



**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Building Trades-Journeyman (0-10 years)**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$51.32	\$10.00	\$4.99	\$66.31	\$0.00	\$0.00	\$7.37	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$114.39

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$51.32	\$66.31	\$0.00	\$0.00
2	\$50.32	\$65.31	\$1.00	\$0.00
3	\$49.32	\$64.31	\$2.00	\$0.00
4	\$48.32	\$63.31	\$3.00	\$0.00
5	\$47.32	\$62.31	\$4.00	\$0.00
6	\$46.32	\$61.31	\$5.00	\$0.00
7	\$45.32	\$60.31	\$6.00	\$0.00
8	\$44.32	\$59.31	\$7.00	\$0.00
9	\$43.32	\$58.31	\$8.00	\$0.00
10	\$42.32	\$57.31	\$9.00	\$0.00
11	\$41.32	\$56.31	\$10.00	\$0.00
12	\$38.82	\$53.81	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$50.82	\$65.81	\$0.00	\$0.50
14	\$49.82	\$64.81	\$1.00	\$0.50
15	\$48.82	\$63.81	\$2.00	\$0.50
16	\$47.82	\$62.81	\$3.00	\$0.50
17	\$46.82	\$61.81	\$4.00	\$0.50
18	\$45.82	\$60.81	\$5.00	\$0.50
19	\$44.82	\$59.81	\$6.00	\$0.50
20	\$43.82	\$58.81	\$7.00	\$0.50
21	\$42.82	\$57.81	\$8.00	\$0.50
22	\$41.82	\$56.81	\$9.00	\$0.50
23	\$40.82	\$55.81	\$10.00	\$0.50
24	\$38.32	\$53.31	\$12.50	\$0.50

C, H-N= \$45.70 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$50.32	\$65.31	\$0.00	\$1.00
26	\$49.32	\$64.31	\$1.00	\$1.00
27	\$48.32	\$63.31	\$2.00	\$1.00
28	\$47.32	\$62.31	\$3.00	\$1.00
29	\$46.32	\$61.31	\$4.00	\$1.00
30	\$45.32	\$60.31	\$5.00	\$1.00
31	\$44.32	\$59.31	\$6.00	\$1.00
32	\$43.32	\$58.31	\$7.00	\$1.00
33	\$42.32	\$57.31	\$8.00	\$1.00
34	\$41.32	\$56.31	\$9.00	\$1.00
35	\$40.32	\$55.31	\$10.00	\$1.00
36	\$37.82	\$52.81	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$48.82	\$63.81	\$0.00	\$2.50
38	\$47.82	\$62.81	\$1.00	\$2.50
39	\$46.82	\$61.81	\$2.00	\$2.50
40	\$45.82	\$60.81	\$3.00	\$2.50
41	\$44.82	\$59.81	\$4.00	\$2.50
42	\$43.82	\$58.81	\$5.00	\$2.50
43	\$42.82	\$57.81	\$6.00	\$2.50
44	\$41.82	\$56.81	\$7.00	\$2.50
45	\$40.82	\$55.81	\$8.00	\$2.50
46	\$39.82	\$54.81	\$9.00	\$2.50
47	\$38.82	\$53.81	\$10.00	\$2.50
48	\$36.32	\$51.31	\$12.50	\$2.50

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 2 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA BUILDING TRADES JOURNEYPerson (0-10 years)
June 28, 2021 through July 3, 2022

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$79.47	\$15.00	\$4.99	\$99.46	\$0.00	\$0.00	\$11.06	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$151.23

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$79.47	\$99.46	\$0.00	\$0.00
2	\$77.97	\$97.96	\$1.50	\$0.00
3	\$76.47	\$96.46	\$3.00	\$0.00
4	\$74.97	\$94.96	\$4.50	\$0.00
5	\$73.47	\$93.46	\$6.00	\$0.00
6	\$71.97	\$91.96	\$7.50	\$0.00
7	\$70.47	\$90.46	\$9.00	\$0.00
8	\$68.97	\$88.96	\$10.50	\$0.00
9	\$67.47	\$87.46	\$12.00	\$0.00
10	\$65.97	\$85.96	\$13.50	\$0.00
11	\$64.47	\$84.46	\$15.00	\$0.00
12	\$60.72	\$80.71	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$78.72	\$98.71	\$0.00	\$0.75
14	\$77.22	\$97.21	\$1.50	\$0.75
15	\$75.72	\$95.71	\$3.00	\$0.75
16	\$74.22	\$94.21	\$4.50	\$0.75
17	\$72.72	\$92.71	\$6.00	\$0.75
18	\$71.22	\$91.21	\$7.50	\$0.75
19	\$69.72	\$89.71	\$9.00	\$0.75
20	\$68.22	\$88.21	\$10.50	\$0.75
21	\$66.72	\$86.71	\$12.00	\$0.75
22	\$65.22	\$85.21	\$13.50	\$0.75
23	\$63.72	\$83.71	\$15.00	\$0.75
24	\$59.97	\$79.96	\$18.75	\$0.75

C, H-N= \$45.70 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$77.97	\$97.96	\$0.00	\$1.50
26	\$76.47	\$96.46	\$1.50	\$1.50
27	\$74.97	\$94.96	\$3.00	\$1.50
28	\$73.47	\$93.46	\$4.50	\$1.50
29	\$71.97	\$91.96	\$6.00	\$1.50
30	\$70.47	\$90.46	\$7.50	\$1.50
31	\$68.97	\$88.96	\$9.00	\$1.50
32	\$67.47	\$87.46	\$10.50	\$1.50
33	\$65.97	\$85.96	\$12.00	\$1.50
34	\$64.47	\$84.46	\$13.50	\$1.50
35	\$62.97	\$82.96	\$15.00	\$1.50
36	\$59.22	\$79.21	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$75.72	\$95.71	\$0.00	\$3.75
38	\$74.22	\$94.21	\$1.50	\$3.75
39	\$72.72	\$92.71	\$3.00	\$3.75
40	\$71.22	\$91.21	\$4.50	\$3.75
41	\$69.72	\$89.71	\$6.00	\$3.75
42	\$68.22	\$88.21	\$7.50	\$3.75
43	\$66.72	\$86.71	\$9.00	\$3.75
44	\$65.22	\$85.21	\$10.50	\$3.75
45	\$63.72	\$83.71	\$12.00	\$3.75
46	\$62.22	\$82.21	\$13.50	\$3.75
47	\$60.72	\$80.71	\$15.00	\$3.75
48	\$56.97	\$76.96	\$18.75	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$107.63	\$20.00	\$4.99	\$132.62	\$0.00	\$0.00	\$14.74	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$188.07

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$107.63	\$132.62	\$0.00	\$0.00
2	\$105.63	\$130.62	\$2.00	\$0.00
3	\$103.63	\$128.62	\$4.00	\$0.00
4	\$101.63	\$126.62	\$6.00	\$0.00
5	\$99.63	\$124.62	\$8.00	\$0.00
6	\$97.63	\$122.62	\$10.00	\$0.00
7	\$95.63	\$120.62	\$12.00	\$0.00
8	\$93.63	\$118.62	\$14.00	\$0.00
9	\$91.63	\$116.62	\$16.00	\$0.00
10	\$89.63	\$114.62	\$18.00	\$0.00
11	\$87.63	\$112.62	\$20.00	\$0.00
12	\$82.63	\$107.62	\$25.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$106.63	\$131.62	\$0.00	\$1.00
14	\$104.63	\$129.62	\$2.00	\$1.00
15	\$102.63	\$127.62	\$4.00	\$1.00
16	\$100.63	\$125.62	\$6.00	\$1.00
17	\$98.63	\$123.62	\$8.00	\$1.00
18	\$96.63	\$121.62	\$10.00	\$1.00
19	\$94.63	\$119.62	\$12.00	\$1.00
20	\$92.63	\$117.62	\$14.00	\$1.00
21	\$90.63	\$115.62	\$16.00	\$1.00
22	\$88.63	\$113.62	\$18.00	\$1.00
23	\$86.63	\$111.62	\$20.00	\$1.00
24	\$81.63	\$106.62	\$25.00	\$1.00

C, H-N= \$45.70 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$105.63	\$130.62	\$0.00	\$2.00
26	\$103.63	\$128.62	\$2.00	\$2.00
27	\$101.63	\$126.62	\$4.00	\$2.00
28	\$99.63	\$124.62	\$6.00	\$2.00
29	\$97.63	\$122.62	\$8.00	\$2.00
30	\$95.63	\$120.62	\$10.00	\$2.00
31	\$93.63	\$118.62	\$12.00	\$2.00
32	\$91.63	\$116.62	\$14.00	\$2.00
33	\$89.63	\$114.62	\$16.00	\$2.00
34	\$87.63	\$112.62	\$18.00	\$2.00
35	\$85.63	\$110.62	\$20.00	\$2.00
36	\$80.63	\$105.62	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$102.63	\$127.62	\$0.00	\$5.00
38	\$100.63	\$125.62	\$2.00	\$5.00
39	\$98.63	\$123.62	\$4.00	\$5.00
40	\$96.63	\$121.62	\$6.00	\$5.00
41	\$94.63	\$119.62	\$8.00	\$5.00
42	\$92.63	\$117.62	\$10.00	\$5.00
43	\$90.63	\$115.62	\$12.00	\$5.00
44	\$88.63	\$113.62	\$14.00	\$5.00
45	\$86.63	\$111.62	\$16.00	\$5.00
46	\$84.63	\$109.62	\$18.00	\$5.00
47	\$82.63	\$107.62	\$20.00	\$5.00
48	\$77.63	\$102.62	\$25.00	\$5.00


 SMW Local 104


 SMACNA

** Contribution payment submitted directly to National Fund

**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Building Trades-Foreperson (0-10 years)**

**Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$61.27	\$10.00	\$4.99	\$76.26	\$0.00	\$0.00	\$8.47	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$125.44

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$61.27	\$76.26	\$0.00	\$0.00
2	\$60.27	\$75.26	\$1.00	\$0.00
3	\$59.27	\$74.26	\$2.00	\$0.00
4	\$58.27	\$73.26	\$3.00	\$0.00
5	\$57.27	\$72.26	\$4.00	\$0.00
6	\$56.27	\$71.26	\$5.00	\$0.00
7	\$55.27	\$70.26	\$6.00	\$0.00
8	\$54.27	\$69.26	\$7.00	\$0.00
9	\$53.27	\$68.26	\$8.00	\$0.00
10	\$52.27	\$67.26	\$9.00	\$0.00
11	\$51.27	\$66.26	\$10.00	\$0.00
12	\$48.77	\$63.76	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$60.77	\$75.76	\$0.00	\$0.50
14	\$59.77	\$74.76	\$1.00	\$0.50
15	\$58.77	\$73.76	\$2.00	\$0.50
16	\$57.77	\$72.76	\$3.00	\$0.50
17	\$56.77	\$71.76	\$4.00	\$0.50
18	\$55.77	\$70.76	\$5.00	\$0.50
19	\$54.77	\$69.76	\$6.00	\$0.50
20	\$53.77	\$68.76	\$7.00	\$0.50
21	\$52.77	\$67.76	\$8.00	\$0.50
22	\$51.77	\$66.76	\$9.00	\$0.50
23	\$50.77	\$65.76	\$10.00	\$0.50
24	\$48.27	\$63.26	\$12.50	\$0.50

C, H-N= \$45.70 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$60.27	\$75.26	\$0.00	\$1.00
26	\$59.27	\$74.26	\$1.00	\$1.00
27	\$58.27	\$73.26	\$2.00	\$1.00
28	\$57.27	\$72.26	\$3.00	\$1.00
29	\$56.27	\$71.26	\$4.00	\$1.00
30	\$55.27	\$70.26	\$5.00	\$1.00
31	\$54.27	\$69.26	\$6.00	\$1.00
32	\$53.27	\$68.26	\$7.00	\$1.00
33	\$52.27	\$67.26	\$8.00	\$1.00
34	\$51.27	\$66.26	\$9.00	\$1.00
35	\$50.27	\$65.26	\$10.00	\$1.00
36	\$47.77	\$62.76	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$58.77	\$73.76	\$0.00	\$2.50
38	\$57.77	\$72.76	\$1.00	\$2.50
39	\$56.77	\$71.76	\$2.00	\$2.50
40	\$55.77	\$70.76	\$3.00	\$2.50
41	\$54.77	\$69.76	\$4.00	\$2.50
42	\$53.77	\$68.76	\$5.00	\$2.50
43	\$52.77	\$67.76	\$6.00	\$2.50
44	\$51.77	\$66.76	\$7.00	\$2.50
45	\$50.77	\$65.76	\$8.00	\$2.50
46	\$49.77	\$64.76	\$9.00	\$2.50
47	\$48.77	\$63.76	\$10.00	\$2.50
48	\$46.27	\$61.26	\$12.50	\$2.50

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 4 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA BUILDING TRADES FOREPERSON (0-10 years)
June 28, 2021 through July 3, 2022

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$94.40	\$15.00	\$4.99	\$114.39	\$0.00	\$0.00	\$12.71	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$167.81

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$94.40	\$114.39	\$0.00	\$0.00
2	\$92.90	\$112.89	\$1.50	\$0.00
3	\$91.40	\$111.39	\$3.00	\$0.00
4	\$89.90	\$109.89	\$4.50	\$0.00
5	\$88.40	\$108.39	\$6.00	\$0.00
6	\$86.90	\$106.89	\$7.50	\$0.00
7	\$85.40	\$105.39	\$9.00	\$0.00
8	\$83.90	\$103.89	\$10.50	\$0.00
9	\$82.40	\$102.39	\$12.00	\$0.00
10	\$80.90	\$100.89	\$13.50	\$0.00
11	\$79.40	\$99.39	\$15.00	\$0.00
12	\$75.65	\$95.64	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$93.65	\$113.64	\$0.00	\$0.75
14	\$92.15	\$112.14	\$1.50	\$0.75
15	\$90.65	\$110.64	\$3.00	\$0.75
16	\$89.15	\$109.14	\$4.50	\$0.75
17	\$87.65	\$107.64	\$6.00	\$0.75
18	\$86.15	\$106.14	\$7.50	\$0.75
19	\$84.65	\$104.64	\$9.00	\$0.75
20	\$83.15	\$103.14	\$10.50	\$0.75
21	\$81.65	\$101.64	\$12.00	\$0.75
22	\$80.15	\$100.14	\$13.50	\$0.75
23	\$78.65	\$98.64	\$15.00	\$0.75
24	\$74.90	\$94.89	\$18.75	\$0.75

C, H-N= \$45.70 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$92.90	\$112.89	\$0.00	\$1.50
26	\$91.40	\$111.39	\$1.50	\$1.50
27	\$89.90	\$109.89	\$3.00	\$1.50
28	\$88.40	\$108.39	\$4.50	\$1.50
29	\$86.90	\$106.89	\$6.00	\$1.50
30	\$85.40	\$105.39	\$7.50	\$1.50
31	\$83.90	\$103.89	\$9.00	\$1.50
32	\$82.40	\$102.39	\$10.50	\$1.50
33	\$80.90	\$100.89	\$12.00	\$1.50
34	\$79.40	\$99.39	\$13.50	\$1.50
35	\$77.90	\$97.89	\$15.00	\$1.50
36	\$74.15	\$94.14	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$90.65	\$110.64	\$0.00	\$3.75
38	\$89.15	\$109.14	\$1.50	\$3.75
39	\$87.65	\$107.64	\$3.00	\$3.75
40	\$86.15	\$106.14	\$4.50	\$3.75
41	\$84.65	\$104.64	\$6.00	\$3.75
42	\$83.15	\$103.14	\$7.50	\$3.75
43	\$81.65	\$101.64	\$9.00	\$3.75
44	\$80.15	\$100.14	\$10.50	\$3.75
45	\$78.65	\$98.64	\$12.00	\$3.75
46	\$77.15	\$97.14	\$13.50	\$3.75
47	\$75.65	\$95.64	\$15.00	\$3.75
48	\$71.90	\$91.89	\$18.75	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$127.53	\$20.00	\$4.99	\$152.52	\$0.00	\$0.00	\$16.94	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$210.17

