

**Local 45 Sheet Metal Workers - Central Iowa/Des Moines
STANDARD wage and Benefit Package Effective 6/1/2023-5/31/2024**

Page 1 of 2

Classification	%	Taxable Wages						Total Taxable	FRINGE BENEFITS						Total Package	EMPLOYER CONTRIBUTIONS				Employer Cost
		Base	*VACA	*OPF/CO	*MAF	*CIF	Prem.		Annuity	HEALTH INS	NPF	ITI/NEMI/OHI	LTF	LSF		Equality	Industry	Safety	**Chap	
Journey person	100%	\$37.37	\$1.30	\$0.34	\$0.07	\$0.15	\$0.00	\$39.23	\$3.00	\$10.00	\$9.31	\$0.17	\$0.79	\$0.01	\$62.51	\$0.05	\$0.43	\$0.04	\$0.06	\$63.09
Journey person OT		\$56.99	\$1.30	\$0.34	\$0.07	\$0.15	\$0.00	\$58.85	\$3.00	\$10.00	\$9.31	\$0.17	\$0.79	\$0.01	\$82.13	\$0.05	\$0.43	\$0.04	\$0.06	\$82.71
Journey person DT		\$76.60	\$1.30	\$0.34	\$0.07	\$0.15	\$0.00	\$78.46	\$3.00	\$10.00	\$9.31	\$0.17	\$0.79	\$0.01	\$101.74	\$0.05	\$0.43	\$0.04	\$0.06	\$102.32
Foreman	103.5%	\$37.37	\$1.30	\$0.34	\$0.07	\$0.15	\$2.20	\$41.43	\$3.00	\$10.00	\$9.31	\$0.17	\$0.79	\$0.01	\$64.71	\$0.05	\$0.43	\$0.04	\$0.06	\$65.29
Foreman OT		\$56.99	\$1.30	\$0.34	\$0.07	\$0.15	\$2.20	\$61.05	\$3.00	\$10.00	\$9.31	\$0.17	\$0.79	\$0.01	\$84.33	\$0.05	\$0.43	\$0.04	\$0.06	\$84.91
Foreman DT		\$76.60	\$1.30	\$0.34	\$0.07	\$0.15	\$2.20	\$80.66	\$3.00	\$10.00	\$9.31	\$0.17	\$0.79	\$0.01	\$103.94	\$0.05	\$0.43	\$0.04	\$0.06	\$104.52
General Foreman	107%	\$37.37	\$1.30	\$0.34	\$0.07	\$0.15	\$4.40	\$43.63	\$3.00	\$10.00	\$9.31	\$0.17	\$0.79	\$0.01	\$66.91	\$0.05	\$0.43	\$0.04	\$0.06	\$67.49
General Foreman OT		\$56.99	\$1.30	\$0.34	\$0.07	\$0.15	\$4.40	\$63.25	\$3.00	\$10.00	\$9.31	\$0.17	\$0.79	\$0.01	\$86.53	\$0.05	\$0.43	\$0.04	\$0.06	\$87.11
General Foreman DT		\$76.60	\$1.30	\$0.34	\$0.07	\$0.15	\$4.40	\$82.86	\$3.00	\$10.00	\$9.31	\$0.17	\$0.79	\$0.01	\$106.14	\$0.05	\$0.43	\$0.04	\$0.06	\$106.72
Classified	40%	\$14.58	\$0.55	\$0.34	\$0.07	\$0.15	\$0.00	\$15.69	\$0.00	\$0.00	\$3.72	\$0.17	\$0.00	\$0.00	\$19.58	\$0.05	\$0.43	\$0.04	\$0.06	\$20.16
Classified OT		\$22.43	\$0.55	\$0.34	\$0.07	\$0.15	\$0.00	\$23.54	\$0.00	\$0.00	\$3.72	\$0.17	\$0.00	\$0.00	\$27.43	\$0.05	\$0.43	\$0.04	\$0.06	\$28.01
Classified DT		\$30.27	\$0.55	\$0.34	\$0.07	\$0.15	\$0.00	\$31.38	\$0.00	\$0.00	\$3.72	\$0.17	\$0.00	\$0.00	\$35.27	\$0.05	\$0.43	\$0.04	\$0.06	\$35.85
PreApp thru 90 Days	40%	\$15.27	\$0.00	\$0.20	\$0.07	\$0.15	\$0.00	\$15.69	\$0.00	\$0.00	\$0.00	\$0.17	\$0.20	\$0.00	\$16.06	\$0.05	\$0.43	\$0.04	\$0.06	\$16.64
PreApp thru 90 Days OT		\$23.12	\$0.00	\$0.20	\$0.07	\$0.15	\$0.00	\$23.54	\$0.00	\$0.00	\$0.00	\$0.17	\$0.20	\$0.00	\$23.91	\$0.05	\$0.43	\$0.04	\$0.06	\$24.49
PreApp thru 90 Days DT		\$30.96	\$0.00	\$0.20	\$0.07	\$0.15	\$0.00	\$31.38	\$0.00	\$0.00	\$0.00	\$0.17	\$0.20	\$0.00	\$31.75	\$0.05	\$0.43	\$0.04	\$0.06	\$32.33
PreApp after 90 Days	40%	\$15.27	\$0.00	\$0.20	\$0.07	\$0.15	\$0.00	\$15.69	\$0.00	\$0.00	\$0.47	\$0.17	\$0.20	\$0.00	\$16.53	\$0.05	\$0.43	\$0.04	\$0.06	\$17.11
PreApp after 90 Days OT		\$23.12	\$0.00	\$0.20	\$0.07	\$0.15	\$0.00	\$23.54	\$0.00	\$0.00	\$0.47	\$0.17	\$0.20	\$0.00	\$24.38	\$0.05	\$0.43	\$0.04	\$0.06	\$24.96
PreApp after 90 Days DT		\$30.96	\$0.00	\$0.20	\$0.07	\$0.15	\$0.00	\$31.38	\$0.00	\$0.00	\$0.47	\$0.17	\$0.20	\$0.00	\$32.22	\$0.05	\$0.43	\$0.04	\$0.06	\$32.80

