



Sheet Metal Air, Rail & Transportation Workers Local Union 359 (SMART) * 2604 E Adams St, Phoenix, AZ 85034-1409*(602) 273-1388

Phoenix Building Trades Journeymen

Effective 7-1-2021 to 6-30-2022

	Employee Deductions (Per Hour)							Employer Contributions (Per Hour)											
	Hourly Rate	Total Wage & Fringe	IA W/Dues Assessments	Equality Fund	Youth to Youth	401(k) Employee Deduction	Working Dues Assessments 3% of total w&f	Health & Welfare	Local Pension Fund	Joint Appr Training Fund	Industry Promotion Fund	401(k) Employer Contribution	National Pension Fund	Journeyman Upgrade	International Training Institute	SMOHIT	NEMI	Wage for SASMI calculations	SASMI
Journeyman	\$38.93	\$58.61	\$ 0.18	\$0.75	\$ 0.44	\$ 0.25	\$ 1.76	\$7.50	\$5.18	\$1.00	\$0.52	\$ 0.35	\$3.13	\$ 0.18	\$0.12	\$0.02	\$ 0.03	\$ 38.68	\$ 1.65
Industrial Rate	\$42.93	\$62.73	\$ 0.18	\$0.75	\$ 0.44	\$ 0.25	\$ 1.76	\$7.50	\$5.18	\$1.00	\$0.52	\$ 0.35	\$3.13	\$ 0.18	\$0.12	\$0.02	\$ 0.03	\$ 42.68	\$ 1.77
Foreman	\$41.93	\$61.61	\$ 0.18	\$0.75	\$ 0.44	\$ 0.25	\$ 1.76	\$7.50	\$5.18	\$1.00	\$0.52	\$ 0.35	\$3.13	\$ 0.18	\$0.12	\$0.02	\$ 0.03	\$ 41.68	\$ 1.65
General Foreman	\$43.93	\$63.61	\$ 0.18	\$0.75	\$ 0.44	\$ 0.25	\$ 1.76	\$7.50	\$5.18	\$1.00	\$0.52	\$ 0.35	\$3.13	\$ 0.18	\$0.12	\$0.02	\$ 0.03	\$ 43.68	\$ 1.65
Superintendent	\$45.93	\$65.61	\$ 0.18	\$0.75	\$ 0.44	\$ 0.25	\$ 1.76	\$7.50	\$5.18	\$1.00	\$0.52	\$ 0.35	\$3.13	\$ 0.18	\$0.12	\$0.02	\$ 0.03	\$ 45.68	\$ 1.65

NOTES:

Effective 8/1/16-Working Dues Assessments increased to 3% of "Total" Wage & Fringe Package on "ALL" hours worked

Effective 7/1/15-PAC Fund - (Voluntary) Member's to authorize amount to be deducted

SASMI is calculated by adding wages minus \$.25 (401k mandatory) employee deduction, added to H&W, Local Pension, 401k Employer contribution, National Pension Fund x 3% then billed at "cents per hour" for reporting.

ZONES:

Zone 1 – 1 to 80 miles is Free Zone

Zone 2 – 81 miles and beyond - \$100.00 per day subsistence. Subsistence pay shall be made to the employee by the employer on a separate check, not to be added to hourly wages, and shall not be taxed.

IMPORTANT CONTACT INFORMATION FOR REPORTING
SOUTHWEST SERVICE ADMINISTRATORS - 602-249-3592
PO BOX 43110, PHOENIX, AZ 85080-3110

NATIONAL BENEFIT FUNDS - IPS SUPPORT - 800-231-4622 OR ips@smwnbf.org