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$127.53	\$152.52	\$0.00	\$0.00
2	\$125.53	\$150.52	\$2.00	\$0.00
3	\$123.53	\$148.52	\$4.00	\$0.00
4	\$121.53	\$146.52	\$6.00	\$0.00
5	\$119.53	\$144.52	\$8.00	\$0.00
6	\$117.53	\$142.52	\$10.00	\$0.00
7	\$115.53	\$140.52	\$12.00	\$0.00
8	\$113.53	\$138.52	\$14.00	\$0.00
9	\$111.53	\$136.52	\$16.00	\$0.00
10	\$109.53	\$134.52	\$18.00	\$0.00
11	\$107.53	\$132.52	\$20.00	\$0.00
12	\$102.53	\$127.52	\$25.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$126.53	\$151.52	\$0.00	\$1.00
14	\$124.53	\$149.52	\$2.00	\$1.00
15	\$122.53	\$147.52	\$4.00	\$1.00
16	\$120.53	\$145.52	\$6.00	\$1.00
17	\$118.53	\$143.52	\$8.00	\$1.00
18	\$116.53	\$141.52	\$10.00	\$1.00
19	\$114.53	\$139.52	\$12.00	\$1.00
20	\$112.53	\$137.52	\$14.00	\$1.00
21	\$110.53	\$135.52	\$16.00	\$1.00
22	\$108.53	\$133.52	\$18.00	\$1.00
23	\$106.53	\$131.52	\$20.00	\$1.00
24	\$101.53	\$126.52	\$25.00	\$1.00

C, H-N= \$45.70 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$125.53	\$150.52	\$0.00	\$2.00
26	\$123.53	\$148.52	\$2.00	\$2.00
27	\$121.53	\$146.52	\$4.00	\$2.00
28	\$119.53	\$144.52	\$6.00	\$2.00
29	\$117.53	\$142.52	\$8.00	\$2.00
30	\$115.53	\$140.52	\$10.00	\$2.00
31	\$113.53	\$138.52	\$12.00	\$2.00
32	\$111.53	\$136.52	\$14.00	\$2.00
33	\$109.53	\$134.52	\$16.00	\$2.00
34	\$107.53	\$132.52	\$18.00	\$2.00
35	\$105.53	\$130.52	\$20.00	\$2.00
36	\$100.53	\$125.52	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$122.53	\$147.52	\$0.00	\$5.00
38	\$120.53	\$145.52	\$2.00	\$5.00
39	\$118.53	\$143.52	\$4.00	\$5.00
40	\$116.53	\$141.52	\$6.00	\$5.00
41	\$114.53	\$139.52	\$8.00	\$5.00
42	\$112.53	\$137.52	\$10.00	\$5.00
43	\$110.53	\$135.52	\$12.00	\$5.00
44	\$108.53	\$133.52	\$14.00	\$5.00
45	\$106.53	\$131.52	\$16.00	\$5.00
46	\$104.53	\$129.52	\$18.00	\$5.00
47	\$102.53	\$127.52	\$20.00	\$5.00
48	\$97.53	\$122.52	\$25.00	\$5.00

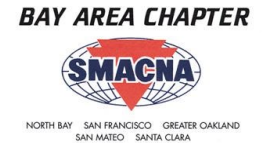

 SMW Local 104


 SMACNA

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Building Trades-General Foreperson (0-10 years)
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022



A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$67.90	\$10.00	\$4.99	\$82.89	\$0.00	\$0.00	\$9.21	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$132.81

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$67.90	\$82.89	\$0.00	\$0.00
2	\$66.90	\$81.89	\$1.00	\$0.00
3	\$65.90	\$80.89	\$2.00	\$0.00
4	\$64.90	\$79.89	\$3.00	\$0.00
5	\$63.90	\$78.89	\$4.00	\$0.00
6	\$62.90	\$77.89	\$5.00	\$0.00
7	\$61.90	\$76.89	\$6.00	\$0.00
8	\$60.90	\$75.89	\$7.00	\$0.00
9	\$59.90	\$74.89	\$8.00	\$0.00
10	\$58.90	\$73.89	\$9.00	\$0.00
11	\$57.90	\$72.89	\$10.00	\$0.00
12	\$55.40	\$70.39	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$67.40	\$82.39	\$0.00	\$0.50
14	\$66.40	\$81.39	\$1.00	\$0.50
15	\$65.40	\$80.39	\$2.00	\$0.50
16	\$64.40	\$79.39	\$3.00	\$0.50
17	\$63.40	\$78.39	\$4.00	\$0.50
18	\$62.40	\$77.39	\$5.00	\$0.50
19	\$61.40	\$76.39	\$6.00	\$0.50
20	\$60.40	\$75.39	\$7.00	\$0.50
21	\$59.40	\$74.39	\$8.00	\$0.50
22	\$58.40	\$73.39	\$9.00	\$0.50
23	\$57.40	\$72.39	\$10.00	\$0.50
24	\$54.90	\$69.89	\$12.50	\$0.50

C, H-N= \$45.70 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

Rick Werner, Business Manager
 International Association of SMART
 SMW Local Union No. 104

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$66.90	\$81.89	\$0.00	\$1.00
26	\$65.90	\$80.89	\$1.00	\$1.00
27	\$64.90	\$79.89	\$2.00	\$1.00
28	\$63.90	\$78.89	\$3.00	\$1.00
29	\$62.90	\$77.89	\$4.00	\$1.00
30	\$61.90	\$76.89	\$5.00	\$1.00
31	\$60.90	\$75.89	\$6.00	\$1.00
32	\$59.90	\$74.89	\$7.00	\$1.00
33	\$58.90	\$73.89	\$8.00	\$1.00
34	\$57.90	\$72.89	\$9.00	\$1.00
35	\$56.90	\$71.89	\$10.00	\$1.00
36	\$54.40	\$69.39	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$65.40	\$80.39	\$0.00	\$2.50
38	\$64.40	\$79.39	\$1.00	\$2.50
39	\$63.40	\$78.39	\$2.00	\$2.50
40	\$62.40	\$77.39	\$3.00	\$2.50
41	\$61.40	\$76.39	\$4.00	\$2.50
42	\$60.40	\$75.39	\$5.00	\$2.50
43	\$59.40	\$74.39	\$6.00	\$2.50
44	\$58.40	\$73.39	\$7.00	\$2.50
45	\$57.40	\$72.39	\$8.00	\$2.50
46	\$56.40	\$71.39	\$9.00	\$2.50
47	\$55.40	\$70.39	\$10.00	\$2.50
48	\$52.90	\$67.89	\$12.50	\$2.50

Sean O'Donoghue
 Executive Vice President
 Bay Area Association of SMACNA Chapters

See pg. 6 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA BUILDING TRADES GENERAL FOREPERSON (0-10 years)
June 28, 2021 through July 3, 2022

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$104.34	\$15.00	\$4.99	\$124.33	\$0.00	\$0.00	\$13.82	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$178.86

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$104.34	\$124.33	\$0.00	\$0.00
2	\$102.84	\$122.83	\$1.50	\$0.00
3	\$101.34	\$121.33	\$3.00	\$0.00
4	\$99.84	\$119.83	\$4.50	\$0.00
5	\$98.34	\$118.33	\$6.00	\$0.00
6	\$96.84	\$116.83	\$7.50	\$0.00
7	\$95.34	\$115.33	\$9.00	\$0.00
8	\$93.84	\$113.83	\$10.50	\$0.00
9	\$92.34	\$112.33	\$12.00	\$0.00
10	\$90.84	\$110.83	\$13.50	\$0.00
11	\$89.34	\$109.33	\$15.00	\$0.00
12	\$85.59	\$105.58	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$103.59	\$123.58	\$0.00	\$0.75
14	\$102.09	\$122.08	\$1.50	\$0.75
15	\$100.59	\$120.58	\$3.00	\$0.75
16	\$99.09	\$119.08	\$4.50	\$0.75
17	\$97.59	\$117.58	\$6.00	\$0.75
18	\$96.09	\$116.08	\$7.50	\$0.75
19	\$94.59	\$114.58	\$9.00	\$0.75
20	\$93.09	\$113.08	\$10.50	\$0.75
21	\$91.59	\$111.58	\$12.00	\$0.75
22	\$90.09	\$110.08	\$13.50	\$0.75
23	\$88.59	\$108.58	\$15.00	\$0.75
24	\$84.84	\$104.83	\$18.75	\$0.75

C, H-N= \$45.70 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$102.84	\$122.83	\$0.00	\$1.50
26	\$101.34	\$121.33	\$1.50	\$1.50
27	\$99.84	\$119.83	\$3.00	\$1.50
28	\$98.34	\$118.33	\$4.50	\$1.50
29	\$96.84	\$116.83	\$6.00	\$1.50
30	\$95.34	\$115.33	\$7.50	\$1.50
31	\$93.84	\$113.83	\$9.00	\$1.50
32	\$92.34	\$112.33	\$10.50	\$1.50
33	\$90.84	\$110.83	\$12.00	\$1.50
34	\$89.34	\$109.33	\$13.50	\$1.50
35	\$87.84	\$107.83	\$15.00	\$1.50
36	\$84.09	\$104.08	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$100.59	\$120.58	\$0.00	\$3.75
38	\$99.09	\$119.08	\$1.50	\$3.75
39	\$97.59	\$117.58	\$3.00	\$3.75
40	\$96.09	\$116.08	\$4.50	\$3.75
41	\$94.59	\$114.58	\$6.00	\$3.75
42	\$93.09	\$113.08	\$7.50	\$3.75
43	\$91.59	\$111.58	\$9.00	\$3.75
44	\$90.09	\$110.08	\$10.50	\$3.75
45	\$88.59	\$108.58	\$12.00	\$3.75
46	\$87.09	\$107.08	\$13.50	\$3.75
47	\$85.59	\$105.58	\$15.00	\$3.75
48	\$81.84	\$101.83	\$18.75	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$140.79	\$20.00	\$4.99	\$165.78	\$0.00	\$0.00	\$18.42	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$224.91

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$140.79	\$165.78	\$0.00	\$0.00
2	\$138.79	\$163.78	\$2.00	\$0.00
3	\$136.79	\$161.78	\$4.00	\$0.00
4	\$134.79	\$159.78	\$6.00	\$0.00
5	\$132.79	\$157.78	\$8.00	\$0.00
6	\$130.79	\$155.78	\$10.00	\$0.00
7	\$128.79	\$153.78	\$12.00	\$0.00
8	\$126.79	\$151.78	\$14.00	\$0.00
9	\$124.79	\$149.78	\$16.00	\$0.00
10	\$122.79	\$147.78	\$18.00	\$0.00
11	\$120.79	\$145.78	\$20.00	\$0.00
12	\$115.79	\$140.78	\$25.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$139.79	\$164.78	\$0.00	\$1.00
14	\$137.79	\$162.78	\$2.00	\$1.00
15	\$135.79	\$160.78	\$4.00	\$1.00
16	\$133.79	\$158.78	\$6.00	\$1.00
17	\$131.79	\$156.78	\$8.00	\$1.00
18	\$129.79	\$154.78	\$10.00	\$1.00
19	\$127.79	\$152.78	\$12.00	\$1.00
20	\$125.79	\$150.78	\$14.00	\$1.00
21	\$123.79	\$148.78	\$16.00	\$1.00
22	\$121.79	\$146.78	\$18.00	\$1.00
23	\$119.79	\$144.78	\$20.00	\$1.00
24	\$114.79	\$139.78	\$25.00	\$1.00

C, H-N= \$45.70 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$138.79	\$163.78	\$0.00	\$2.00
26	\$136.79	\$161.78	\$2.00	\$2.00
27	\$134.79	\$159.78	\$4.00	\$2.00
28	\$132.79	\$157.78	\$6.00	\$2.00
29	\$130.79	\$155.78	\$8.00	\$2.00
30	\$128.79	\$153.78	\$10.00	\$2.00
31	\$126.79	\$151.78	\$12.00	\$2.00
32	\$124.79	\$149.78	\$14.00	\$2.00
33	\$122.79	\$147.78	\$16.00	\$2.00
34	\$120.79	\$145.78	\$18.00	\$2.00
35	\$118.79	\$143.78	\$20.00	\$2.00
36	\$113.79	\$138.78	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$135.79	\$160.78	\$0.00	\$5.00
38	\$133.79	\$158.78	\$2.00	\$5.00
39	\$131.79	\$156.78	\$4.00	\$5.00
40	\$129.79	\$154.78	\$6.00	\$5.00
41	\$127.79	\$152.78	\$8.00	\$5.00
42	\$125.79	\$150.78	\$10.00	\$5.00
43	\$123.79	\$148.78	\$12.00	\$5.00
44	\$121.79	\$146.78	\$14.00	\$5.00
45	\$119.79	\$144.78	\$16.00	\$5.00
46	\$117.79	\$142.78	\$18.00	\$5.00
47	\$115.79	\$140.78	\$20.00	\$5.00
48	\$110.79	\$135.78	\$25.00	\$5.00


 SMW Local 104


 SMACNA

** Contribution payment submitted directly to National Fund

**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Building Trades-Journeyman (11+ years)**



Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMO HIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$47.64	\$10.00	\$4.99	\$62.63	\$0.00	\$0.00	\$11.05	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$114.39

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$47.64	\$62.63	\$0.00	\$0.00
2	\$46.64	\$61.63	\$1.00	\$0.00
3	\$45.64	\$60.63	\$2.00	\$0.00
4	\$44.64	\$59.63	\$3.00	\$0.00
5	\$43.64	\$58.63	\$4.00	\$0.00
6	\$42.64	\$57.63	\$5.00	\$0.00
7	\$41.64	\$56.63	\$6.00	\$0.00
8	\$40.64	\$55.63	\$7.00	\$0.00
9	\$39.64	\$54.63	\$8.00	\$0.00
10	\$38.64	\$53.63	\$9.00	\$0.00
11	\$37.64	\$52.63	\$10.00	\$0.00
12	\$35.14	\$50.13	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$47.14	\$62.13	\$0.00	\$0.50
14	\$46.14	\$61.13	\$1.00	\$0.50
15	\$45.14	\$60.13	\$2.00	\$0.50
16	\$44.14	\$59.13	\$3.00	\$0.50
17	\$43.14	\$58.13	\$4.00	\$0.50
18	\$42.14	\$57.13	\$5.00	\$0.50
19	\$41.14	\$56.13	\$6.00	\$0.50
20	\$40.14	\$55.13	\$7.00	\$0.50
21	\$39.14	\$54.13	\$8.00	\$0.50
22	\$38.14	\$53.13	\$9.00	\$0.50
23	\$37.14	\$52.13	\$10.00	\$0.50
24	\$34.64	\$49.63	\$12.50	\$0.50

C, H-N= \$45.70 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$46.64	\$61.63	\$0.00	\$1.00
26	\$45.64	\$60.63	\$1.00	\$1.00
27	\$44.64	\$59.63	\$2.00	\$1.00
28	\$43.64	\$58.63	\$3.00	\$1.00
29	\$42.64	\$57.63	\$4.00	\$1.00
30	\$41.64	\$56.63	\$5.00	\$1.00
31	\$40.64	\$55.63	\$6.00	\$1.00
32	\$39.64	\$54.63	\$7.00	\$1.00
33	\$38.64	\$53.63	\$8.00	\$1.00
34	\$37.64	\$52.63	\$9.00	\$1.00
35	\$36.64	\$51.63	\$10.00	\$1.00
36	\$34.14	\$49.13	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$45.14	\$60.13	\$0.00	\$2.50
38	\$44.14	\$59.13	\$1.00	\$2.50
39	\$43.14	\$58.13	\$2.00	\$2.50
40	\$42.14	\$57.13	\$3.00	\$2.50
41	\$41.14	\$56.13	\$4.00	\$2.50
42	\$40.14	\$55.13	\$5.00	\$2.50
43	\$39.14	\$54.13	\$6.00	\$2.50
44	\$38.14	\$53.13	\$7.00	\$2.50
45	\$37.14	\$52.13	\$8.00	\$2.50
46	\$36.14	\$51.13	\$9.00	\$2.50
47	\$35.14	\$50.13	\$10.00	\$2.50
48	\$32.64	\$47.63	\$12.50	\$2.50

