 Days DT		\$20.32	\$0.00	\$0.20	\$0.00	\$20.52	\$0.00	\$0.00	\$0.36	\$0.17	\$0.00	\$21.05	\$0.50	\$0.43	\$0.06	\$22.04

*Employee withholding

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

To obtain a fringe benefit reporting form, email 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: 7-1-24 = \$1.55; 7-1-25 = \$1.55

Key:

OPF/CO: Organizing Promotional Fund/Check Off(Int Per Cap) \$0.04/\$0.20

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

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

Local 45 Sheet Metal Workers - Fort Dodge
STANDARD wage and Benefit Package Effective 7/1/2023-6/30/2024

Page 2 of 2

Classification	%	Taxable Wages			Total Taxable	FRINGE BENEFITS					Total Package	Employer Contributions			Employer Cost
		Base	*VACA	*OPF/CO		Annuity	HEALTH INS	NPF	ITI/NEMI/OHI	LTF		Equality	Industry	**Chap	
1st year Apprentice	50%	\$16.22	\$0.65	\$0.24	\$17.11	\$0.00	\$10.00	\$3.56	\$0.17	\$0.15	\$30.99	\$0.50	\$0.43	\$0.06	\$31.98
1st year Apprentice OT		\$24.78	\$0.65	\$0.24	\$25.67	\$0.00	\$10.00	\$3.56	\$0.17	\$0.15	\$39.55	\$0.50	\$0.43	\$0.06	\$40.54
1st year Apprentice DT		\$33.33	\$0.65	\$0.24	\$34.22	\$0.00	\$10.00	\$3.56	\$0.17	\$0.15	\$48.10	\$0.50	\$0.43	\$0.06	\$49.09
2nd year Apprentice	55.0%	\$17.83	\$0.75	\$0.24	\$18.82	\$2.50	\$10.00	\$3.91	\$0.17	\$0.15	\$35.55	\$0.50	\$0.43	\$0.06	\$36.54
2nd year Apprentice OT		\$27.24	\$0.75	\$0.24	\$28.23	\$2.50	\$10.00	\$3.91	\$0.17	\$0.15	\$44.96	\$0.50	\$0.43	\$0.06	\$45.95
2nd year Apprentice DT		\$36.65	\$0.75	\$0.24	\$37.64	\$2.50	\$10.00	\$3.91	\$0.17	\$0.15	\$54.37	\$0.50	\$0.43	\$0.06	\$55.36
3rd year Appr-1st 6 months	60%	\$19.49	\$0.80	\$0.24	\$20.53	\$2.50	\$10.00	\$4.27	\$0.17	\$0.15	\$37.62	\$0.50	\$0.43	\$0.06	\$38.61
3rd year-1st 6 months OT		\$29.76	\$0.80	\$0.24	\$30.80	\$2.50	\$10.00	\$4.27	\$0.17	\$0.15	\$47.89	\$0.50	\$0.43	\$0.06	\$48.88
3rd year-1st 6 months DT		\$40.02	\$0.80	\$0.24	\$41.06	\$2.50	\$10.00	\$4.27	\$0.17	\$0.15	\$58.15	\$0.50	\$0.43	\$0.06	\$59.14
3rd year Appr-2nd 6 months	65%	\$21.15	\$0.85	\$0.24	\$22.24	\$2.50	\$10.00	\$4.62	\$0.17	\$0.15	\$39.68	\$0.50	\$0.43	\$0.06	\$40.67
3rd year-2nd 6 months OT		\$32.27	\$0.85	\$0.24	\$33.36	\$2.50	\$10.00	\$4.62	\$0.17	\$0.15	\$50.80	\$0.50	\$0.43	\$0.06	\$51.79
3rd year-2nd 6 months DT		\$43.39	\$0.85	\$0.24	\$44.48	\$2.50	\$10.00	\$4.62	\$0.17	\$0.15	\$61.92	\$0.50	\$0.43	\$0.06	\$62.91
