



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 7-1-2023 to 6-30-2024

	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 2 3/4% 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	SASMI
Journeyman	\$44.32	\$64.61	\$ 0.20	\$0.75	\$ 0.44	\$ 0.25	\$ 1.78	\$7.50	\$5.18	\$1.21	\$0.70	\$ 0.35	\$3.19	\$ 0.18	\$ 0.12	\$0.02	\$ 0.03	\$ 1.81
Industrial Rate \$4.00 above journeymen	\$48.32	\$68.73	\$ 0.20	\$0.75	\$ 0.44	\$ 0.25	\$ 1.78	\$7.50	\$5.18	\$1.21	\$0.70	\$ 0.35	\$3.19	\$ 0.18	\$ 0.12	\$0.02	\$ 0.03	\$ 1.93
Foreman- 10% above journeymen rate	\$48.75	\$69.04	\$ 0.20	\$0.75	\$ 0.44	\$ 0.25	\$ 1.78	\$7.50	\$5.18	\$1.21	\$0.70	\$ 0.35	\$3.19	\$ 0.18	\$ 0.12	\$0.02	\$ 0.03	\$ 1.81
General Foreman 15% above journeymen rate	\$50.97	\$71.26	\$ 0.20	\$0.75	\$ 0.44	\$ 0.25	\$ 1.78	\$7.50	\$5.18	\$1.21	\$0.70	\$ 0.35	\$3.19	\$ 0.18	\$ 0.12	\$0.02	\$ 0.03	\$ 1.81
Superintendent 20% above journeymen rate	\$53.18	\$73.47	\$ 0.20	\$0.75	\$ 0.44	\$ 0.25	\$ 1.78	\$7.50	\$5.18	\$1.21	\$0.70	\$ 0.35	\$3.19	\$ 0.18	\$ 0.12	\$0.02	\$ 0.03	\$ 1.81

NOTES:

Effective 7/1/22-Working Dues Assessments is decreased from 3% to 2 3/4% 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.

The first subsistence check will be paid within (5)five 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@smwnbf.org