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 8 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA BUILDING TRADES JOURNEYPerson (11+ years)
June 28, 2021 through July 3, 2022

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$73.95	\$15.00	\$4.99	\$93.94	\$0.00	\$0.00	\$16.58	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$151.23

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$73.95	\$93.94	\$0.00	\$0.00
2	\$72.45	\$92.44	\$1.50	\$0.00
3	\$70.95	\$90.94	\$3.00	\$0.00
4	\$69.45	\$89.44	\$4.50	\$0.00
5	\$67.95	\$87.94	\$6.00	\$0.00
6	\$66.45	\$86.44	\$7.50	\$0.00
7	\$64.95	\$84.94	\$9.00	\$0.00
8	\$63.45	\$83.44	\$10.50	\$0.00
9	\$61.95	\$81.94	\$12.00	\$0.00
10	\$60.45	\$80.44	\$13.50	\$0.00
11	\$58.95	\$78.94	\$15.00	\$0.00
12	\$55.20	\$75.19	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$73.20	\$93.19	\$0.00	\$0.75
14	\$71.70	\$91.69	\$1.50	\$0.75
15	\$70.20	\$90.19	\$3.00	\$0.75
16	\$68.70	\$88.69	\$4.50	\$0.75
17	\$67.20	\$87.19	\$6.00	\$0.75
18	\$65.70	\$85.69	\$7.50	\$0.75
19	\$64.20	\$84.19	\$9.00	\$0.75
20	\$62.70	\$82.69	\$10.50	\$0.75
21	\$61.20	\$81.19	\$12.00	\$0.75
22	\$59.70	\$79.69	\$13.50	\$0.75
23	\$58.20	\$78.19	\$15.00	\$0.75
24	\$54.45	\$74.44	\$18.75	\$0.75

C, H-N= \$45.70 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$72.45	\$92.44	\$0.00	\$1.50
26	\$70.95	\$90.94	\$1.50	\$1.50
27	\$69.45	\$89.44	\$3.00	\$1.50
28	\$67.95	\$87.94	\$4.50	\$1.50
29	\$66.45	\$86.44	\$6.00	\$1.50
30	\$64.95	\$84.94	\$7.50	\$1.50
31	\$63.45	\$83.44	\$9.00	\$1.50
32	\$61.95	\$81.94	\$10.50	\$1.50
33	\$60.45	\$80.44	\$12.00	\$1.50
34	\$58.95	\$78.94	\$13.50	\$1.50
35	\$57.45	\$77.44	\$15.00	\$1.50
36	\$53.70	\$73.69	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$70.20	\$90.19	\$0.00	\$3.75
38	\$68.70	\$88.69	\$1.50	\$3.75
39	\$67.20	\$87.19	\$3.00	\$3.75
40	\$65.70	\$85.69	\$4.50	\$3.75
41	\$64.20	\$84.19	\$6.00	\$3.75
42	\$62.70	\$82.69	\$7.50	\$3.75
43	\$61.20	\$81.19	\$9.00	\$3.75
44	\$59.70	\$79.69	\$10.50	\$3.75
45	\$58.20	\$78.19	\$12.00	\$3.75
46	\$56.70	\$76.69	\$13.50	\$3.75
47	\$55.20	\$75.19	\$15.00	\$3.75
48	\$51.45	\$71.44	\$18.75	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$100.27	\$20.00	\$4.99	\$125.26	\$0.00	\$0.00	\$22.10	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$188.07

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$100.27	\$125.26	\$0.00	\$0.00
2	\$98.27	\$123.26	\$2.00	\$0.00
3	\$96.27	\$121.26	\$4.00	\$0.00
4	\$94.27	\$119.26	\$6.00	\$0.00
5	\$92.27	\$117.26	\$8.00	\$0.00
6	\$90.27	\$115.26	\$10.00	\$0.00
7	\$88.27	\$113.26	\$12.00	\$0.00
8	\$86.27	\$111.26	\$14.00	\$0.00
9	\$84.27	\$109.26	\$16.00	\$0.00
10	\$82.27	\$107.26	\$18.00	\$0.00
11	\$80.27	\$105.26	\$20.00	\$0.00
12	\$75.27	\$100.26	\$25.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$99.27	\$124.26	\$0.00	\$1.00
14	\$97.27	\$122.26	\$2.00	\$1.00
15	\$95.27	\$120.26	\$4.00	\$1.00
16	\$93.27	\$118.26	\$6.00	\$1.00
17	\$91.27	\$116.26	\$8.00	\$1.00
18	\$89.27	\$114.26	\$10.00	\$1.00
19	\$87.27	\$112.26	\$12.00	\$1.00
20	\$85.27	\$110.26	\$14.00	\$1.00
21	\$83.27	\$108.26	\$16.00	\$1.00
22	\$81.27	\$106.26	\$18.00	\$1.00
23	\$79.27	\$104.26	\$20.00	\$1.00
24	\$74.27	\$99.26	\$25.00	\$1.00

C, H-N= \$45.70 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$98.27	\$123.26	\$0.00	\$2.00
26	\$96.27	\$121.26	\$2.00	\$2.00
27	\$94.27	\$119.26	\$4.00	\$2.00
28	\$92.27	\$117.26	\$6.00	\$2.00
29	\$90.27	\$115.26	\$8.00	\$2.00
30	\$88.27	\$113.26	\$10.00	\$2.00
31	\$86.27	\$111.26	\$12.00	\$2.00
32	\$84.27	\$109.26	\$14.00	\$2.00
33	\$82.27	\$107.26	\$16.00	\$2.00
34	\$80.27	\$105.26	\$18.00	\$2.00
35	\$78.27	\$103.26	\$20.00	\$2.00
36	\$73.27	\$98.26	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$95.27	\$120.26	\$0.00	\$5.00
38	\$93.27	\$118.26	\$2.00	\$5.00
39	\$91.27	\$116.26	\$4.00	\$5.00
40	\$89.27	\$114.26	\$6.00	\$5.00
41	\$87.27	\$112.26	\$8.00	\$5.00
42	\$85.27	\$110.26	\$10.00	\$5.00
43	\$83.27	\$108.26	\$12.00	\$5.00
44	\$81.27	\$106.26	\$14.00	\$5.00
45	\$79.27	\$104.26	\$16.00	\$5.00
46	\$77.27	\$102.26	\$18.00	\$5.00
47	\$75.27	\$100.26	\$20.00	\$5.00
48	\$70.27	\$95.26	\$25.00	\$5.00


 SMW Local 104


 SMACNA

** Contribution payment submitted directly to National Fund

**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Building Trades-Foreperson (11+ years)**

**Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
June 28, 2021 through July 3, 2022**



BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$57.03	\$10.00	\$4.99	\$72.02	\$0.00	\$0.00	\$12.71	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$125.44

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$57.03	\$72.02	\$0.00	\$0.00
2	\$56.03	\$71.02	\$1.00	\$0.00
3	\$55.03	\$70.02	\$2.00	\$0.00
4	\$54.03	\$69.02	\$3.00	\$0.00
5	\$53.03	\$68.02	\$4.00	\$0.00
6	\$52.03	\$67.02	\$5.00	\$0.00
7	\$51.03	\$66.02	\$6.00	\$0.00
8	\$50.03	\$65.02	\$7.00	\$0.00
9	\$49.03	\$64.02	\$8.00	\$0.00
10	\$48.03	\$63.02	\$9.00	\$0.00
11	\$47.03	\$62.02	\$10.00	\$0.00
12	\$44.53	\$59.52	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$56.53	\$71.52	\$0.00	\$0.50
14	\$55.53	\$70.52	\$1.00	\$0.50
15	\$54.53	\$69.52	\$2.00	\$0.50
16	\$53.53	\$68.52	\$3.00	\$0.50
17	\$52.53	\$67.52	\$4.00	\$0.50
18	\$51.53	\$66.52	\$5.00	\$0.50
19	\$50.53	\$65.52	\$6.00	\$0.50
20	\$49.53	\$64.52	\$7.00	\$0.50
21	\$48.53	\$63.52	\$8.00	\$0.50
22	\$47.53	\$62.52	\$9.00	\$0.50
23	\$46.53	\$61.52	\$10.00	\$0.50
24	\$44.03	\$59.02	\$12.50	\$0.50

C, H-N= \$45.70 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$56.03	\$71.02	\$0.00	\$1.00
26	\$55.03	\$70.02	\$1.00	\$1.00
27	\$54.03	\$69.02	\$2.00	\$1.00
28	\$53.03	\$68.02	\$3.00	\$1.00
29	\$52.03	\$67.02	\$4.00	\$1.00
30	\$51.03	\$66.02	\$5.00	\$1.00
31	\$50.03	\$65.02	\$6.00	\$1.00
32	\$49.03	\$64.02	\$7.00	\$1.00
33	\$48.03	\$63.02	\$8.00	\$1.00
34	\$47.03	\$62.02	\$9.00	\$1.00
35	\$46.03	\$61.02	\$10.00	\$1.00
36	\$43.53	\$58.52	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$54.53	\$69.52	\$0.00	\$2.50
38	\$53.53	\$68.52	\$1.00	\$2.50
39	\$52.53	\$67.52	\$2.00	\$2.50
40	\$51.53	\$66.52	\$3.00	\$2.50
41	\$50.53	\$65.52	\$4.00	\$2.50
42	\$49.53	\$64.52	\$5.00	\$2.50
43	\$48.53	\$63.52	\$6.00	\$2.50
44	\$47.53	\$62.52	\$7.00	\$2.50
45	\$46.53	\$61.52	\$8.00	\$2.50
46	\$45.53	\$60.52	\$9.00	\$2.50
47	\$44.53	\$59.52	\$10.00	\$2.50
48	\$42.03	\$57.02	\$12.50	\$2.50

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 10 for overtime rates.

** Contribution payment submitted directly to National Fund

**SMACNA BUILDING TRADES FOREPERSON (11+ years)
June 28, 2021 through July 3, 2022**

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$88.04	\$15.00	\$4.99	\$108.03	\$0.00	\$0.00	\$19.07	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$167.81

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$88.04	\$108.03	\$0.00	\$0.00
2	\$86.54	\$106.53	\$1.50	\$0.00
3	\$85.04	\$105.03	\$3.00	\$0.00
4	\$83.54	\$103.53	\$4.50	\$0.00
5	\$82.04	\$102.03	\$6.00	\$0.00
6	\$80.54	\$100.53	\$7.50	\$0.00
7	\$79.04	\$99.03	\$9.00	\$0.00
8	\$77.54	\$97.53	\$10.50	\$0.00
9	\$76.04	\$96.03	\$12.00	\$0.00
10	\$74.54	\$94.53	\$13.50	\$0.00
11	\$73.04	\$93.03	\$15.00	\$0.00
12	\$69.29	\$89.28	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$87.29	\$107.28	\$0.00	\$0.75
14	\$85.79	\$105.78	\$1.50	\$0.75
15	\$84.29	\$104.28	\$3.00	\$0.75
16	\$82.79	\$102.78	\$4.50	\$0.75
17	\$81.29	\$101.28	\$6.00	\$0.75
18	\$79.79	\$99.78	\$7.50	\$0.75
19	\$78.29	\$98.28	\$9.00	\$0.75
20	\$76.79	\$96.78	\$10.50	\$0.75
21	\$75.29	\$95.28	\$12.00	\$0.75
22	\$73.79	\$93.78	\$13.50	\$0.75
23	\$72.29	\$92.28	\$15.00	\$0.75
24	\$68.54	\$88.53	\$18.75	\$0.75

C, H-N= \$45.70 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$86.54	\$106.53	\$0.00	\$1.50
26	\$85.04	\$105.03	\$1.50	\$1.50
27	\$83.54	\$103.53	\$3.00	\$1.50
28	\$82.04	\$102.03	\$4.50	\$1.50
29	\$80.54	\$100.53	\$6.00	\$1.50
30	\$79.04	\$99.03	\$7.50	\$1.50
31	\$77.54	\$97.53	\$9.00	\$1.50
32	\$76.04	\$96.03	\$10.50	\$1.50
33	\$74.54	\$94.53	\$12.00	\$1.50
34	\$73.04	\$93.03	\$13.50	\$1.50
35	\$71.54	\$91.53	\$15.00	\$1.50
36	\$67.79	\$87.78	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$84.29	\$104.28	\$0.00	\$3.75
38	\$82.79	\$102.78	\$1.50	\$3.75
39	\$81.29	\$101.28	\$3.00	\$3.75
40	\$79.79	\$99.78	\$4.50	\$3.75
41	\$78.29	\$98.28	\$6.00	\$3.75
42	\$76.79	\$96.78	\$7.50	\$3.75
43	\$75.29	\$95.28	\$9.00	\$3.75
44	\$73.79	\$93.78	\$10.50	\$3.75
45	\$72.29	\$92.28	\$12.00	\$3.75
46	\$70.79	\$90.78	\$13.50	\$3.75
47	\$69.29	\$89.28	\$15.00	\$3.75
48	\$65.54	\$85.53	\$18.75	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$119.05	\$20.00	\$4.99	\$144.04	\$0.00	\$0.00	\$25.42	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$210.17

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$119.05	\$144.04	\$0.00	\$0.00
2	\$117.05	\$142.04	\$2.00	\$0.00
3	\$115.05	\$140.04	\$4.00	\$0.00
4	\$113.05	\$138.04	\$6.00	\$0.00
5	\$111.05	\$136.04	\$8.00	\$0.00
6	\$109.05	\$134.04	\$10.00	\$0.00
7	\$107.05	\$132.04	\$12.00	\$0.00
8	\$105.05	\$130.04	\$14.00	\$0.00
9	\$103.05	\$128.04	\$16.00	\$0.00
10	\$101.05	\$126.04	\$18.00	\$0.00
11	\$99.05	\$124.04	\$20.00	\$0.00
12	\$94.05	\$119.04	\$25.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$118.05	\$143.04	\$0.00	\$1.00
14	\$116.05	\$141.04	\$2.00	\$1.00
15	\$114.05	\$139.04	\$4.00	\$1.00
16	\$112.05	\$137.04	\$6.00	\$1.00
17	\$110.05	\$135.04	\$8.00	\$1.00
18	\$108.05	\$133.04	\$10.00	\$1.00
19	\$106.05	\$131.04	\$12.00	\$1.00
20	\$104.05	\$129.04	\$14.00	\$1.00
21	\$102.05	\$127.04	\$16.00	\$1.00
22	\$100.05	\$125.04	\$18.00	\$1.00
23	\$98.05	\$123.04	\$20.00	\$1.00
24	\$93.05	\$118.04	\$25.00	\$1.00

C, H-N= \$45.70 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$117.05	\$142.04	\$0.00	\$2.00
26	\$115.05	\$140.04	\$2.00	\$2.00
27	\$113.05	\$138.04	\$4.00	\$2.00
28	\$111.05	\$136.04	\$6.00	\$2.00
29	\$109.05	\$134.04	\$8.00	\$2.00
30	\$107.05	\$132.04	\$10.00	\$2.00
31	\$105.05	\$130.04	\$12.00	\$2.00
32	\$103.05	\$128.04	\$14.00	\$2.00
33	\$101.05	\$126.04	\$16.00	\$2.00
34	\$99.05	\$124.04	\$18.00	\$2.00
35	\$97.05	\$122.04	\$20.00	\$2.00
36	\$92.05	\$117.04	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$114.05	\$139.04	\$0.00	\$5.00
38	\$112.05	\$137.04	\$2.00	\$5.00
39	\$110.05	\$135.04	\$4.00	\$5.00
40	\$108.05	\$133.04	\$6.00	\$5.00
41	\$106.05	\$131.04	\$8.00	\$5.00
42	\$104.05	\$129.04	\$10.00	\$5.00
43	\$102.05	\$127.04	\$12.00	\$5.00
44	\$100.05	\$125.04	\$14.00	\$5.00
45	\$98.05	\$123.04	\$16.00	\$5.00
46	\$96.05	\$121.04	\$18.00	\$5.00
47	\$94.05	\$119.04	\$20.00	\$5.00
48	\$89.05	\$114.04	\$25.00	\$5.00