*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: Contract Expires 5-31-2024

Key:

OPF/CO: Organizing Promotional Fund/Check Off(Int Per Cap) \$0.14/\$0.20

MAF: Member Assistance Fund \$0.07

CIF: Capital Improvement Fund \$0.15

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

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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STANDARD wage and Benefit Package Effective 6/1/2023-5/31/2024**

Page 2 of 2 Classification	%	Taxable Wages					Total Taxable	FRINGE BENEFITS						Total Package	EMPLOYER CONTRIBUTIONS				Employer Cost
		Base	*VACA	*OPF/CO	*MAF	*CIF		Annuity	HEALTH INS	NPF	ITI/NEMI/OHI	LTF	LSF		Equality	Industry	Safety	**Chap	
1st year Apprentice	50%	\$18.46	\$0.60	\$0.34	\$0.07	\$0.15	\$19.62	\$0.00	\$10.00	\$4.66	\$0.17	\$0.79	\$0.01	\$35.25	\$0.05	\$0.43	\$0.04	\$0.06	\$35.83
1st year Apprentice OT		\$28.27	\$0.60	\$0.34	\$0.07	\$0.15	\$29.43	\$0.00	\$10.00	\$4.66	\$0.17	\$0.79	\$0.01	\$45.06	\$0.05	\$0.43	\$0.04	\$0.06	\$45.64
1st year Apprentice DT		\$38.08	\$0.60	\$0.34	\$0.07	\$0.15	\$39.24	\$0.00	\$10.00	\$4.66	\$0.17	\$0.79	\$0.01	\$54.87	\$0.05	\$0.43	\$0.04	\$0.06	\$55.45
2nd year Apprentice	55.0%	\$20.27	\$0.75	\$0.34	\$0.07	\$0.15	\$21.58	\$2.50	\$10.00	\$5.12	\$0.17	\$0.79	\$0.01	\$40.17	\$0.05	\$0.43	\$0.04	\$0.06	\$40.75
2nd year Apprentice OT		\$31.06	\$0.75	\$0.34	\$0.07	\$0.15	\$32.37	\$2.50	\$10.00	\$5.12	\$0.17	\$0.79	\$0.01	\$50.96	\$0.05	\$0.43	\$0.04	\$0.06	\$51.54
2nd year Apprentice DT		\$41.85	\$0.75	\$0.34	\$0.07	\$0.15	\$43.16	\$2.50	\$10.00	\$5.12	\$0.17	\$0.79	\$0.01	\$61.75	\$0.05	\$0.43	\$0.04	\$0.06	\$62.33
3rd year Appr-1st 6 months	60%	\$22.18	\$0.80	\$0.34	\$0.07	\$0.15	\$23.54	\$2.50	\$10.00	\$5.59	\$0.17	\$0.79	\$0.01	\$42.60	\$0.05	\$0.43	\$0.04	\$0.06	\$43.18
3rd year-1st 6 months OT		\$33.95	\$0.80	\$0.34	\$0.07	\$0.15	\$35.31	\$2.50	\$10.00	\$5.59	\$0.17	\$0.79	\$0.01	\$54.37	\$0.05	\$0.43	\$0.04	\$0.06	\$54.95
3rd year-1st 6 months DT		\$45.72	\$0.80	\$0.34	\$0.07	\$0.15	\$47.08	\$2.50	\$10.00	\$5.59	\$0.17	\$0.79	\$0.01	\$66.14	\$0.05	\$0.43	\$0.04	\$0.06	\$66.72
3rd year Appr-2nd 6 months	65%	\$24.09	\$0.85	\$0.34	\$0.07	\$0.15	\$25.50	\$2.50	\$10.00	\$6.05	\$0.17	\$0.79	\$0.01	\$45.02	\$0.05	\$0.43	\$0.04	\$0.06	\$45.60
3rd year-2nd 6 months OT		\$36.84	\$0.85	\$0.34	\$0.07	\$0.15	\$38.25	\$2.50	\$10.00	\$6.05	\$0.17	\$0.79	\$0.01	\$57.77	\$0.05	\$0.43	\$0.04	\$0.06	\$58.35
