

Local 45 Sheet Metal Workers - Central Iowa/Des Moines
STANDARD wage and Benefit Package Effective 6/1/2024-5/31/2025

Page 1 of 2		Taxable Wages						Total	FRINGE BENEFITS						Total	EMPLOYER CONTRIBUTIONS				Employer
Classification	%	Base	*VACA	*OPF/CO	*MAF	*CIF	Prem.	Taxable	Annuity	HEALTH INS	NPF	ITI/NEMI/OHI	LTF	LSF	Package	Equality	Industry	Safety	**Chap	Cost
Journeyman	100%	\$39.38	\$1.30	\$0.34	\$0.09	\$0.20	\$0.00	\$41.31	\$3.00	\$10.40	\$9.31	\$0.17	\$0.81	\$0.01	\$65.01	\$0.05	\$0.47	\$0.04	\$0.06	\$65.63
Journeyman OT		\$60.04	\$1.30	\$0.34	\$0.09	\$0.20	\$0.00	\$61.97	\$3.00	\$10.40	\$9.31	\$0.17	\$0.81	\$0.01	\$85.67	\$0.05	\$0.47	\$0.04	\$0.06	\$86.29
Journeyman DT		\$80.69	\$1.30	\$0.34	\$0.09	\$0.20	\$0.00	\$82.62	\$3.00	\$10.40	\$9.31	\$0.17	\$0.81	\$0.01	\$106.32	\$0.05	\$0.47	\$0.04	\$0.06	\$106.94
Foreman	103.5%	\$39.38	\$1.30	\$0.34	\$0.09	\$0.20	\$2.30	\$43.61	\$3.00	\$10.40	\$9.31	\$0.17	\$0.81	\$0.01	\$67.31	\$0.05	\$0.47	\$0.04	\$0.06	\$67.93
Foreman OT		\$60.04	\$1.30	\$0.34	\$0.09	\$0.20	\$2.30	\$64.27	\$3.00	\$10.40	\$9.31	\$0.17	\$0.81	\$0.01	\$87.97	\$0.05	\$0.47	\$0.04	\$0.06	\$88.59
Foreman DT		\$80.69	\$1.30	\$0.34	\$0.09	\$0.20	\$2.30	\$84.92	\$3.00	\$10.40	\$9.31	\$0.17	\$0.81	\$0.01	\$108.62	\$0.05	\$0.47	\$0.04	\$0.06	\$109.24
General Foreman	107%	\$39.38	\$1.30	\$0.34	\$0.09	\$0.20	\$4.55	\$45.86	\$3.00	\$10.40	\$9.31	\$0.17	\$0.81	\$0.01	\$69.56	\$0.05	\$0.47	\$0.04	\$0.06	\$70.18
General Foreman OT		\$60.04	\$1.30	\$0.34	\$0.09	\$0.20	\$4.55	\$66.52	\$3.00	\$10.40	\$9.31	\$0.17	\$0.81	\$0.01	\$90.22	\$0.05	\$0.47	\$0.04	\$0.06	\$90.84
General Foreman DT		\$80.69	\$1.30	\$0.34	\$0.09	\$0.20	\$4.55	\$87.17	\$3.00	\$10.40	\$9.31	\$0.17	\$0.81	\$0.01	\$110.87	\$0.05	\$0.47	\$0.04	\$0.06	\$111.49
Classified	40%	\$15.34	\$0.55	\$0.34	\$0.09	\$0.20	\$0.00	\$16.52	\$0.00	\$0.00	\$3.72	\$0.17	\$0.00	\$0.00	\$20.41	\$0.05	\$0.47	\$0.04	\$0.06	\$21.03
Classified OT		\$23.60	\$0.55	\$0.34	\$0.09	\$0.20	\$0.00	\$24.78	\$0.00	\$0.00	\$3.72	\$0.17	\$0.00	\$0.00	\$28.67	\$0.05	\$0.47	\$0.04	\$0.06	\$29.29
Classified DT		\$31.86	\$0.55	\$0.34	\$0.09	\$0.20	\$0.00	\$33.04	\$0.00	\$0.00	\$3.72	\$0.17	\$0.00	\$0.00	\$36.93	\$0.05	\$0.47	\$0.04	\$0.06	\$37.55
PreApp thru 90 Days	50%	\$20.17	\$0.00	\$0.20	\$0.09	\$0.20	\$0.00	\$20.66	\$0.00	\$0.00	\$0.00	\$0.17	\$0.20	\$0.00	\$21.03	\$0.05	\$0.47	\$0.04	\$0.06	\$21.65
PreApp thru 90 Days OT		\$30.50	\$0.00	\$0.20	\$0.09	\$0.20	\$0.00	\$30.99	\$0.00	\$0.00	\$0.00	\$0.17	\$0.20	\$0.00	\$31.36	\$0.05	\$0.47	\$0.04	\$0.06	\$31.98
PreApp thru 90 Days DT		\$40.83	\$0.00	\$0.20	\$0.09	\$0.20	\$0.00	\$41.32	\$0.00	\$0.00	\$0.00	\$0.17	\$0.20	\$0.00	\$41.69	\$0.05	\$0.47	\$0.04	\$0.06	\$42.31
PreApp after 90 Days	50%	\$20.17	\$0.00	\$0.20	\$0.09	\$0.20	\$0.00	\$20.66	\$0.00	\$0.00	\$0.47	\$0.17	\$0.20	\$0.00	\$21.50	\$0.05	\$0.47	\$0.04	\$0.06	\$22.12
PreApp after 90 Days OT		\$30.50	\$0.00	\$0.20	\$0.09	\$0.20	\$0.00	\$30.99	\$0.00	\$0.00	\$0.47	\$0.17	\$0.20	\$0.00	\$31.83	\$0.05	\$0.47	\$0.04	\$0.06	\$32.45
PreApp after 90 Days DT		\$40.83	\$0.00	\$0.20	\$0.09	\$0.20	\$0.00	\$41.32	\$0.00	\$0.00	\$0.47	\$0.17	\$0.20	\$0.00	\$42.16	\$0.05	\$0.47	\$0.04	\$0.06	\$42.78