SMW Local 104


SMACNA

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Building Trades-General Foreperson (11+ years)
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$63.29	\$10.00	\$4.99	\$78.28	\$0.00	\$0.00	\$13.82	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$132.81

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$63.29	\$78.28	\$0.00	\$0.00
2	\$62.29	\$77.28	\$1.00	\$0.00
3	\$61.29	\$76.28	\$2.00	\$0.00
4	\$60.29	\$75.28	\$3.00	\$0.00
5	\$59.29	\$74.28	\$4.00	\$0.00
6	\$58.29	\$73.28	\$5.00	\$0.00
7	\$57.29	\$72.28	\$6.00	\$0.00
8	\$56.29	\$71.28	\$7.00	\$0.00
9	\$55.29	\$70.28	\$8.00	\$0.00
10	\$54.29	\$69.28	\$9.00	\$0.00
11	\$53.29	\$68.28	\$10.00	\$0.00
12	\$50.79	\$65.78	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$62.79	\$77.78	\$0.00	\$0.50
14	\$61.79	\$76.78	\$1.00	\$0.50
15	\$60.79	\$75.78	\$2.00	\$0.50
16	\$59.79	\$74.78	\$3.00	\$0.50
17	\$58.79	\$73.78	\$4.00	\$0.50
18	\$57.79	\$72.78	\$5.00	\$0.50
19	\$56.79	\$71.78	\$6.00	\$0.50
20	\$55.79	\$70.78	\$7.00	\$0.50
21	\$54.79	\$69.78	\$8.00	\$0.50
22	\$53.79	\$68.78	\$9.00	\$0.50
23	\$52.79	\$67.78	\$10.00	\$0.50
24	\$50.29	\$65.28	\$12.50	\$0.50

C, H-N= \$45.70 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

Rick Werner, Business Manager
 International Association of SMART
 SMW Local Union No. 104

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$62.29	\$77.28	\$0.00	\$1.00
26	\$61.29	\$76.28	\$1.00	\$1.00
27	\$60.29	\$75.28	\$2.00	\$1.00
28	\$59.29	\$74.28	\$3.00	\$1.00
29	\$58.29	\$73.28	\$4.00	\$1.00
30	\$57.29	\$72.28	\$5.00	\$1.00
31	\$56.29	\$71.28	\$6.00	\$1.00
32	\$55.29	\$70.28	\$7.00	\$1.00
33	\$54.29	\$69.28	\$8.00	\$1.00
34	\$53.29	\$68.28	\$9.00	\$1.00
35	\$52.29	\$67.28	\$10.00	\$1.00
36	\$49.79	\$64.78	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$60.79	\$75.78	\$0.00	\$2.50
38	\$59.79	\$74.78	\$1.00	\$2.50
39	\$58.79	\$73.78	\$2.00	\$2.50
40	\$57.79	\$72.78	\$3.00	\$2.50
41	\$56.79	\$71.78	\$4.00	\$2.50
42	\$55.79	\$70.78	\$5.00	\$2.50
43	\$54.79	\$69.78	\$6.00	\$2.50
44	\$53.79	\$68.78	\$7.00	\$2.50
45	\$52.79	\$67.78	\$8.00	\$2.50
46	\$51.79	\$66.78	\$9.00	\$2.50
47	\$50.79	\$65.78	\$10.00	\$2.50
48	\$48.29	\$63.28	\$12.50	\$2.50

Sean O'Donoghue
 Executive Vice President
 Bay Area Association of SMACNA Chapters

See pg. 12 for overtime rates.

** Contribution payment submitted directly to National Fund

**SMACNA BUILDING TRADES GENERAL FOREPERSON (11+ years)
June 28, 2021 through July 3, 2022**

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$97.43	\$15.00	\$4.99	\$117.42	\$0.00	\$0.00	\$20.73	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$178.86

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$97.43	\$117.42	\$0.00	\$0.00
2	\$95.93	\$115.92	\$1.50	\$0.00
3	\$94.43	\$114.42	\$3.00	\$0.00
4	\$92.93	\$112.92	\$4.50	\$0.00
5	\$91.43	\$111.42	\$6.00	\$0.00
6	\$89.93	\$109.92	\$7.50	\$0.00
7	\$88.43	\$108.42	\$9.00	\$0.00
8	\$86.93	\$106.92	\$10.50	\$0.00
9	\$85.43	\$105.42	\$12.00	\$0.00
10	\$83.93	\$103.92	\$13.50	\$0.00
11	\$82.43	\$102.42	\$15.00	\$0.00
12	\$78.68	\$98.67	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$96.68	\$116.67	\$0.00	\$0.75
14	\$95.18	\$115.17	\$1.50	\$0.75
15	\$93.68	\$113.67	\$3.00	\$0.75
16	\$92.18	\$112.17	\$4.50	\$0.75
17	\$90.68	\$110.67	\$6.00	\$0.75
18	\$89.18	\$109.17	\$7.50	\$0.75
19	\$87.68	\$107.67	\$9.00	\$0.75
20	\$86.18	\$106.17	\$10.50	\$0.75
21	\$84.68	\$104.67	\$12.00	\$0.75
22	\$83.18	\$103.17	\$13.50	\$0.75
23	\$81.68	\$101.67	\$15.00	\$0.75
24	\$77.93	\$97.92	\$18.75	\$0.75

C, H-N= \$45.70 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$95.93	\$115.92	\$0.00	\$1.50
26	\$94.43	\$114.42	\$1.50	\$1.50
27	\$92.93	\$112.92	\$3.00	\$1.50
28	\$91.43	\$111.42	\$4.50	\$1.50
29	\$89.93	\$109.92	\$6.00	\$1.50
30	\$88.43	\$108.42	\$7.50	\$1.50
31	\$86.93	\$106.92	\$9.00	\$1.50
32	\$85.43	\$105.42	\$10.50	\$1.50
33	\$83.93	\$103.92	\$12.00	\$1.50
34	\$82.43	\$102.42	\$13.50	\$1.50
35	\$80.93	\$100.92	\$15.00	\$1.50
36	\$77.18	\$97.17	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$93.68	\$113.67	\$0.00	\$3.75
38	\$92.18	\$112.17	\$1.50	\$3.75
39	\$90.68	\$110.67	\$3.00	\$3.75
40	\$89.18	\$109.17	\$4.50	\$3.75
41	\$87.68	\$107.67	\$6.00	\$3.75
42	\$86.18	\$106.17	\$7.50	\$3.75
43	\$84.68	\$104.67	\$9.00	\$3.75
44	\$83.18	\$103.17	\$10.50	\$3.75
45	\$81.68	\$101.67	\$12.00	\$3.75
46	\$80.18	\$100.17	\$13.50	\$3.75
47	\$78.68	\$98.67	\$15.00	\$3.75
48	\$74.93	\$94.92	\$18.75	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$131.57	\$20.00	\$4.99	\$156.56	\$0.00	\$0.00	\$27.64	\$14.83	\$21.60	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$224.91

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$131.57	\$156.56	\$0.00	\$0.00
2	\$129.57	\$154.56	\$2.00	\$0.00
3	\$127.57	\$152.56	\$4.00	\$0.00
4	\$125.57	\$150.56	\$6.00	\$0.00
5	\$123.57	\$148.56	\$8.00	\$0.00
6	\$121.57	\$146.56	\$10.00	\$0.00
7	\$119.57	\$144.56	\$12.00	\$0.00
8	\$117.57	\$142.56	\$14.00	\$0.00
9	\$115.57	\$140.56	\$16.00	\$0.00
10	\$113.57	\$138.56	\$18.00	\$0.00
11	\$111.57	\$136.56	\$20.00	\$0.00
12	\$106.57	\$131.56	\$25.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$130.57	\$155.56	\$0.00	\$1.00
14	\$128.57	\$153.56	\$2.00	\$1.00
15	\$126.57	\$151.56	\$4.00	\$1.00
16	\$124.57	\$149.56	\$6.00	\$1.00
17	\$122.57	\$147.56	\$8.00	\$1.00
18	\$120.57	\$145.56	\$10.00	\$1.00
19	\$118.57	\$143.56	\$12.00	\$1.00
20	\$116.57	\$141.56	\$14.00	\$1.00
21	\$114.57	\$139.56	\$16.00	\$1.00
22	\$112.57	\$137.56	\$18.00	\$1.00
23	\$110.57	\$135.56	\$20.00	\$1.00
24	\$105.57	\$130.56	\$25.00	\$1.00

C, H-N= \$45.70 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$129.57	\$154.56	\$0.00	\$2.00
26	\$127.57	\$152.56	\$2.00	\$2.00
27	\$125.57	\$150.56	\$4.00	\$2.00
28	\$123.57	\$148.56	\$6.00	\$2.00
29	\$121.57	\$146.56	\$8.00	\$2.00
30	\$119.57	\$144.56	\$10.00	\$2.00
31	\$117.57	\$142.56	\$12.00	\$2.00
32	\$115.57	\$140.56	\$14.00	\$2.00
33	\$113.57	\$138.56	\$16.00	\$2.00
34	\$111.57	\$136.56	\$18.00	\$2.00
35	\$109.57	\$134.56	\$20.00	\$2.00
36	\$104.57	\$129.56	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$126.57	\$151.56	\$0.00	\$5.00
38	\$124.57	\$149.56	\$2.00	\$5.00
39	\$122.57	\$147.56	\$4.00	\$5.00
40	\$120.57	\$145.56	\$6.00	\$5.00
41	\$118.57	\$143.56	\$8.00	\$5.00
42	\$116.57	\$141.56	\$10.00	\$5.00
43	\$114.57	\$139.56	\$12.00	\$5.00
44	\$112.57	\$137.56	\$14.00	\$5.00
45	\$110.57	\$135.56	\$16.00	\$5.00
46	\$108.57	\$133.56	\$18.00	\$5.00
47	\$106.57	\$131.56	\$20.00	\$5.00
48	\$101.57	\$126.56	\$25.00	\$5.00


SMW Local 104


SMACNA

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022



40% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$22.52	\$3.00	\$3.07	\$28.59	\$0.00	\$0.00	\$0.88	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$56.37

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$22.52	\$28.59	\$0.00	\$0.00
2	\$21.52	\$27.59	\$1.00	\$0.00
3	\$20.52	\$26.59	\$2.00	\$0.00
4	\$19.52	\$25.59	\$3.00	\$0.00
5	\$18.52	\$24.59	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$22.02	\$28.09	\$0.00	\$0.50
14	\$21.02	\$27.09	\$1.00	\$0.50
15	\$20.02	\$26.09	\$2.00	\$0.50
16	\$19.02	\$25.09	\$3.00	\$0.50
17	\$18.02	\$24.09	\$4.00	\$0.50

C, H-N= \$29.97 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$21.52	\$27.59	\$0.00	\$1.00
26	\$20.52	\$26.59	\$1.00	\$1.00
27	\$19.52	\$25.59	\$2.00	\$1.00
28	\$18.52	\$24.59	\$3.00	\$1.00
29	\$17.52	\$23.59	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$20.02	\$26.09	\$0.00	\$2.50
38	\$19.02	\$25.09	\$1.00	\$2.50
39	\$18.02	\$24.09	\$2.00	\$2.50
40	\$17.02	\$23.09	\$3.00	\$2.50
41	\$16.02	\$22.09	\$4.00	\$2.50

45% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$26.10	\$3.00	\$3.07	\$32.17	\$0.00	\$0.00	\$0.99	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$60.06

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$26.10	\$32.17	\$0.00	\$0.00
2	\$25.10	\$31.17	\$1.00	\$0.00
3	\$24.10	\$30.17	\$2.00	\$0.00
4	\$23.10	\$29.17	\$3.00	\$0.00
5	\$22.10	\$28.17	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$25.60	\$31.67	\$0.00	\$0.50
14	\$24.60	\$30.67	\$1.00	\$0.50
15	\$23.60	\$29.67	\$2.00	\$0.50
16	\$22.60	\$28.67	\$3.00	\$0.50
17	\$21.60	\$27.67	\$4.00	\$0.50

C, H-N= \$29.97 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$25.10	\$31.17	\$0.00	\$1.00
26	\$24.10	\$30.17	\$1.00	\$1.00
27	\$23.10	\$29.17	\$2.00	\$1.00
28	\$22.10	\$28.17	\$3.00	\$1.00
29	\$21.10	\$27.17	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$23.60	\$29.67	\$0.00	\$2.50
38	\$22.60	\$28.67	\$1.00	\$2.50
39	\$21.60	\$27.67	\$2.00	\$2.50
40	\$20.60	\$26.67	\$3.00	\$2.50
41	\$19.60	\$25.67	\$4.00	\$2.50

Rick Werner, Business Manager
 International Association of SMART
 SMW Local Union No. 104

Page 13-16 Apprentice Straight Time
Page 17-20 Apprentice Overtime
Page 21-24 Apprentice Double Time

Sean O'Donoghue
 Executive Vice President
 Bay Area Association of SMACNA Chapters

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022



50% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$29.66	\$3.00	\$3.07	\$35.73	\$0.00	\$0.00	\$1.11	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$63.74

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$29.66	\$35.73	\$0.00	\$0.00
2	\$28.66	\$34.73	\$1.00	\$0.00
3	\$27.66	\$33.73	\$2.00	\$0.00
4	\$26.66	\$32.73	\$3.00	\$0.00
5	\$25.66	\$31.73	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$29.16	\$35.23	\$0.00	\$0.50
14	\$28.16	\$34.23	\$1.00	\$0.50
15	\$27.16	\$33.23	\$2.00	\$0.50
16	\$26.16	\$32.23	\$3.00	\$0.50
17	\$25.16	\$31.23	\$4.00	\$0.50

C, H-N= \$29.97 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$28.66	\$34.73	\$0.00	\$1.00
26	\$27.66	\$33.73	\$1.00	\$1.00
27	\$26.66	\$32.73	\$2.00	\$1.00
28	\$25.66	\$31.73	\$3.00	\$1.00
29	\$24.66	\$30.73	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$27.16	\$33.23	\$0.00	\$2.50
38	\$26.16	\$32.23	\$1.00	\$2.50
39	\$25.16	\$31.23	\$2.00	\$2.50
40	\$24.16	\$30.23	\$3.00	\$2.50
41	\$23.16	\$29.23	\$4.00	\$2.50

55% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$33.23	\$3.00	\$3.07	\$39.30	\$0.00	\$0.00	\$1.22	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$67.42

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$33.23	\$39.30	\$0.00	\$0.00
2	\$32.23	\$38.30	\$1.00	\$0.00
3	\$31.23	\$37.30	\$2.00	\$0.00
4	\$30.23	\$36.30	\$3.00	\$0.00
5	\$29.23	\$35.30	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$32.73	\$38.80	\$0.00	\$0.50
14	\$31.73	\$37.80	\$1.00	\$0.50
15	\$30.73	\$36.80	\$2.00	\$0.50
16	\$29.73	\$35.80	\$3.00	\$0.50
17	\$28.73	\$34.80	\$4.00	\$0.50

C, H-N= \$29.97 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$32.23	\$38.30	\$0.00	\$1.00
26	\$31.23	\$37.30	\$1.00	\$1.00
27	\$30.23	\$36.30	\$2.00	\$1.00
28	\$29.23	\$35.30	\$3.00	\$1.00
29	\$28.23	\$34.30	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$30.73	\$36.80	\$0.00	\$2.50
38	\$29.73	\$35.80	\$1.00	\$2.50
39	\$28.73	\$34.80	\$2.00	\$2.50
40	\$27.73	\$33.80	\$3.00	\$2.50
41	\$26.73	\$32.80	\$4.00	\$2.50

60% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$36.81	\$3.00	\$3.07	\$42.88	\$0.00	\$0.00	\$1.33	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$71.11

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$36.81	\$42.88	\$0.00	\$0.00
2	\$35.81	\$41.88	\$1.00	\$0.00
3	\$34.81	\$40.88	\$2.00	\$0.00
4	\$33.81	\$39.88	\$3.00	\$0.00
5	\$32.81	\$38.88	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$36.31	\$42.38	\$0.00	\$0.50
14	\$35.31	\$41.38	\$1.00	\$0.50
15	\$34.31	\$40.38	\$2.00	\$0.50
16	\$33.31	\$39.38	\$3.00	\$0.50
17	\$32.31	\$38.38	\$4.00	\$0.50

C, H-N= \$29.97 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$35.81	\$41.88	\$0.00	\$1.00
26	\$34.81	\$40.88	\$1.00	\$1.00
27	\$33.81	\$39.88	\$2.00	\$1.00
28	\$32.81	\$38.88	\$3.00	\$1.00
29	\$31.81	\$37.88	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$34.31	\$40.38	\$0.00	\$2.50
38	\$33.31	\$39.38	\$1.00	\$2.50
39	\$32.31	\$38.38	\$2.00	\$2.50
40	\$31.31	\$37.38	\$3.00	\$2.50
41	\$30.31	\$36.38	\$4.00	\$2.50

SMW Local 104

 SMACNA

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022



65% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$40.38	\$3.00	\$3.07	\$46.45	\$0.00	\$0.00	\$1.44	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$74.79

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$40.38	\$46.45	\$0.00	\$0.00
2	\$39.38	\$45.45	\$1.00	\$0.00
3	\$38.38	\$44.45	\$2.00	\$0.00
4	\$37.38	\$43.45	\$3.00	\$0.00
5	\$36.38	\$42.45	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$39.88	\$45.95	\$0.00	\$0.50
14	\$38.88	\$44.95	\$1.00	\$0.50
15	\$37.88	\$43.95	\$2.00	\$0.50
16	\$36.88	\$42.95	\$3.00	\$0.50
17	\$35.88	\$41.95	\$4.00	\$0.50

C, H-N= \$29.97 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$39.38	\$45.45	\$0.00	\$1.00
26	\$38.38	\$44.45	\$1.00	\$1.00
27	\$37.38	\$43.45	\$2.00	\$1.00
28	\$36.38	\$42.45	\$3.00	\$1.00
29	\$35.38	\$41.45	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$37.88	\$43.95	\$0.00	\$2.50
38	\$36.88	\$42.95	\$1.00	\$2.50
39	\$35.88	\$41.95	\$2.00	\$2.50
40	\$34.88	\$40.95	\$3.00	\$2.50
41	\$33.88	\$39.95	\$4.00	\$2.50

70% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$43.96	\$3.00	\$3.07	\$50.03	\$0.00	\$0.00	\$1.55	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$78.48

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$43.96	\$50.03	\$0.00	\$0.00
2	\$42.96	\$49.03	\$1.00	\$0.00
3	\$41.96	\$48.03	\$2.00	\$0.00
4	\$40.96	\$47.03	\$3.00	\$0.00
5	\$39.96	\$46.03	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$43.46	\$49.53	\$0.00	\$0.50
14	\$42.46	\$48.53	\$1.00	\$0.50
15	\$41.46	\$47.53	\$2.00	\$0.50
16	\$40.46	\$46.53	\$3.00	\$0.50
17	\$39.46	\$45.53	\$4.00	\$0.50

C, H-N= \$29.97 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$42.96	\$49.03	\$0.00	\$1.00
26	\$41.96	\$48.03	\$1.00	\$1.00
27	\$40.96	\$47.03	\$2.00	\$1.00
28	\$39.96	\$46.03	\$3.00	\$1.00
29	\$38.96	\$45.03	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$41.46	\$47.53	\$0.00	\$2.50
38	\$40.46	\$46.53	\$1.00	\$2.50
39	\$39.46	\$45.53	\$2.00	\$2.50
40	\$38.46	\$44.53	\$3.00	\$2.50
41	\$37.46	\$43.53	\$4.00	\$2.50

75% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$47.53	\$3.00	\$3.07	\$53.60	\$0.00	\$0.00	\$1.66	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$82.16

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$47.53	\$53.60	\$0.00	\$0.00
2	\$46.53	\$52.60	\$1.00	\$0.00
3	\$45.53	\$51.60	\$2.00	\$0.00
4	\$44.53	\$50.60	\$3.00	\$0.00
5	\$43.53	\$49.60	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$47.03	\$53.10	\$0.00	\$0.50
14	\$46.03	\$52.10	\$1.00	\$0.50
15	\$45.03	\$51.10	\$2.00	\$0.50
16	\$44.03	\$50.10	\$3.00	\$0.50
17	\$43.03	\$49.10	\$4.00	\$0.50

C, H-N= \$29.97 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$46.53	\$52.60	\$0.00	\$1.00
26	\$45.53	\$51.60	\$1.00	\$1.00
27	\$44.53	\$50.60	\$2.00	\$1.00
28	\$43.53	\$49.60	\$3.00	\$1.00
29	\$42.53	\$48.60	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$45.03	\$51.10	\$0.00	\$2.50
38	\$44.03	\$50.10	\$1.00	\$2.50
39	\$43.03	\$49.10	\$2.00	\$2.50
40	\$42.03	\$48.10	\$3.00	\$2.50
41	\$41.03	\$47.10	\$4.00	\$2.50

SMW Local 104

SMACNA

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022



80% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$51.10	\$3.00	\$3.07	\$57.17	\$0.00	\$0.00	\$1.77	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$85.84

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$51.10	\$57.17	\$0.00	\$0.00
2	\$50.10	\$56.17	\$1.00	\$0.00
3	\$49.10	\$55.17	\$2.00	\$0.00
4	\$48.10	\$54.17	\$3.00	\$0.00
5	\$47.10	\$53.17	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$50.60	\$56.67	\$0.00	\$0.50
14	\$49.60	\$55.67	\$1.00	\$0.50
15	\$48.60	\$54.67	\$2.00	\$0.50
16	\$47.60	\$53.67	\$3.00	\$0.50
17	\$46.60	\$52.67	\$4.00	\$0.50

C, H-N= \$29.97 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$50.10	\$56.17	\$0.00	\$1.00
26	\$49.10	\$55.17	\$1.00	\$1.00
27	\$48.10	\$54.17	\$2.00	\$1.00
28	\$47.10	\$53.17	\$3.00	\$1.00
29	\$46.10	\$52.17	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$48.60	\$54.67	\$0.00	\$2.50
38	\$47.60	\$53.67	\$1.00	\$2.50
39	\$46.60	\$52.67	\$2.00	\$2.50
40	\$45.60	\$51.67	\$3.00	\$2.50
41	\$44.60	\$50.67	\$4.00	\$2.50

SMW Local 104

 SMACNA

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022



40% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$35.32	\$4.50	\$3.07	\$42.89	\$0.00	\$0.00	\$1.32	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$71.11

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$35.32	\$42.89	\$0.00	\$0.00
2	\$33.82	\$41.39	\$1.50	\$0.00
3	\$32.32	\$39.89	\$3.00	\$0.00
4	\$30.82	\$38.39	\$4.50	\$0.00
5	\$29.32	\$36.89	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$34.57	\$42.14	\$0.00	\$0.75
14	\$33.07	\$40.64	\$1.50	\$0.75
15	\$31.57	\$39.14	\$3.00	\$0.75
16	\$30.07	\$37.64	\$4.50	\$0.75
17	\$28.57	\$36.14	\$6.00	\$0.75

C, H-N= \$29.97 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$33.82	\$41.39	\$0.00	\$1.50
26	\$32.32	\$39.89	\$1.50	\$1.50
27	\$30.82	\$38.39	\$3.00	\$1.50
28	\$29.32	\$36.89	\$4.50	\$1.50
29	\$27.82	\$35.39	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$31.57	\$39.14	\$0.00	\$3.75
38	\$30.07	\$37.64	\$1.50	\$3.75
39	\$28.57	\$36.14	\$3.00	\$3.75
40	\$27.07	\$34.64	\$4.50	\$3.75
41	\$25.57	\$33.14	\$6.00	\$3.75

45% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$40.68	\$4.50	\$3.07	\$48.25	\$0.00	\$0.00	\$1.49	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$76.64

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$40.68	\$48.25	\$0.00	\$0.00
2	\$39.18	\$46.75	\$1.50	\$0.00
3	\$37.68	\$45.25	\$3.00	\$0.00
4	\$36.18	\$43.75	\$4.50	\$0.00
5	\$34.68	\$42.25	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$39.93	\$47.50	\$0.00	\$0.75
14	\$38.43	\$46.00	\$1.50	\$0.75
15	\$36.93	\$44.50	\$3.00	\$0.75
16	\$35.43	\$43.00	\$4.50	\$0.75
17	\$33.93	\$41.50	\$6.00	\$0.75

C, H-N= \$29.97 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$39.18	\$46.75	\$0.00	\$1.50
26	\$37.68	\$45.25	\$1.50	\$1.50
27	\$36.18	\$43.75	\$3.00	\$1.50
28	\$34.68	\$42.25	\$4.50	\$1.50
29	\$33.18	\$40.75	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$36.93	\$44.50	\$0.00	\$3.75
38	\$35.43	\$43.00	\$1.50	\$3.75
39	\$33.93	\$41.50	\$3.00	\$3.75
40	\$32.43	\$40.00	\$4.50	\$3.75
41	\$30.93	\$38.50	\$6.00	\$3.75

Page 13-16 Apprentice Straight Time
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 Page 21-24 Apprentice Double Time

SMW Local 104

 SMACNA

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022



50% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$46.02	\$4.50	\$3.07	\$53.59	\$0.00	\$0.00	\$1.67	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$82.16

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$46.02	\$53.59	\$0.00	\$0.00
2	\$44.52	\$52.09	\$1.50	\$0.00
3	\$43.02	\$50.59	\$3.00	\$0.00
4	\$41.52	\$49.09	\$4.50	\$0.00
5	\$40.02	\$47.59	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$45.27	\$52.84	\$0.00	\$0.75
14	\$43.77	\$51.34	\$1.50	\$0.75
15	\$42.27	\$49.84	\$3.00	\$0.75
16	\$40.77	\$48.34	\$4.50	\$0.75
17	\$39.27	\$46.84	\$6.00	\$0.75

C, H-N= \$29.97 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$44.52	\$52.09	\$0.00	\$1.50
26	\$43.02	\$50.59	\$1.50	\$1.50
27	\$41.52	\$49.09	\$3.00	\$1.50
28	\$40.02	\$47.59	\$4.50	\$1.50
29	\$38.52	\$46.09	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$42.27	\$49.84	\$0.00	\$3.75
38	\$40.77	\$48.34	\$1.50	\$3.75
39	\$39.27	\$46.84	\$3.00	\$3.75
40	\$37.77	\$45.34	\$4.50	\$3.75
41	\$36.27	\$43.84	\$6.00	\$3.75

55% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$51.38	\$4.50	\$3.07	\$58.95	\$0.00	\$0.00	\$1.83	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$87.68

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$51.38	\$58.95	\$0.00	\$0.00
2	\$49.88	\$57.45	\$1.50	\$0.00
3	\$48.38	\$55.95	\$3.00	\$0.00
4	\$46.88	\$54.45	\$4.50	\$0.00
5	\$45.38	\$52.95	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$50.63	\$58.20	\$0.00	\$0.75
14	\$49.13	\$56.70	\$1.50	\$0.75
15	\$47.63	\$55.20	\$3.00	\$0.75
16	\$46.13	\$53.70	\$4.50	\$0.75
17	\$44.63	\$52.20	\$6.00	\$0.75

C, H-N= \$29.97 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$49.88	\$57.45	\$0.00	\$1.50
26	\$48.38	\$55.95	\$1.50	\$1.50
27	\$46.88	\$54.45	\$3.00	\$1.50
28	\$45.38	\$52.95	\$4.50	\$1.50
29	\$43.88	\$51.45	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$47.63	\$55.20	\$0.00	\$3.75
38	\$46.13	\$53.70	\$1.50	\$3.75
39	\$44.63	\$52.20	\$3.00	\$3.75
40	\$43.13	\$50.70	\$4.50	\$3.75
41	\$41.63	\$49.20	\$6.00	\$3.75

60% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$56.75	\$4.50	\$3.07	\$64.32	\$0.00	\$0.00	\$2.00	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$93.22

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$56.75	\$64.32	\$0.00	\$0.00
2	\$55.25	\$62.82	\$1.50	\$0.00
3	\$53.75	\$61.32	\$3.00	\$0.00
4	\$52.25	\$59.82	\$4.50	\$0.00
5	\$50.75	\$58.32	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$56.00	\$63.57	\$0.00	\$0.75
14	\$54.50	\$62.07	\$1.50	\$0.75
15	\$53.00	\$60.57	\$3.00	\$0.75
16	\$51.50	\$59.07	\$4.50	\$0.75
17	\$50.00	\$57.57	\$6.00	\$0.75

C, H-N= \$29.97 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$55.25	\$62.82	\$0.00	\$1.50
26	\$53.75	\$61.32	\$1.50	\$1.50
27	\$52.25	\$59.82	\$3.00	\$1.50
28	\$50.75	\$58.32	\$4.50	\$1.50
29	\$49.25	\$56.82	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$53.00	\$60.57	\$0.00	\$3.75
38	\$51.50	\$59.07	\$1.50	\$3.75
39	\$50.00	\$57.57	\$3.00	\$3.75
40	\$48.50	\$56.07	\$4.50	\$3.75
41	\$47.00	\$54.57	\$6.00	\$3.75

SMW Local 104

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022



65% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$62.11	\$4.50	\$3.07	\$69.68	\$0.00	\$0.00	\$2.16	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$98.74

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$62.11	\$69.68	\$0.00	\$0.00
2	\$60.61	\$68.18	\$1.50	\$0.00
3	\$59.11	\$66.68	\$3.00	\$0.00
4	\$57.61	\$65.18	\$4.50	\$0.00
5	\$56.11	\$63.68	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$61.36	\$68.93	\$0.00	\$0.75
14	\$59.86	\$67.43	\$1.50	\$0.75
15	\$58.36	\$65.93	\$3.00	\$0.75
16	\$56.86	\$64.43	\$4.50	\$0.75
17	\$55.36	\$62.93	\$6.00	\$0.75

C, H-N= \$29.97 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$60.61	\$68.18	\$0.00	\$1.50
26	\$59.11	\$66.68	\$1.50	\$1.50
27	\$57.61	\$65.18	\$3.00	\$1.50
28	\$56.11	\$63.68	\$4.50	\$1.50
29	\$54.61	\$62.18	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$58.36	\$65.93	\$0.00	\$3.75
38	\$56.86	\$64.43	\$1.50	\$3.75
39	\$55.36	\$62.93	\$3.00	\$3.75
40	\$53.86	\$61.43	\$4.50	\$3.75
41	\$52.36	\$59.93	\$6.00	\$3.75

70% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$67.47	\$4.50	\$3.07	\$75.04	\$0.00	\$0.00	\$2.33	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$104.27

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$67.47	\$75.04	\$0.00	\$0.00
2	\$65.97	\$73.54	\$1.50	\$0.00
3	\$64.47	\$72.04	\$3.00	\$0.00
4	\$62.97	\$70.54	\$4.50	\$0.00
5	\$61.47	\$69.04	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$66.72	\$74.29	\$0.00	\$0.75
14	\$65.22	\$72.79	\$1.50	\$0.75
15	\$63.72	\$71.29	\$3.00	\$0.75
16	\$62.22	\$69.79	\$4.50	\$0.75
17	\$60.72	\$68.29	\$6.00	\$0.75

