



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 7-1-2026 to 6-30-2027

\$3.01 INCREASE FROM \$49.39

	Employee Deductions (Per Hour)							Employer Contributions (Per Hour)												Total Benefits
	Hourly Rate	Total Wage & Fringe	IA W/Dues Assessments	Equality Fund	Youth to Youth	401(k) Employee Deduction	Working Dues Assessments 2 1/2% of total w&f	Health & Welfare	Local Pension Fund	Building Fund	Joint Appr Training Fund	Industry Promotion Fund	401(k) Employer Contribution	National Pension Fund	Journeyman Upgrade	International Training Institute	SMOHIT	NEMI	SASMI	
Journeyman	\$52.40	\$74.11	\$0.22	\$0.75	\$0.44	\$ 0.25	\$ 1.85	\$ 7.70	\$5.40	\$0.24	\$1.60	\$0.72	\$0.35	\$3.50	\$ 0.18	\$0.12	\$0.04	\$0.05	\$1.81	\$ 21.71
Industrial Rate \$4.00 above journeymen	\$56.40	\$78.23	\$0.22	\$0.75	\$0.44	\$ 0.25	\$ 1.85	\$ 7.70	\$5.40	\$0.24	\$1.60	\$0.72	\$0.35	\$3.50	\$ 0.18	\$0.12	\$0.04	\$0.05	\$1.93	\$ 21.83
Foreman- 12.5% above journeymen rate	\$58.95	\$80.66	\$0.22	\$0.75	\$0.44	\$ 0.25	\$ 1.85	\$ 7.70	\$5.40	\$0.24	\$1.60	\$0.72	\$0.35	\$3.50	\$ 0.18	\$0.12	\$0.04	\$0.05	\$1.81	\$ 21.71
General Foreman 17.5% above journeymen rate	\$61.57	\$83.28	\$0.22	\$0.75	\$0.44	\$ 0.25	\$ 1.85	\$ 7.70	\$5.40	\$0.24	\$1.60	\$0.72	\$0.35	\$3.50	\$ 0.18	\$0.12	\$0.04	\$0.05	\$1.81	\$ 21.71
Superintendent 22.5% above journeymen rate	\$64.19	\$85.90	\$0.22	\$0.75	\$0.44	\$ 0.25	\$ 1.85	\$ 7.70	\$5.40	\$0.24	\$1.60	\$0.72	\$0.35	\$3.50	\$ 0.18	\$0.12	\$0.04	\$0.05	\$1.81	\$ 21.71
Industrial Foreman 12.5% above "Industrial Journeyman rate"	\$63.45	\$85.28	\$0.22	\$0.75	\$0.44	\$ 0.25	\$ 1.85	\$ 7.70	\$5.40	\$0.24	\$1.60	\$0.72	\$0.35	\$3.50	\$ 0.18	\$0.12	\$0.04	\$0.05	\$1.93	\$ 21.83
Industrial General Foreman 17.5% above "Industrial Journeyman rate"	\$66.27	\$88.10	\$0.22	\$0.75	\$0.44	\$ 0.25	\$ 1.85	\$ 7.70	\$5.40	\$0.24	\$1.60	\$0.72	\$0.35	\$3.50	\$ 0.18	\$0.12	\$0.04	\$0.05	\$1.93	\$ 21.83
Industrial Superintendent 22.5% above "Industrial Journeyman rate"	\$69.09	\$90.92	\$0.22	\$0.75	\$0.44	\$ 0.25	\$ 1.85	\$ 7.70	\$5.40	\$0.24	\$1.60	\$0.72	\$0.35	\$3.50	\$ 0.18	\$0.12	\$0.04	\$0.05	\$1.93	\$ 21.83

NOTES:

Effective 7/1/24-Working Dues Assessments is decreased from 2 3/4% to 2 1/2 % of Total Wage & Fringe Package on "ALL" hours worked.

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

7-1-26 SASMI rate remains in effect and frozen until new calculated amount exceeds the rate as of 3/31/24 (\$1.81). New calculations will no longer include the employer hourly contribution to the NPF & Local Defined Benefit Pension Funds

ZONES: ZONE 1 - 1 TO 80 MILES FREE ZONE — ZONE 2 - 81 MILES AND BEYOND - \$150.00 PER DAY SUBSISTANCE (effective 7/1/26)

Shift Work-Straight time shift rates of pay for work performed on new construction (green field), industrial & semi-conductor sites in accordance with Article III shall be fifteen (15%) increase over straight time shift rates schedule Article 1.

Subsistence pay shall be made to the employee by the employer on a separate check, not to be added to hourly wages, and not be taxed. The first subsistence check will be paid within five (5) business days. Zones to be established by GPS.

Effective 7/1/26- National Pension Fund increased \$0.15 from \$3.35 to \$3.50 per hour

Effective 7/1/26-SMOHIT increased from \$0.02 to \$0.04

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