*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 5/31/2027

Unpaid Holidays: New Years Day, Independence Day, Christmas Day

Paid Holidays: Memorial Day, Labor Day, Thanksgiving Day

Future Increases: June 1, 2025 = \$2.40 and Christmas Holiday paid / June 1, 2026 = \$2.60

Key:

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

MAF: Member Assistance Fund \$0.09

CIF: Capital Improvement Fund \$0.20

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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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	55%	\$21.49	\$0.60	\$0.34	\$0.09	\$0.20	\$22.72	\$0.00	\$10.40	\$5.12	\$0.17	\$0.81	\$0.01	\$39.23	\$0.05	\$0.47	\$0.04	\$0.06	\$39.85
1st year Apprentice OT		\$32.85	\$0.60	\$0.34	\$0.09	\$0.20	\$34.08	\$0.00	\$10.40	\$5.12	\$0.17	\$0.81	\$0.01	\$50.59	\$0.05	\$0.47	\$0.04	\$0.06	\$51.21
1st year Apprentice DT		\$44.21	\$0.60	\$0.34	\$0.09	\$0.20	\$45.44	\$0.00	\$10.40	\$5.12	\$0.17	\$0.81	\$0.01	\$61.95	\$0.05	\$0.47	\$0.04	\$0.06	\$62.57
2nd year Apprentice	60.0%	\$23.41	\$0.75	\$0.34	\$0.09	\$0.20	\$24.79	\$2.50	\$10.40	\$5.59	\$0.17	\$0.81	\$0.01	\$44.27	\$0.05	\$0.47	\$0.04	\$0.06	\$44.89
2nd year Apprentice OT		\$35.81	\$0.75	\$0.34	\$0.09	\$0.20	\$37.19	\$2.50	\$10.40	\$5.59	\$0.17	\$0.81	\$0.01	\$56.67	\$0.05	\$0.47	\$0.04	\$0.06	\$57.29
2nd year Apprentice DT		\$48.20	\$0.75	\$0.34	\$0.09	\$0.20	\$49.58	\$2.50	\$10.40	\$5.59	\$0.17	\$0.81	\$0.01	\$69.06	\$0.05	\$0.47	\$0.04	\$0.06	\$69.68
3rd year Apprentice	65%	\$25.37	\$0.85	\$0.34	\$0.09	\$0.20	\$26.85	\$2.50	\$10.40	\$6.05	\$0.17	\$0.81	\$0.01	\$46.79	\$0.05	\$0.47	\$0.04	\$0.06	\$47.41
3rd year Apprentice OT		\$38.80	\$0.85	\$0.34	\$0.09	\$0.20	\$40.28	\$2.50	\$10.40	\$6.05	\$0.17	\$0.81	\$0.01	\$60.22	\$0.05	\$0.47	\$0.04	\$0.06	\$60.84
3rd year Apprentice DT		\$52.22	\$0.85	\$0.34	\$0.09	\$0.20	\$53.70	\$2.50	\$10.40	\$6.05	\$0.17	\$0.81	\$0.01	\$73.64	\$0.05	\$0.47	\$0.04	\$0.06	\$74.26
4th year Appr-1st 6 months	70%	\$27.34	\$0.95	\$0.34	\$0.09	\$0.20	\$28.92	\$2.50	\$10.40	\$6.52	\$0.17	\$0.81	\$0.01	\$49.33	\$0.05	\$0.47	\$0.04	\$0.06	\$49.95