C, H-N= \$29.97 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$65.97	\$73.54	\$0.00	\$1.50
26	\$64.47	\$72.04	\$1.50	\$1.50
27	\$62.97	\$70.54	\$3.00	\$1.50
28	\$61.47	\$69.04	\$4.50	\$1.50
29	\$59.97	\$67.54	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$63.72	\$71.29	\$0.00	\$3.75
38	\$62.22	\$69.79	\$1.50	\$3.75
39	\$60.72	\$68.29	\$3.00	\$3.75
40	\$59.22	\$66.79	\$4.50	\$3.75
41	\$57.72	\$65.29	\$6.00	\$3.75

75% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$72.83	\$4.50	\$3.07	\$80.40	\$0.00	\$0.00	\$2.49	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$109.79

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$72.83	\$80.40	\$0.00	\$0.00
2	\$71.33	\$78.90	\$1.50	\$0.00
3	\$69.83	\$77.40	\$3.00	\$0.00
4	\$68.33	\$75.90	\$4.50	\$0.00
5	\$66.83	\$74.40	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$72.08	\$79.65	\$0.00	\$0.75
14	\$70.58	\$78.15	\$1.50	\$0.75
15	\$69.08	\$76.65	\$3.00	\$0.75
16	\$67.58	\$75.15	\$4.50	\$0.75
17	\$66.08	\$73.65	\$6.00	\$0.75

C, H-N= \$29.97 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$71.33	\$78.90	\$0.00	\$1.50
26	\$69.83	\$77.40	\$1.50	\$1.50
27	\$68.33	\$75.90	\$3.00	\$1.50
28	\$66.83	\$74.40	\$4.50	\$1.50
29	\$65.33	\$72.90	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$69.08	\$76.65	\$0.00	\$3.75
38	\$67.58	\$75.15	\$1.50	\$3.75
39	\$66.08	\$73.65	\$3.00	\$3.75
40	\$64.58	\$72.15	\$4.50	\$3.75
41	\$63.08	\$70.65	\$6.00	\$3.75

SMW Local 104

SMACNA

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022



80% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$78.18	\$4.50	\$3.07	\$85.75	\$0.00	\$0.00	\$2.66	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$115.31

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$78.18	\$85.75	\$0.00	\$0.00
2	\$76.68	\$84.25	\$1.50	\$0.00
3	\$75.18	\$82.75	\$3.00	\$0.00
4	\$73.68	\$81.25	\$4.50	\$0.00
5	\$72.18	\$79.75	\$6.00	\$0.00


WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$77.43	\$85.00	\$0.00	\$0.75
14	\$75.93	\$83.50	\$1.50	\$0.75
15	\$74.43	\$82.00	\$3.00	\$0.75
16	\$72.93	\$80.50	\$4.50	\$0.75
17	\$71.43	\$79.00	\$6.00	\$0.75

C, H-N= \$29.97 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$76.68	\$84.25	\$0.00	\$1.50
26	\$75.18	\$82.75	\$1.50	\$1.50
27	\$73.68	\$81.25	\$3.00	\$1.50
28	\$72.18	\$79.75	\$4.50	\$1.50
29	\$70.68	\$78.25	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$74.43	\$82.00	\$0.00	\$3.75
38	\$72.93	\$80.50	\$1.50	\$3.75
39	\$71.43	\$79.00	\$3.00	\$3.75
40	\$69.93	\$77.50	\$4.50	\$3.75
41	\$68.43	\$76.00	\$6.00	\$3.75


 SMW Local 104

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** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022



40% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$48.11	\$6.00	\$3.07	\$57.18	\$0.00	\$0.00	\$1.76	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$85.84

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$48.11	\$57.18	\$0.00	\$0.00
2	\$46.11	\$55.18	\$2.00	\$0.00
3	\$44.11	\$53.18	\$4.00	\$0.00
4	\$42.11	\$51.18	\$6.00	\$0.00
5	\$40.11	\$49.18	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$47.11	\$56.18	\$0.00	\$1.00
14	\$45.11	\$54.18	\$2.00	\$1.00
15	\$43.11	\$52.18	\$4.00	\$1.00
16	\$41.11	\$50.18	\$6.00	\$1.00
17	\$39.11	\$48.18	\$8.00	\$1.00

C, H-N= \$29.97 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$46.11	\$55.18	\$0.00	\$2.00
26	\$44.11	\$53.18	\$2.00	\$2.00
27	\$42.11	\$51.18	\$4.00	\$2.00
28	\$40.11	\$49.18	\$6.00	\$2.00
29	\$38.11	\$47.18	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$43.11	\$52.18	\$0.00	\$5.00
38	\$41.11	\$50.18	\$2.00	\$5.00
39	\$39.11	\$48.18	\$4.00	\$5.00
40	\$37.11	\$46.18	\$6.00	\$5.00
41	\$35.11	\$44.18	\$8.00	\$5.00

45% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$55.27	\$6.00	\$3.07	\$64.34	\$0.00	\$0.00	\$1.98	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$93.22

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$55.27	\$64.34	\$0.00	\$0.00
2	\$53.27	\$62.34	\$2.00	\$0.00
3	\$51.27	\$60.34	\$4.00	\$0.00
4	\$49.27	\$58.34	\$6.00	\$0.00
5	\$47.27	\$56.34	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$54.27	\$63.34	\$0.00	\$1.00
14	\$52.27	\$61.34	\$2.00	\$1.00
15	\$50.27	\$59.34	\$4.00	\$1.00
16	\$48.27	\$57.34	\$6.00	\$1.00
17	\$46.27	\$55.34	\$8.00	\$1.00

C, H-N= \$29.97 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$53.27	\$62.34	\$0.00	\$2.00
26	\$51.27	\$60.34	\$2.00	\$2.00
27	\$49.27	\$58.34	\$4.00	\$2.00
28	\$47.27	\$56.34	\$6.00	\$2.00
29	\$45.27	\$54.34	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$50.27	\$59.34	\$0.00	\$5.00
38	\$48.27	\$57.34	\$2.00	\$5.00
39	\$46.27	\$55.34	\$4.00	\$5.00
40	\$44.27	\$53.34	\$6.00	\$5.00
41	\$42.27	\$51.34	\$8.00	\$5.00

Page 13-16 Apprentice Straight Time
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Page 21-24 Apprentice Double Time

SMW Local 104

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** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
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 June 28, 2021 through July 3, 2022



50% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$62.39	\$6.00	\$3.07	\$71.46	\$0.00	\$0.00	\$2.22	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$100.58

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$62.39	\$71.46	\$0.00	\$0.00
2	\$60.39	\$69.46	\$2.00	\$0.00
3	\$58.39	\$67.46	\$4.00	\$0.00
4	\$56.39	\$65.46	\$6.00	\$0.00
5	\$54.39	\$63.46	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$61.39	\$70.46	\$0.00	\$1.00
14	\$59.39	\$68.46	\$2.00	\$1.00
15	\$57.39	\$66.46	\$4.00	\$1.00
16	\$55.39	\$64.46	\$6.00	\$1.00
17	\$53.39	\$62.46	\$8.00	\$1.00

C, H-N= \$29.97 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$60.39	\$69.46	\$0.00	\$2.00
26	\$58.39	\$67.46	\$2.00	\$2.00
27	\$56.39	\$65.46	\$4.00	\$2.00
28	\$54.39	\$63.46	\$6.00	\$2.00
29	\$52.39	\$61.46	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$57.39	\$66.46	\$0.00	\$5.00
38	\$55.39	\$64.46	\$2.00	\$5.00
39	\$53.39	\$62.46	\$4.00	\$5.00
40	\$51.39	\$60.46	\$6.00	\$5.00
41	\$49.39	\$58.46	\$8.00	\$5.00

55% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$69.53	\$6.00	\$3.07	\$78.60	\$0.00	\$0.00	\$2.44	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$107.94

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$69.53	\$78.60	\$0.00	\$0.00
2	\$67.53	\$76.60	\$2.00	\$0.00
3	\$65.53	\$74.60	\$4.00	\$0.00
4	\$63.53	\$72.60	\$6.00	\$0.00
5	\$61.53	\$70.60	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$68.53	\$77.60	\$0.00	\$1.00
14	\$66.53	\$75.60	\$2.00	\$1.00
15	\$64.53	\$73.60	\$4.00	\$1.00
16	\$62.53	\$71.60	\$6.00	\$1.00
17	\$60.53	\$69.60	\$8.00	\$1.00

C, H-N= \$29.97 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$67.53	\$76.60	\$0.00	\$2.00
26	\$65.53	\$74.60	\$2.00	\$2.00
27	\$63.53	\$72.60	\$4.00	\$2.00
28	\$61.53	\$70.60	\$6.00	\$2.00
29	\$59.53	\$68.60	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$64.53	\$73.60	\$0.00	\$5.00
38	\$62.53	\$71.60	\$2.00	\$5.00
39	\$60.53	\$69.60	\$4.00	\$5.00
40	\$58.53	\$67.60	\$6.00	\$5.00
41	\$56.53	\$65.60	\$8.00	\$5.00

60% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$76.69	\$6.00	\$3.07	\$85.76	\$0.00	\$0.00	\$2.66	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$115.32

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$76.69	\$85.76	\$0.00	\$0.00
2	\$74.69	\$83.76	\$2.00	\$0.00
3	\$72.69	\$81.76	\$4.00	\$0.00
4	\$70.69	\$79.76	\$6.00	\$0.00
5	\$68.69	\$77.76	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$75.69	\$84.76	\$0.00	\$1.00
14	\$73.69	\$82.76	\$2.00	\$1.00
15	\$71.69	\$80.76	\$4.00	\$1.00
16	\$69.69	\$78.76	\$6.00	\$1.00
17	\$67.69	\$76.76	\$8.00	\$1.00

C, H-N= \$29.97 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$74.69	\$83.76	\$0.00	\$2.00
26	\$72.69	\$81.76	\$2.00	\$2.00
27	\$70.69	\$79.76	\$4.00	\$2.00
28	\$68.69	\$77.76	\$6.00	\$2.00
29	\$66.69	\$75.76	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$71.69	\$80.76	\$0.00	\$5.00
38	\$69.69	\$78.76	\$2.00	\$5.00
39	\$67.69	\$76.76	\$4.00	\$5.00
40	\$65.69	\$74.76	\$6.00	\$5.00
41	\$63.69	\$72.76	\$8.00	\$5.00

SMW Local 104

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** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022



65% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$83.83	\$6.00	\$3.07	\$92.90	\$0.00	\$0.00	\$2.88	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$122.68

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$83.83	\$92.90	\$0.00	\$0.00
2	\$81.83	\$90.90	\$2.00	\$0.00
3	\$79.83	\$88.90	\$4.00	\$0.00
4	\$77.83	\$86.90	\$6.00	\$0.00
5	\$75.83	\$84.90	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$82.83	\$91.90	\$0.00	\$1.00
14	\$80.83	\$89.90	\$2.00	\$1.00
15	\$78.83	\$87.90	\$4.00	\$1.00
16	\$76.83	\$85.90	\$6.00	\$1.00
17	\$74.83	\$83.90	\$8.00	\$1.00

C, H-N= \$29.97 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$81.83	\$90.90	\$0.00	\$2.00
26	\$79.83	\$88.90	\$2.00	\$2.00
27	\$77.83	\$86.90	\$4.00	\$2.00
28	\$75.83	\$84.90	\$6.00	\$2.00
29	\$73.83	\$82.90	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$78.83	\$87.90	\$0.00	\$5.00
38	\$76.83	\$85.90	\$2.00	\$5.00
39	\$74.83	\$83.90	\$4.00	\$5.00
40	\$72.83	\$81.90	\$6.00	\$5.00
41	\$70.83	\$79.90	\$8.00	\$5.00

70% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$90.99	\$6.00	\$3.07	\$100.06	\$0.00	\$0.00	\$3.10	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$130.06

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$90.99	\$100.06	\$0.00	\$0.00
2	\$88.99	\$98.06	\$2.00	\$0.00
3	\$86.99	\$96.06	\$4.00	\$0.00
4	\$84.99	\$94.06	\$6.00	\$0.00
5	\$82.99	\$92.06	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$89.99	\$99.06	\$0.00	\$1.00
14	\$87.99	\$97.06	\$2.00	\$1.00
15	\$85.99	\$95.06	\$4.00	\$1.00
16	\$83.99	\$93.06	\$6.00	\$1.00
17	\$81.99	\$91.06	\$8.00	\$1.00

C, H-N= \$29.97 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$88.99	\$98.06	\$0.00	\$2.00
26	\$86.99	\$96.06	\$2.00	\$2.00
27	\$84.99	\$94.06	\$4.00	\$2.00
28	\$82.99	\$92.06	\$6.00	\$2.00
29	\$80.99	\$90.06	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$85.99	\$95.06	\$0.00	\$5.00
38	\$83.99	\$93.06	\$2.00	\$5.00
39	\$81.99	\$91.06	\$4.00	\$5.00
40	\$79.99	\$89.06	\$6.00	\$5.00
41	\$77.99	\$87.06	\$8.00	\$5.00

75% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$98.13	\$6.00	\$3.07	\$107.20	\$0.00	\$0.00	\$3.32	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$137.42

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$98.13	\$107.20	\$0.00	\$0.00
2	\$96.13	\$105.20	\$2.00	\$0.00
3	\$94.13	\$103.20	\$4.00	\$0.00
4	\$92.13	\$101.20	\$6.00	\$0.00
5	\$90.13	\$99.20	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$97.13	\$106.20	\$0.00	\$1.00
14	\$95.13	\$104.20	\$2.00	\$1.00
15	\$93.13	\$102.20	\$4.00	\$1.00
16	\$91.13	\$100.20	\$6.00	\$1.00
17	\$89.13	\$98.20	\$8.00	\$1.00

C, H-N= \$29.97 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$96.13	\$105.20	\$0.00	\$2.00
26	\$94.13	\$103.20	\$2.00	\$2.00
27	\$92.13	\$101.20	\$4.00	\$2.00
28	\$90.13	\$99.20	\$6.00	\$2.00
29	\$88.13	\$97.20	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$93.13	\$102.20	\$0.00	\$5.00
38	\$91.13	\$100.20	\$2.00	\$5.00
39	\$89.13	\$98.20	\$4.00	\$5.00
40	\$87.13	\$96.20	\$6.00	\$5.00
41	\$85.13	\$94.20	\$8.00	\$5.00

SMW Local 104

SMACNA

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022



80% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$105.27	\$6.00	\$3.07	\$114.34	\$0.00	\$0.00	\$3.54	\$14.83	\$8.64	\$1.33	\$0.05	\$1.17	\$0.17	\$0.71	\$144.78

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$105.27	\$114.34	\$0.00	\$0.00
2	\$103.27	\$112.34	\$2.00	\$0.00
3	\$101.27	\$110.34	\$4.00	\$0.00
4	\$99.27	\$108.34	\$6.00	\$0.00
5	\$97.27	\$106.34	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$104.27	\$113.34	\$0.00	\$1.00
14	\$102.27	\$111.34	\$2.00	\$1.00
15	\$100.27	\$109.34	\$4.00	\$1.00
16	\$98.27	\$107.34	\$6.00	\$1.00
17	\$96.27	\$105.34	\$8.00	\$1.00

C, H-N= \$29.97 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$103.27	\$112.34	\$0.00	\$2.00
26	\$101.27	\$110.34	\$2.00	\$2.00
27	\$99.27	\$108.34	\$4.00	\$2.00
28	\$97.27	\$106.34	\$6.00	\$2.00
29	\$95.27	\$104.34	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$100.27	\$109.34	\$0.00	\$5.00
38	\$98.27	\$107.34	\$2.00	\$5.00
39	\$96.27	\$105.34	\$4.00	\$5.00
40	\$94.27	\$103.34	\$6.00	\$5.00
41	\$92.27	\$101.34	\$8.00	\$5.00

SMW Local 104

 SMACNA

** Contribution payment submitted directly to National Fund



**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Building Trades Light Commercial-Journeyman (0-10 years)**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$48.19	\$5.00	\$4.55	\$57.74	\$0.00	\$0.00	\$6.42	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$104.21