4th year Appr-1st 6 months	70%	\$22.81	\$0.90	\$0.24	\$23.95	\$2.50	\$10.00	\$4.98	\$0.17	\$0.15	\$41.75	\$0.50	\$0.43	\$0.06	\$42.74
4th year-1st 6 months OT		\$34.79	\$0.90	\$0.24	\$35.93	\$2.50	\$10.00	\$4.98	\$0.17	\$0.15	\$53.73	\$0.50	\$0.43	\$0.06	\$54.72
4th year-1st 6 months DT		\$46.76	\$0.90	\$0.24	\$47.90	\$2.50	\$10.00	\$4.98	\$0.17	\$0.15	\$65.70	\$0.50	\$0.43	\$0.06	\$66.69
4th year Appr-2nd 6 months	75%	\$24.42	\$1.00	\$0.24	\$25.66	\$2.50	\$10.00	\$5.33	\$0.17	\$0.15	\$43.81	\$0.50	\$0.43	\$0.06	\$44.80
4th year-2nd 6 months OT		\$37.25	\$1.00	\$0.24	\$38.49	\$2.50	\$10.00	\$5.33	\$0.17	\$0.15	\$56.64	\$0.50	\$0.43	\$0.06	\$57.63
4th year-2nd 6 months DT		\$50.08	\$1.00	\$0.24	\$51.32	\$2.50	\$10.00	\$5.33	\$0.17	\$0.15	\$69.47	\$0.50	\$0.43	\$0.06	\$70.46
5th year Appr-1st 6 months	80%	\$26.08	\$1.05	\$0.24	\$27.37	\$2.50	\$10.00	\$5.69	\$0.17	\$0.15	\$45.88	\$0.50	\$0.43	\$0.06	\$46.87
5th year-1st 6 months OT		\$39.77	\$1.05	\$0.24	\$41.06	\$2.50	\$10.00	\$5.69	\$0.17	\$0.15	\$59.57	\$0.50	\$0.43	\$0.06	\$60.56
5th year-1st 6 months DT		\$53.45	\$1.05	\$0.24	\$54.74	\$2.50	\$10.00	\$5.69	\$0.17	\$0.15	\$73.25	\$0.50	\$0.43	\$0.06	\$74.24
5th year Appr-2nd 6 months	85%	\$27.74	\$1.10	\$0.24	\$29.08	\$2.50	\$10.00	\$6.04	\$0.17	\$0.15	\$47.94	\$0.50	\$0.43	\$0.06	\$48.93
5th year-2nd 6 months OT		\$42.28	\$1.10	\$0.24	\$43.62	\$2.50	\$10.00	\$6.04	\$0.17	\$0.15	\$62.48	\$0.50	\$0.43	\$0.06	\$63.47
5th year-2nd 6 months DT		\$56.82	\$1.10	\$0.24	\$58.16	\$2.50	\$10.00	\$6.04	\$0.17	\$0.15	\$77.02	\$0.50	\$0.43	\$0.06	\$78.01
Residential Journeyman	75%	\$19.14	\$1.30	\$0.24	\$20.68	\$2.50	\$10.00	\$7.11	\$0.17	\$0.15	\$40.61	\$0.00	\$0.43	\$0.06	\$41.10
Residential Journeyman OT		\$29.48	\$1.30	\$0.24	\$31.02	\$2.50	\$10.00	\$7.11	\$0.17	\$0.15	\$50.95	\$0.00	\$0.43	\$0.06	\$51.44
Residential Journeyman DT		\$39.82	\$1.30	\$0.24	\$41.36	\$2.50	\$10.00	\$7.11	\$0.17	\$0.15	\$61.29	\$0.00	\$0.43	\$0.06	\$61.78

Journeyman Taxable Rate= \$34.21

Journeyman Ttl Pack Rate= \$54.14

Journeyman NPF Rate = \$7.11

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 Andrew Bredeson - Business Manager
 SMART LOCAL 45

7/1/2023
 Date


 Kim Best - Executive Vice President
 Sheet Metal Contractors of Iowa

7/1/2023
 Date

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