



Sheet Metal Air, Rail & Transportation Workers Local Union 359 (SMART) * 2604 E Adams St, Phoenix, AZ 85034-1409*(602) 273-1388
Phoenix Building Trades Apprentices
Effective 7-1-2023 to 6-30-2024

Apprentice Rate Based on Percentage of Journeyman Rate of \$44.32				Employee Deductions (Per Hour)					Employer Contributions (Per Hour)									
		Hourly Rate	Total Wage & Fringe	IA Working Assessments	Equality Fund	Youth to Youth	401(k) Employee Deduction	Working Dues Assessments 1% of total wage & fringe	Health & Welfare	Local Pension Fund	Joint Apprenticeship Training Fund	Industry Promotion Fund	National Pension Fund	Joint Apprenticeship Education Fund	International Training Institute	SMOHIT	NEMI	SASMI Amount
1st Year	47%	\$20.83	\$34.13	\$ 0.20	\$0.56	\$ 0.44	\$ 0.25	\$ 0.34	\$ 7.50	\$0.00	\$1.21	\$0.70	\$1.82	\$ 1.00	\$ 0.12	\$ 0.02	\$ 0.03	\$ 0.90
2nd Year	51%	\$22.60	\$39.33	\$ 0.20	\$0.56	\$ 0.44	\$ 0.25	\$ 0.39	\$ 7.50	\$3.12	\$1.21	\$0.70	\$1.98	\$ 1.00	\$ 0.12	\$ 0.02	\$ 0.03	\$ 1.05
3rd Year	56%	\$24.82	\$41.87	\$ 0.20	\$0.56	\$ 0.44	\$ 0.25	\$ 0.42	\$ 7.50	\$3.12	\$1.21	\$0.70	\$2.23	\$ 1.00	\$ 0.12	\$ 0.02	\$ 0.03	\$ 1.12
4th Year	64%	\$28.36	\$45.85	\$ 0.20	\$0.56	\$0.44	\$ 0.25	\$ 0.46	\$ 7.50	\$3.12	\$1.21	\$0.70	\$2.55	\$1.00	\$0.12	\$0.02	\$0.03	\$ 1.24
5th Year	71%	\$31.47	\$49.25	\$ 0.20	\$0.56	\$ 0.44	\$ 0.25	\$ 0.49	\$ 7.50	\$3.12	\$1.21	\$0.70	\$2.74	\$ 1.00	\$ 0.12	\$ 0.02	\$ 0.03	\$ 1.34

NOTES:

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

Effective 7/1/15-PAC Fund - 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.

Note: Effective 7-1-2019 Arizona JATC is a 5-Year 5-Term Apprenticeship Program

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.

The first subsistence check will be paid within five (5) business days. Zones to be established by GPS.

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@smunbf.org