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$48.19	\$57.74	\$0.00	\$0.00
2	\$47.19	\$56.74	\$1.00	\$0.00
3	\$46.19	\$55.74	\$2.00	\$0.00
4	\$45.19	\$54.74	\$3.00	\$0.00
5	\$44.19	\$53.74	\$4.00	\$0.00
6	\$43.19	\$52.74	\$5.00	\$0.00
7	\$42.19	\$51.74	\$6.00	\$0.00
8	\$41.19	\$50.74	\$7.00	\$0.00
9	\$40.19	\$49.74	\$8.00	\$0.00
10	\$39.19	\$48.74	\$9.00	\$0.00
11	\$38.19	\$47.74	\$10.00	\$0.00
12	\$35.69	\$45.24	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$47.69	\$57.24	\$0.00	\$0.50
14	\$46.69	\$56.24	\$1.00	\$0.50
15	\$45.69	\$55.24	\$2.00	\$0.50
16	\$44.69	\$54.24	\$3.00	\$0.50
17	\$43.69	\$53.24	\$4.00	\$0.50
18	\$42.69	\$52.24	\$5.00	\$0.50
19	\$41.69	\$51.24	\$6.00	\$0.50
20	\$40.69	\$50.24	\$7.00	\$0.50
21	\$39.69	\$49.24	\$8.00	\$0.50
22	\$38.69	\$48.24	\$9.00	\$0.50
23	\$37.69	\$47.24	\$10.00	\$0.50
24	\$35.19	\$44.74	\$12.50	\$0.50

C, H-N= \$44.60 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$47.19	\$56.74	\$0.00	\$1.00
26	\$46.19	\$55.74	\$1.00	\$1.00
27	\$45.19	\$54.74	\$2.00	\$1.00
28	\$44.19	\$53.74	\$3.00	\$1.00
29	\$43.19	\$52.74	\$4.00	\$1.00
30	\$42.19	\$51.74	\$5.00	\$1.00
31	\$41.19	\$50.74	\$6.00	\$1.00
32	\$40.19	\$49.74	\$7.00	\$1.00
33	\$39.19	\$48.74	\$8.00	\$1.00
34	\$38.19	\$47.74	\$9.00	\$1.00
35	\$37.19	\$46.74	\$10.00	\$1.00
36	\$34.69	\$44.24	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$45.69	\$55.24	\$0.00	\$2.50
38	\$44.69	\$54.24	\$1.00	\$2.50
39	\$43.69	\$53.24	\$2.00	\$2.50
40	\$42.69	\$52.24	\$3.00	\$2.50
41	\$41.69	\$51.24	\$4.00	\$2.50
42	\$40.69	\$50.24	\$5.00	\$2.50
43	\$39.69	\$49.24	\$6.00	\$2.50
44	\$38.69	\$48.24	\$7.00	\$2.50
45	\$37.69	\$47.24	\$8.00	\$2.50
46	\$36.69	\$46.24	\$9.00	\$2.50
47	\$35.69	\$45.24	\$10.00	\$2.50
48	\$33.19	\$42.74	\$12.50	\$2.50

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 26 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA BUILDING TRADES LIGHT COMMERCIAL JOURNEYPERSON (0-10 years)
June 28, 2021 through July 3, 2022

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$74.56	\$7.50	\$4.55	\$86.61	\$0.00	\$0.00	\$9.63	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$136.29

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$74.56	\$86.61	\$0.00	\$0.00
2	\$73.06	\$85.11	\$1.50	\$0.00
3	\$71.56	\$83.61	\$3.00	\$0.00
4	\$70.06	\$82.11	\$4.50	\$0.00
5	\$68.56	\$80.61	\$6.00	\$0.00
6	\$67.06	\$79.11	\$7.50	\$0.00
7	\$65.56	\$77.61	\$9.00	\$0.00
8	\$64.06	\$76.11	\$10.50	\$0.00
9	\$62.56	\$74.61	\$12.00	\$0.00
10	\$61.06	\$73.11	\$13.50	\$0.00
11	\$59.56	\$71.61	\$15.00	\$0.00
12	\$55.81	\$67.86	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$73.81	\$85.86	\$0.00	\$0.75
14	\$72.31	\$84.36	\$1.50	\$0.75
15	\$70.81	\$82.86	\$3.00	\$0.75
16	\$69.31	\$81.36	\$4.50	\$0.75
17	\$67.81	\$79.86	\$6.00	\$0.75
18	\$66.31	\$78.36	\$7.50	\$0.75
19	\$64.81	\$76.86	\$9.00	\$0.75
20	\$63.31	\$75.36	\$10.50	\$0.75
21	\$61.81	\$73.86	\$12.00	\$0.75
22	\$60.31	\$72.36	\$13.50	\$0.75
23	\$58.81	\$70.86	\$15.00	\$0.75
24	\$55.06	\$67.11	\$18.75	\$0.75

C, H-N= \$44.60 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$73.06	\$85.11	\$0.00	\$1.50
26	\$71.56	\$83.61	\$1.50	\$1.50
27	\$70.06	\$82.11	\$3.00	\$1.50
28	\$68.56	\$80.61	\$4.50	\$1.50
29	\$67.06	\$79.11	\$6.00	\$1.50
30	\$65.56	\$77.61	\$7.50	\$1.50
31	\$64.06	\$76.11	\$9.00	\$1.50
32	\$62.56	\$74.61	\$10.50	\$1.50
33	\$61.06	\$73.11	\$12.00	\$1.50
34	\$59.56	\$71.61	\$13.50	\$1.50
35	\$58.06	\$70.11	\$15.00	\$1.50
36	\$54.31	\$66.36	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$70.81	\$82.86	\$0.00	\$3.75
38	\$69.31	\$81.36	\$1.50	\$3.75
39	\$67.81	\$79.86	\$3.00	\$3.75
40	\$66.31	\$78.36	\$4.50	\$3.75
41	\$64.81	\$76.86	\$6.00	\$3.75
42	\$63.31	\$75.36	\$7.50	\$3.75
43	\$61.81	\$73.86	\$9.00	\$3.75
44	\$60.31	\$72.36	\$10.50	\$3.75
45	\$58.81	\$70.86	\$12.00	\$3.75
46	\$57.31	\$69.36	\$13.50	\$3.75
47	\$55.81	\$67.86	\$15.00	\$3.75
48	\$52.06	\$64.11	\$18.75	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$100.93	\$10.00	\$4.55	\$115.48	\$0.00	\$0.00	\$12.84	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$168.37

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$100.93	\$115.48	\$0.00	\$0.00
2	\$98.93	\$113.48	\$2.00	\$0.00
3	\$96.93	\$111.48	\$4.00	\$0.00
4	\$94.93	\$109.48	\$6.00	\$0.00
5	\$92.93	\$107.48	\$8.00	\$0.00
6	\$90.93	\$105.48	\$10.00	\$0.00
7	\$88.93	\$103.48	\$12.00	\$0.00
8	\$86.93	\$101.48	\$14.00	\$0.00
9	\$84.93	\$99.48	\$16.00	\$0.00
10	\$82.93	\$97.48	\$18.00	\$0.00
11	\$80.93	\$95.48	\$20.00	\$0.00
12	\$75.93	\$90.48	\$25.00	\$0.00



WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$99.93	\$114.48	\$0.00	\$1.00
14	\$97.93	\$112.48	\$2.00	\$1.00
15	\$95.93	\$110.48	\$4.00	\$1.00
16	\$93.93	\$108.48	\$6.00	\$1.00
17	\$91.93	\$106.48	\$8.00	\$1.00
18	\$89.93	\$104.48	\$10.00	\$1.00
19	\$87.93	\$102.48	\$12.00	\$1.00
20	\$85.93	\$100.48	\$14.00	\$1.00
21	\$83.93	\$98.48	\$16.00	\$1.00
22	\$81.93	\$96.48	\$18.00	\$1.00
23	\$79.93	\$94.48	\$20.00	\$1.00
24	\$74.93	\$89.48	\$25.00	\$1.00

C, H-N= \$44.60 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$98.93	\$113.48	\$0.00	\$2.00
26	\$96.93	\$111.48	\$2.00	\$2.00
27	\$94.93	\$109.48	\$4.00	\$2.00
28	\$92.93	\$107.48	\$6.00	\$2.00
29	\$90.93	\$105.48	\$8.00	\$2.00
30	\$88.93	\$103.48	\$10.00	\$2.00
31	\$86.93	\$101.48	\$12.00	\$2.00
32	\$84.93	\$99.48	\$14.00	\$2.00
33	\$82.93	\$97.48	\$16.00	\$2.00
34	\$80.93	\$95.48	\$18.00	\$2.00
35	\$78.93	\$93.48	\$20.00	\$2.00
36	\$73.93	\$88.48	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$95.93	\$110.48	\$0.00	\$5.00
38	\$93.93	\$108.48	\$2.00	\$5.00
39	\$91.93	\$106.48	\$4.00	\$5.00
40	\$89.93	\$104.48	\$6.00	\$5.00
41	\$87.93	\$102.48	\$8.00	\$5.00
42	\$85.93	\$100.48	\$10.00	\$5.00
43	\$83.93	\$98.48	\$12.00	\$5.00
44	\$81.93	\$96.48	\$14.00	\$5.00
45	\$79.93	\$94.48	\$16.00	\$5.00
46	\$77.93	\$92.48	\$18.00	\$5.00
47	\$75.93	\$90.48	\$20.00	\$5.00
48	\$70.93	\$85.48	\$25.00	\$5.00


 SMW Local 104

 SMACNA

** Contribution payment submitted directly to National Fund



**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Building Trades Light Commercial-Foreperson (0-10 years)**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$56.85	\$5.00	\$4.55	\$66.40	\$0.00	\$0.00	\$7.38	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$113.83

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$56.85	\$66.40	\$0.00	\$0.00
2	\$55.85	\$65.40	\$1.00	\$0.00
3	\$54.85	\$64.40	\$2.00	\$0.00
4	\$53.85	\$63.40	\$3.00	\$0.00
5	\$52.85	\$62.40	\$4.00	\$0.00
6	\$51.85	\$61.40	\$5.00	\$0.00
7	\$50.85	\$60.40	\$6.00	\$0.00
8	\$49.85	\$59.40	\$7.00	\$0.00
9	\$48.85	\$58.40	\$8.00	\$0.00
10	\$47.85	\$57.40	\$9.00	\$0.00
11	\$46.85	\$56.40	\$10.00	\$0.00
12	\$44.35	\$53.90	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$56.35	\$65.90	\$0.00	\$0.50
14	\$55.35	\$64.90	\$1.00	\$0.50
15	\$54.35	\$63.90	\$2.00	\$0.50
16	\$53.35	\$62.90	\$3.00	\$0.50
17	\$52.35	\$61.90	\$4.00	\$0.50
18	\$51.35	\$60.90	\$5.00	\$0.50
19	\$50.35	\$59.90	\$6.00	\$0.50
20	\$49.35	\$58.90	\$7.00	\$0.50
21	\$48.35	\$57.90	\$8.00	\$0.50
22	\$47.35	\$56.90	\$9.00	\$0.50
23	\$46.35	\$55.90	\$10.00	\$0.50
24	\$43.85	\$53.40	\$12.50	\$0.50

C, H-N= \$44.60 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$55.85	\$65.40	\$0.00	\$1.00
26	\$54.85	\$64.40	\$1.00	\$1.00
27	\$53.85	\$63.40	\$2.00	\$1.00
28	\$52.85	\$62.40	\$3.00	\$1.00
29	\$51.85	\$61.40	\$4.00	\$1.00
30	\$50.85	\$60.40	\$5.00	\$1.00
31	\$49.85	\$59.40	\$6.00	\$1.00
32	\$48.85	\$58.40	\$7.00	\$1.00
33	\$47.85	\$57.40	\$8.00	\$1.00
34	\$46.85	\$56.40	\$9.00	\$1.00
35	\$45.85	\$55.40	\$10.00	\$1.00
36	\$43.35	\$52.90	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$54.35	\$63.90	\$0.00	\$2.50
38	\$53.35	\$62.90	\$1.00	\$2.50
39	\$52.35	\$61.90	\$2.00	\$2.50
40	\$51.35	\$60.90	\$3.00	\$2.50
41	\$50.35	\$59.90	\$4.00	\$2.50
42	\$49.35	\$58.90	\$5.00	\$2.50
43	\$48.35	\$57.90	\$6.00	\$2.50
44	\$47.35	\$56.90	\$7.00	\$2.50
45	\$46.35	\$55.90	\$8.00	\$2.50
46	\$45.35	\$54.90	\$9.00	\$2.50
47	\$44.35	\$53.90	\$10.00	\$2.50
48	\$41.85	\$51.40	\$12.50	\$2.50

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 28 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA BUILDING TRADES LIGHT COMMERCIAL FOREPERSON (0-10 years)
June 28, 2021 through July 3, 2022

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$87.55	\$7.50	\$4.55	\$99.60	\$0.00	\$0.00	\$11.07	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$150.72

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$87.55	\$99.60	\$0.00	\$0.00
2	\$86.05	\$98.10	\$1.50	\$0.00
3	\$84.55	\$96.60	\$3.00	\$0.00
4	\$83.05	\$95.10	\$4.50	\$0.00
5	\$81.55	\$93.60	\$6.00	\$0.00
6	\$80.05	\$92.10	\$7.50	\$0.00
7	\$78.55	\$90.60	\$9.00	\$0.00
8	\$77.05	\$89.10	\$10.50	\$0.00
9	\$75.55	\$87.60	\$12.00	\$0.00
10	\$74.05	\$86.10	\$13.50	\$0.00
11	\$72.55	\$84.60	\$15.00	\$0.00
12	\$68.80	\$80.85	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$86.80	\$98.85	\$0.00	\$0.75
14	\$85.30	\$97.35	\$1.50	\$0.75
15	\$83.80	\$95.85	\$3.00	\$0.75
16	\$82.30	\$94.35	\$4.50	\$0.75
17	\$80.80	\$92.85	\$6.00	\$0.75
18	\$79.30	\$91.35	\$7.50	\$0.75
19	\$77.80	\$89.85	\$9.00	\$0.75
20	\$76.30	\$88.35	\$10.50	\$0.75
21	\$74.80	\$86.85	\$12.00	\$0.75
22	\$73.30	\$85.35	\$13.50	\$0.75
23	\$71.80	\$83.85	\$15.00	\$0.75
24	\$68.05	\$80.10	\$18.75	\$0.75

C, H-N= \$44.60 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$86.05	\$98.10	\$0.00	\$1.50
26	\$84.55	\$96.60	\$1.50	\$1.50
27	\$83.05	\$95.10	\$3.00	\$1.50
28	\$81.55	\$93.60	\$4.50	\$1.50
29	\$80.05	\$92.10	\$6.00	\$1.50
30	\$78.55	\$90.60	\$7.50	\$1.50
31	\$77.05	\$89.10	\$9.00	\$1.50
32	\$75.55	\$87.60	\$10.50	\$1.50
33	\$74.05	\$86.10	\$12.00	\$1.50
34	\$72.55	\$84.60	\$13.50	\$1.50
35	\$71.05	\$83.10	\$15.00	\$1.50
36	\$67.30	\$79.35	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$83.80	\$95.85	\$0.00	\$3.75
38	\$82.30	\$94.35	\$1.50	\$3.75
39	\$80.80	\$92.85	\$3.00	\$3.75
40	\$79.30	\$91.35	\$4.50	\$3.75
41	\$77.80	\$89.85	\$6.00	\$3.75
42	\$76.30	\$88.35	\$7.50	\$3.75
43	\$74.80	\$86.85	\$9.00	\$3.75
44	\$73.30	\$85.35	\$10.50	\$3.75
45	\$71.80	\$83.85	\$12.00	\$3.75
46	\$70.30	\$82.35	\$13.50	\$3.75
47	\$68.80	\$80.85	\$15.00	\$3.75
48	\$65.05	\$77.10	\$18.75	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$118.25	\$10.00	\$4.55	\$132.80	\$0.00	\$0.00	\$14.76	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$187.61