4th year-1st 6 months OT		\$41.80	\$0.95	\$0.34	\$0.09	\$0.20	\$43.38	\$2.50	\$10.40	\$6.52	\$0.17	\$0.81	\$0.01	\$63.79	\$0.05	\$0.47	\$0.04	\$0.06	\$64.41
4th year-1st 6 months DT		\$56.26	\$0.95	\$0.34	\$0.09	\$0.20	\$57.84	\$2.50	\$10.40	\$6.52	\$0.17	\$0.81	\$0.01	\$78.25	\$0.05	\$0.47	\$0.04	\$0.06	\$78.87
4th year Appr-2nd 6 months	75%	\$29.35	\$1.00	\$0.34	\$0.09	\$0.20	\$30.98	\$2.50	\$10.40	\$6.98	\$0.17	\$0.81	\$0.01	\$51.85	\$0.05	\$0.47	\$0.04	\$0.06	\$52.47
4th year-2nd 6 months OT		\$44.84	\$1.00	\$0.34	\$0.09	\$0.20	\$46.47	\$2.50	\$10.40	\$6.98	\$0.17	\$0.81	\$0.01	\$67.34	\$0.05	\$0.47	\$0.04	\$0.06	\$67.96
4th year-2nd 6 months DT		\$60.33	\$1.00	\$0.34	\$0.09	\$0.20	\$61.96	\$2.50	\$10.40	\$6.98	\$0.17	\$0.81	\$0.01	\$82.83	\$0.05	\$0.47	\$0.04	\$0.06	\$83.45
5th year Appr-1st 6 months	80%	\$31.37	\$1.05	\$0.34	\$0.09	\$0.20	\$33.05	\$2.50	\$10.40	\$7.45	\$0.17	\$0.81	\$0.01	\$54.39	\$0.05	\$0.47	\$0.04	\$0.06	\$55.01
5th year-1st 6 months OT		\$47.90	\$1.05	\$0.34	\$0.09	\$0.20	\$49.58	\$2.50	\$10.40	\$7.45	\$0.17	\$0.81	\$0.01	\$70.92	\$0.05	\$0.47	\$0.04	\$0.06	\$71.54
5th year-1st 6 months DT		\$64.42	\$1.05	\$0.34	\$0.09	\$0.20	\$66.10	\$2.50	\$10.40	\$7.45	\$0.17	\$0.81	\$0.01	\$87.44	\$0.05	\$0.47	\$0.04	\$0.06	\$88.06
5th year Appr-2nd 6 months	85%	\$33.38	\$1.10	\$0.34	\$0.09	\$0.20	\$35.11	\$2.50	\$10.40	\$7.91	\$0.17	\$0.81	\$0.01	\$56.91	\$0.05	\$0.47	\$0.04	\$0.06	\$57.53
5th year-2nd 6 months OT		\$50.94	\$1.10	\$0.34	\$0.09	\$0.20	\$52.67	\$2.50	\$10.40	\$7.91	\$0.17	\$0.81	\$0.01	\$74.47	\$0.05	\$0.47	\$0.04	\$0.06	\$75.09
5th year-2nd 6 months DT		\$68.49	\$1.10	\$0.34	\$0.09	\$0.20	\$70.22	\$2.50	\$10.40	\$7.91	\$0.17	\$0.81	\$0.01	\$92.02	\$0.05	\$0.47	\$0.04	\$0.06	\$92.64

Journey person Taxable Rate= \$41.31

Journey person NPF Rate = \$9.31

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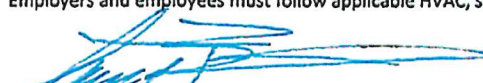
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 Andrew Bredeon - Business Manager
 SMART LOCAL 45

6/1/2024
 Date


 Kate Wierson - Executive Vice President
 Sheet Metal Contractors of Iowa

6/1/2024
 Date