3rd year-2nd 6 months DT		\$49.59	\$0.85	\$0.34	\$0.07	\$0.15	\$51.00	\$2.50	\$10.00	\$6.05	\$0.17	\$0.79	\$0.01	\$70.52	\$0.05	\$0.43	\$0.04	\$0.06	\$71.10
4th year Appr-1st 6 months	70%	\$25.95	\$0.95	\$0.34	\$0.07	\$0.15	\$27.46	\$2.50	\$10.00	\$6.52	\$0.17	\$0.79	\$0.01	\$47.45	\$0.05	\$0.43	\$0.04	\$0.06	\$48.03
4th year-1st 6 months OT		\$39.68	\$0.95	\$0.34	\$0.07	\$0.15	\$41.19	\$2.50	\$10.00	\$6.52	\$0.17	\$0.79	\$0.01	\$61.18	\$0.05	\$0.43	\$0.04	\$0.06	\$61.76
4th year-1st 6 months DT		\$53.41	\$0.95	\$0.34	\$0.07	\$0.15	\$54.92	\$2.50	\$10.00	\$6.52	\$0.17	\$0.79	\$0.01	\$74.91	\$0.05	\$0.43	\$0.04	\$0.06	\$75.49
4th year Appr-2nd 6 months	75%	\$27.86	\$1.00	\$0.34	\$0.07	\$0.15	\$29.42	\$2.50	\$10.00	\$6.98	\$0.17	\$0.79	\$0.01	\$49.87	\$0.05	\$0.43	\$0.04	\$0.06	\$50.45
4th year-2nd 6 months OT		\$42.57	\$1.00	\$0.34	\$0.07	\$0.15	\$44.13	\$2.50	\$10.00	\$6.98	\$0.17	\$0.79	\$0.01	\$64.58	\$0.05	\$0.43	\$0.04	\$0.06	\$65.16
4th year-2nd 6 months DT		\$57.28	\$1.00	\$0.34	\$0.07	\$0.15	\$58.84	\$2.50	\$10.00	\$6.98	\$0.17	\$0.79	\$0.01	\$79.29	\$0.05	\$0.43	\$0.04	\$0.06	\$79.87
5th year Appr-1st 6 months	80%	\$29.77	\$1.05	\$0.34	\$0.07	\$0.15	\$31.38	\$2.50	\$10.00	\$7.45	\$0.17	\$0.79	\$0.01	\$52.30	\$0.05	\$0.43	\$0.04	\$0.06	\$52.88
5th year-1st 6 months OT		\$45.46	\$1.05	\$0.34	\$0.07	\$0.15	\$47.07	\$2.50	\$10.00	\$7.45	\$0.17	\$0.79	\$0.01	\$67.99	\$0.05	\$0.43	\$0.04	\$0.06	\$68.57
5th year-1st 6 months DT		\$61.15	\$1.05	\$0.34	\$0.07	\$0.15	\$62.76	\$2.50	\$10.00	\$7.45	\$0.17	\$0.79	\$0.01	\$83.68	\$0.05	\$0.43	\$0.04	\$0.06	\$84.26
5th year Appr-2nd 6 months	85%	\$31.69	\$1.10	\$0.34	\$0.07	\$0.15	\$33.35	\$2.50	\$10.00	\$7.91	\$0.17	\$0.79	\$0.01	\$54.73	\$0.05	\$0.43	\$0.04	\$0.06	\$55.31
5th year-2nd 6 months OT		\$48.37	\$1.10	\$0.34	\$0.07	\$0.15	\$50.03	\$2.50	\$10.00	\$7.91	\$0.17	\$0.79	\$0.01	\$71.41	\$0.05	\$0.43	\$0.04	\$0.06	\$71.99
5th year-2nd 6 months DT		\$65.04	\$1.10	\$0.34	\$0.07	\$0.15	\$66.70	\$2.50	\$10.00	\$7.91	\$0.17	\$0.79	\$0.01	\$88.08	\$0.05	\$0.43	\$0.04	\$0.06	\$88.66

Journeyman Taxable Rate= \$39.23

Journeyman NPF Rate = \$9.31

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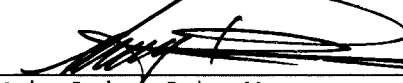
ITI/NEMI/OHI: International Training Institute/National Energy Management

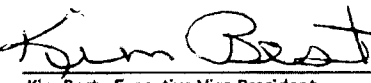
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Andrew Bredeson - Business Manager
SMART LOCAL 45
6/1/2023
Date


Kim Best - Executive Vice President
Sheet Metal Contractors of Iowa
6/1/2023
Date