

**WAGE RATE AND FRINGE BENEFIT SCHEDULE  
INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR,  
RAIL AND TRANSPORTATION WORKERS, LOCAL NO. 73  
AND SMACNA GREATER CHICAGO  
EFFECTIVE JUNE 1, 2021 THROUGH MAY 31, 2022**

<b>JOURNEYMAN TAXABLE WAGE RATE – SCHEDULE A</b>					<b>JOURNEYMAN FRINGE BENEFITS</b>					
06/01/21	Wage	\$47.50			APPRENTICE	ITI				
	Time and One Half	\$71.25	LOCAL	ANNUITY	TRAINING	NTF	WELFARE	INDUSTRY	NATIONAL	
	Double Time	\$95.00	<u>PENSION</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>PENSION</u>	<u>LMCC</u>
(Deductions)	Savings Plan	(1.50)	\$8.96	\$13.00	\$0.95	\$0.18	\$12.90	\$0.51	\$5.68	\$0.43
	Organizing/Education	(0.44)								
	Per Capita Tax	(0.18)								
***	Working Assessment	(1.35)								

ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK

<b>FOREMAN TAXABLE WAGE RATE – SCHEDULE A</b>					<b>FOREMAN FRINGE BENEFITS</b>					
06/01/21	Wage	\$51.30			APPRENTICE	ITI				
	Time and One Half	\$76.95	LOCAL	ANNUITY	TRAINING	NTF	WELFARE	INDUSTRY	NATIONAL	
	Double Time	\$102.60	<u>PENSION</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>PENSION</u>	<u>LMCC</u>
(Deductions)	Savings Plan	(1.50)	\$8.96	\$13.00	\$0.95	\$0.18	\$12.90	\$0.51	\$5.68	\$0.43
	Organizing/Education	(0.44)								
	Per Capita Tax	(0.18)								
***	Working Assessment	(1.35)								

ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK

Wage is 8% over scale

<b>GENERAL FOREMAN TAXABLE WAGE RATE – SCHEDULE A</b>					<b>GENERAL FOREMAN FRINGE BENEFITS</b>					
06/01/21	Wage	\$51.78			APPRENTICE	ITI				
	Time and One Half	\$77.67	LOCAL	ANNUITY	TRAINING	NTF	WELFARE	INDUSTRY	NATIONAL	
	Double Time	\$103.56	<u>PENSION</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>PENSION</u>	<u>LMCC</u>
(Deductions)	Savings Plan	(1.50)	\$8.96	\$13.00	\$0.95	\$0.18	\$12.90	\$0.51	\$5.68	\$0.43
	Organizing/Education	(0.44)								
	Per Capita Tax	(0.18)								
***	Working Assessment	(1.35)								

ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK

The General Foreman category applies to all shop foremen, regardless of number of men up to 25.

Wage is 9% over scale.

<b>SUPERINTENDENT TAXABLE WAGE RATE – SCHEDULE A</b>					<b>SUPERINTENDENT FRINGE BENEFITS</b>					
06/01/21	Wage	\$52.73			APPRENTICE	ITI				
	Time and One Half	\$79.10	LOCAL	ANNUITY	TRAINING	NTF	WELFARE	INDUSTRY	NATIONAL	
	Double Time	\$105.46	<u>PENSION</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>FUND</u>	<u>PENSION</u>	<u>LMCC</u>
(Deductions)	Savings Plan	(1.50)	\$8.96	\$13.00	\$0.95	\$0.18	\$12.90	\$0.51	\$5.68	\$0.43
	Organizing/Education	(0.44)								
	Per Capita Tax	(0.18)								
***	Working Assessment	(1.35)								

ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK

Above 25 men, the Superintendents scale applies.

Wage is 11% over scale.

\*\*\* WORKING ASSESSMENT IS CALCULATED ONLY ON THE FIRST FORTY (40) TOTAL HOURS OF THE WORK WEEK.  
CALCULATION IS ON THE JOURNEYMAN WAGE PACKAGE.

See reverse side for Apprentice Wage Scale – Schedule C

APPRENTICE TAXABLE WAGE RATE -SCHEDULE C			APPRENTICE FRINGE BENEFITS							
			LOCAL	ANNUITY	APPRENTICE	ITI	WELFARE	INDUSTRY	NATIONAL	LMCC
			PENSION	FUND	TRAINING	NTF	FUND	FUND	PENSION	
<b>PROBATIONARY APPRENTICE</b>										
	35%JS*	\$15.95	\$0.00	\$0.00	\$0.00	\$0.00	\$1.00	\$0.00	\$0.00	\$0.00
	Time and One Half	\$23.93								
	Double Time	\$31.90								
<b>06/01/21 -FIRST YEAR</b>										
1 <sup>ST</sup> – 6 Months	40%JS*	\$18.22	\$0.00	\$0.00	\$0.53	\$0.18	\$10.27	\$0.39	\$5.68	\$0.43
	Time and One Half	\$27.33								
	Double Time	\$36.44								
2 <sup>nd</sup> – 6 Months	45%JS*	\$20.50	\$0.00	\$0.00	\$0.53	\$0.18	\$10.27	\$0.39	\$5.68	\$0.43
	Time and One Half	\$30.75								
	Double	\$41.00								
(Deductions)	Per Capita Tax	(0.18)								
***	Working Assessment		ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK							
	1 <sup>ST</sup> -6 Months	(0.54)								
	2 <sup>nd</sup> 6 Months	(0.57)								
<b>06/01/21 -SECOND YEAR</b>										
1 <sup>ST</sup> – 6 Months	50%JS*	\$22.78	\$0.00	\$0.00	\$0.95	\$0.18	\$11.90	\$0.51	\$5.68	\$0.43
	Time and One Half	\$34.17								
	Double Time	\$45.56								
2 <sup>nd</sup> – 6 Months	55%JS*	\$25.06	\$0.00	\$0.00	\$0.95	\$0.18	\$11.90	\$0.51	\$5.68	\$0.43
	Time and One Half	\$37.59								
	Double	\$50.12								
(Deductions)	Per Capita Tax	(0.18)								
***	Working Assessment		ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK							
	1 <sup>ST</sup> -6 Months	(0.64)								
	2 <sup>nd</sup> 6 Months	(0.67)								
<b>06/01/21 – THIRD YEAR</b>										
1 <sup>ST</sup> – 6 Months	60%JS**	\$28.50	\$0.00	\$7.80	\$0.95	\$0.18	\$12.90	\$0.51	\$5.68	\$0.43
	Time and One Half	\$42.75								
	Double Time	\$57.00								
2 <sup>nd</sup> – 6 Months	65%JS**	\$30.88	\$0.00	\$8.45	\$0.95	\$0.18	\$12.90	\$0.51	\$5.68	\$0.43
	Time and One Half	\$46.32								
	Double	\$61.76								
(Deductions)	Savings Plan									
	1 <sup>st</sup> -6 Months	(0.90)								
	2 <sup>nd</sup> – 6 Months	(0.98)								
	Organizing/Education	(0.44)								
	Per Capita Tax	(0.18)								
***	Working Assessment		ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK							
	1 <sup>ST</sup> -6 Months	(0.85)								
	2 <sup>nd</sup> 6 Months	(0.90)								
<b>06/01/21 – FOURTH YEAR</b>										
1 <sup>ST</sup> – 6 Months	70%JS**	\$33.25	\$0.00	\$9.10	\$0.95	\$0.18	\$12.90	\$0.51	\$5.68	\$0.43
	Time and One Half	\$49.88								
	Double Time	\$66.50								
2 <sup>nd</sup> – 6 Months	75%JS**	\$35.63	\$0.00	\$9.75	\$0.95	\$0.18	\$12.90	\$0.51	\$5.68	\$0.43
	Time and One Half	\$53.45								
	Double	\$71.26								
(Deductions)	Savings Plan									
	1 <sup>st</sup> -6 Months	(1.05)								
	2 <sup>nd</sup> – 6 Months	(1.13)								
	Organizing/Educatio	(0.44)								
	n									
	Per Capita Tax	(0.18)								
***	Working		ON THE FIRST FORTY (40) TOTAL HOURS PER WEEK							
	Assessment									
	1 <sup>ST</sup> -6 Months	(0.95)								
	2 <sup>nd</sup> 6 Months	(0.99)								

First and Second Year Apprentices do not receive contributions for Annuity Fund, Savings Plan or Organizing and Education Employer contributions to the Annuity Fund and Savings Plan for Third and Fourth Year Apprentices will be based on a percentage of Journeyman contributions as listed above and shall include \$.44 for Organizing and Education.

\* PERCENTAGE OF JOURNEYMAN WAGE OF \$45.56/ \*\*PERCENTAGE OF JOURNEYMAN WAGE OF \$47.50  
 \*\*\* WORKING ASSESSMENT IS CALCULATED ONLY ON THE FIRST FORTY (40) TOTAL HOURS OF THE WORK WEEK.  
 CALCULATION IS ON THE JOURNEYMAN WAGE PACKAGE.