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$118.25	\$132.80	\$0.00	\$0.00
2	\$116.25	\$130.80	\$2.00	\$0.00
3	\$114.25	\$128.80	\$4.00	\$0.00
4	\$112.25	\$126.80	\$6.00	\$0.00
5	\$110.25	\$124.80	\$8.00	\$0.00
6	\$108.25	\$122.80	\$10.00	\$0.00
7	\$106.25	\$120.80	\$12.00	\$0.00
8	\$104.25	\$118.80	\$14.00	\$0.00
9	\$102.25	\$116.80	\$16.00	\$0.00
10	\$100.25	\$114.80	\$18.00	\$0.00
11	\$98.25	\$112.80	\$20.00	\$0.00
12	\$93.25	\$107.80	\$25.00	\$0.00



WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$117.25	\$131.80	\$0.00	\$1.00
14	\$115.25	\$129.80	\$2.00	\$1.00
15	\$113.25	\$127.80	\$4.00	\$1.00
16	\$111.25	\$125.80	\$6.00	\$1.00
17	\$109.25	\$123.80	\$8.00	\$1.00
18	\$107.25	\$121.80	\$10.00	\$1.00
19	\$105.25	\$119.80	\$12.00	\$1.00
20	\$103.25	\$117.80	\$14.00	\$1.00
21	\$101.25	\$115.80	\$16.00	\$1.00
22	\$99.25	\$113.80	\$18.00	\$1.00
23	\$97.25	\$111.80	\$20.00	\$1.00
24	\$92.25	\$106.80	\$25.00	\$1.00

C, H-N= \$44.60 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$116.25	\$130.80	\$0.00	\$2.00
26	\$114.25	\$128.80	\$2.00	\$2.00
27	\$112.25	\$126.80	\$4.00	\$2.00
28	\$110.25	\$124.80	\$6.00	\$2.00
29	\$108.25	\$122.80	\$8.00	\$2.00
30	\$106.25	\$120.80	\$10.00	\$2.00
31	\$104.25	\$118.80	\$12.00	\$2.00
32	\$102.25	\$116.80	\$14.00	\$2.00
33	\$100.25	\$114.80	\$16.00	\$2.00
34	\$98.25	\$112.80	\$18.00	\$2.00
35	\$96.25	\$110.80	\$20.00	\$2.00
36	\$91.25	\$105.80	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$113.25	\$127.80	\$0.00	\$5.00
38	\$111.25	\$125.80	\$2.00	\$5.00
39	\$109.25	\$123.80	\$4.00	\$5.00
40	\$107.25	\$121.80	\$6.00	\$5.00
41	\$105.25	\$119.80	\$8.00	\$5.00
42	\$103.25	\$117.80	\$10.00	\$5.00
43	\$101.25	\$115.80	\$12.00	\$5.00
44	\$99.25	\$113.80	\$14.00	\$5.00
45	\$97.25	\$111.80	\$16.00	\$5.00
46	\$95.25	\$109.80	\$18.00	\$5.00
47	\$93.25	\$107.80	\$20.00	\$5.00
48	\$88.25	\$102.80	\$25.00	\$5.00


 SMW Local 104

 SMACNA

** Contribution payment submitted directly to National Fund



**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Building Trades Light Commercial-General Foreperson (0-10 years)**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$62.63	\$5.00	\$4.55	\$72.18	\$0.00	\$0.00	\$8.02	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$120.25

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$62.63	\$72.18	\$0.00	\$0.00
2	\$61.63	\$71.18	\$1.00	\$0.00
3	\$60.63	\$70.18	\$2.00	\$0.00
4	\$59.63	\$69.18	\$3.00	\$0.00
5	\$58.63	\$68.18	\$4.00	\$0.00
6	\$57.63	\$67.18	\$5.00	\$0.00
7	\$56.63	\$66.18	\$6.00	\$0.00
8	\$55.63	\$65.18	\$7.00	\$0.00
9	\$54.63	\$64.18	\$8.00	\$0.00
10	\$53.63	\$63.18	\$9.00	\$0.00
11	\$52.63	\$62.18	\$10.00	\$0.00
12	\$50.13	\$59.68	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$62.13	\$71.68	\$0.00	\$0.50
14	\$61.13	\$70.68	\$1.00	\$0.50
15	\$60.13	\$69.68	\$2.00	\$0.50
16	\$59.13	\$68.68	\$3.00	\$0.50
17	\$58.13	\$67.68	\$4.00	\$0.50
18	\$57.13	\$66.68	\$5.00	\$0.50
19	\$56.13	\$65.68	\$6.00	\$0.50
20	\$55.13	\$64.68	\$7.00	\$0.50
21	\$54.13	\$63.68	\$8.00	\$0.50
22	\$53.13	\$62.68	\$9.00	\$0.50
23	\$52.13	\$61.68	\$10.00	\$0.50
24	\$49.63	\$59.18	\$12.50	\$0.50

C, H-N= \$44.60 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$61.63	\$71.18	\$0.00	\$1.00
26	\$60.63	\$70.18	\$1.00	\$1.00
27	\$59.63	\$69.18	\$2.00	\$1.00
28	\$58.63	\$68.18	\$3.00	\$1.00
29	\$57.63	\$67.18	\$4.00	\$1.00
30	\$56.63	\$66.18	\$5.00	\$1.00
31	\$55.63	\$65.18	\$6.00	\$1.00
32	\$54.63	\$64.18	\$7.00	\$1.00
33	\$53.63	\$63.18	\$8.00	\$1.00
34	\$52.63	\$62.18	\$9.00	\$1.00
35	\$51.63	\$61.18	\$10.00	\$1.00
36	\$49.13	\$58.68	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$60.13	\$69.68	\$0.00	\$2.50
38	\$59.13	\$68.68	\$1.00	\$2.50
39	\$58.13	\$67.68	\$2.00	\$2.50
40	\$57.13	\$66.68	\$3.00	\$2.50
41	\$56.13	\$65.68	\$4.00	\$2.50
42	\$55.13	\$64.68	\$5.00	\$2.50
43	\$54.13	\$63.68	\$6.00	\$2.50
44	\$53.13	\$62.68	\$7.00	\$2.50
45	\$52.13	\$61.68	\$8.00	\$2.50
46	\$51.13	\$60.68	\$9.00	\$2.50
47	\$50.13	\$59.68	\$10.00	\$2.50
48	\$47.63	\$57.18	\$12.50	\$2.50

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 30 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA BUILDING TRADES LIGHT COMMERCIAL GENERAL FOREPERSON (0-10 years)
June 28, 2021 through July 3, 2022

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$96.22	\$7.50	\$4.55	\$108.27	\$0.00	\$0.00	\$12.03	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$160.35

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$96.22	\$108.27	\$0.00	\$0.00
2	\$94.72	\$106.77	\$1.50	\$0.00
3	\$93.22	\$105.27	\$3.00	\$0.00
4	\$91.72	\$103.77	\$4.50	\$0.00
5	\$90.22	\$102.27	\$6.00	\$0.00
6	\$88.72	\$100.77	\$7.50	\$0.00
7	\$87.22	\$99.27	\$9.00	\$0.00
8	\$85.72	\$97.77	\$10.50	\$0.00
9	\$84.22	\$96.27	\$12.00	\$0.00
10	\$82.72	\$94.77	\$13.50	\$0.00
11	\$81.22	\$93.27	\$15.00	\$0.00
12	\$77.47	\$89.52	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$95.47	\$107.52	\$0.00	\$0.75
14	\$93.97	\$106.02	\$1.50	\$0.75
15	\$92.47	\$104.52	\$3.00	\$0.75
16	\$90.97	\$103.02	\$4.50	\$0.75
17	\$89.47	\$101.52	\$6.00	\$0.75
18	\$87.97	\$100.02	\$7.50	\$0.75
19	\$86.47	\$98.52	\$9.00	\$0.75
20	\$84.97	\$97.02	\$10.50	\$0.75
21	\$83.47	\$95.52	\$12.00	\$0.75
22	\$81.97	\$94.02	\$13.50	\$0.75
23	\$80.47	\$92.52	\$15.00	\$0.75
24	\$76.72	\$88.77	\$18.75	\$0.75

C, H-N= \$44.60 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$94.72	\$106.77	\$0.00	\$1.50
26	\$93.22	\$105.27	\$1.50	\$1.50
27	\$91.72	\$103.77	\$3.00	\$1.50
28	\$90.22	\$102.27	\$4.50	\$1.50
29	\$88.72	\$100.77	\$6.00	\$1.50
30	\$87.22	\$99.27	\$7.50	\$1.50
31	\$85.72	\$97.77	\$9.00	\$1.50
32	\$84.22	\$96.27	\$10.50	\$1.50
33	\$82.72	\$94.77	\$12.00	\$1.50
34	\$81.22	\$93.27	\$13.50	\$1.50
35	\$79.72	\$91.77	\$15.00	\$1.50
36	\$75.97	\$88.02	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$92.47	\$104.52	\$0.00	\$3.75
38	\$90.97	\$103.02	\$1.50	\$3.75
39	\$89.47	\$101.52	\$3.00	\$3.75
40	\$87.97	\$100.02	\$4.50	\$3.75
41	\$86.47	\$98.52	\$6.00	\$3.75
42	\$84.97	\$97.02	\$7.50	\$3.75
43	\$83.47	\$95.52	\$9.00	\$3.75
44	\$81.97	\$94.02	\$10.50	\$3.75
45	\$80.47	\$92.52	\$12.00	\$3.75
46	\$78.97	\$91.02	\$13.50	\$3.75
47	\$77.47	\$89.52	\$15.00	\$3.75
48	\$73.72	\$85.77	\$18.75	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 10%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$129.81	\$10.00	\$4.55	\$144.36	\$0.00	\$0.00	\$16.04	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$200.45

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$129.81	\$144.36	\$0.00	\$0.00
2	\$127.81	\$142.36	\$2.00	\$0.00
3	\$125.81	\$140.36	\$4.00	\$0.00
4	\$123.81	\$138.36	\$6.00	\$0.00
5	\$121.81	\$136.36	\$8.00	\$0.00
6	\$119.81	\$134.36	\$10.00	\$0.00
7	\$117.81	\$132.36	\$12.00	\$0.00
8	\$115.81	\$130.36	\$14.00	\$0.00
9	\$113.81	\$128.36	\$16.00	\$0.00
10	\$111.81	\$126.36	\$18.00	\$0.00
11	\$109.81	\$124.36	\$20.00	\$0.00
12	\$104.81	\$119.36	\$25.00	\$0.00



WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$128.81	\$143.36	\$0.00	\$1.00
14	\$126.81	\$141.36	\$2.00	\$1.00
15	\$124.81	\$139.36	\$4.00	\$1.00
16	\$122.81	\$137.36	\$6.00	\$1.00
17	\$120.81	\$135.36	\$8.00	\$1.00
18	\$118.81	\$133.36	\$10.00	\$1.00
19	\$116.81	\$131.36	\$12.00	\$1.00
20	\$114.81	\$129.36	\$14.00	\$1.00
21	\$112.81	\$127.36	\$16.00	\$1.00
22	\$110.81	\$125.36	\$18.00	\$1.00
23	\$108.81	\$123.36	\$20.00	\$1.00
24	\$103.81	\$118.36	\$25.00	\$1.00

C, H-N= \$44.60 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$127.81	\$142.36	\$0.00	\$2.00
26	\$125.81	\$140.36	\$2.00	\$2.00
27	\$123.81	\$138.36	\$4.00	\$2.00
28	\$121.81	\$136.36	\$6.00	\$2.00
29	\$119.81	\$134.36	\$8.00	\$2.00
30	\$117.81	\$132.36	\$10.00	\$2.00
31	\$115.81	\$130.36	\$12.00	\$2.00
32	\$113.81	\$128.36	\$14.00	\$2.00
33	\$111.81	\$126.36	\$16.00	\$2.00
34	\$109.81	\$124.36	\$18.00	\$2.00
35	\$107.81	\$122.36	\$20.00	\$2.00
36	\$102.81	\$117.36	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$124.81	\$139.36	\$0.00	\$5.00
38	\$122.81	\$137.36	\$2.00	\$5.00
39	\$120.81	\$135.36	\$4.00	\$5.00
40	\$118.81	\$133.36	\$6.00	\$5.00
41	\$116.81	\$131.36	\$8.00	\$5.00
42	\$114.81	\$129.36	\$10.00	\$5.00
43	\$112.81	\$127.36	\$12.00	\$5.00
44	\$110.81	\$125.36	\$14.00	\$5.00
45	\$108.81	\$123.36	\$16.00	\$5.00
46	\$106.81	\$121.36	\$18.00	\$5.00
47	\$104.81	\$119.36	\$20.00	\$5.00
48	\$99.81	\$114.36	\$25.00	\$5.00


 SMW Local 104

 SMACNA

** Contribution payment submitted directly to National Fund



**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Building Trades Light Commercial-Journeyperson (11+ years)**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$44.99	\$5.00	\$4.55	\$54.54	\$0.00	\$0.00	\$9.62	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$104.21

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$44.99	\$54.54	\$0.00	\$0.00
2	\$43.99	\$53.54	\$1.00	\$0.00
3	\$42.99	\$52.54	\$2.00	\$0.00
4	\$41.99	\$51.54	\$3.00	\$0.00
5	\$40.99	\$50.54	\$4.00	\$0.00
6	\$39.99	\$49.54	\$5.00	\$0.00
7	\$38.99	\$48.54	\$6.00	\$0.00
8	\$37.99	\$47.54	\$7.00	\$0.00
9	\$36.99	\$46.54	\$8.00	\$0.00
10	\$35.99	\$45.54	\$9.00	\$0.00
11	\$34.99	\$44.54	\$10.00	\$0.00
12	\$32.49	\$42.04	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$44.49	\$54.04	\$0.00	\$0.50
14	\$43.49	\$53.04	\$1.00	\$0.50
15	\$42.49	\$52.04	\$2.00	\$0.50
16	\$41.49	\$51.04	\$3.00	\$0.50
17	\$40.49	\$50.04	\$4.00	\$0.50
18	\$39.49	\$49.04	\$5.00	\$0.50
19	\$38.49	\$48.04	\$6.00	\$0.50
20	\$37.49	\$47.04	\$7.00	\$0.50
21	\$36.49	\$46.04	\$8.00	\$0.50
22	\$35.49	\$45.04	\$9.00	\$0.50
23	\$34.49	\$44.04	\$10.00	\$0.50
24	\$31.99	\$41.54	\$12.50	\$0.50

C, H-N= \$44.60 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$43.99	\$53.54	\$0.00	\$1.00
26	\$42.99	\$52.54	\$1.00	\$1.00
27	\$41.99	\$51.54	\$2.00	\$1.00
28	\$40.99	\$50.54	\$3.00	\$1.00
29	\$39.99	\$49.54	\$4.00	\$1.00
30	\$38.99	\$48.54	\$5.00	\$1.00
31	\$37.99	\$47.54	\$6.00	\$1.00
32	\$36.99	\$46.54	\$7.00	\$1.00
33	\$35.99	\$45.54	\$8.00	\$1.00
34	\$34.99	\$44.54	\$9.00	\$1.00
35	\$33.99	\$43.54	\$10.00	\$1.00
36	\$31.49	\$41.04	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$42.49	\$52.04	\$0.00	\$2.50
38	\$41.49	\$51.04	\$1.00	\$2.50
39	\$40.49	\$50.04	\$2.00	\$2.50
40	\$39.49	\$49.04	\$3.00	\$2.50
41	\$38.49	\$48.04	\$4.00	\$2.50
42	\$37.49	\$47.04	\$5.00	\$2.50
43	\$36.49	\$46.04	\$6.00	\$2.50
44	\$35.49	\$45.04	\$7.00	\$2.50
45	\$34.49	\$44.04	\$8.00	\$2.50
46	\$33.49	\$43.04	\$9.00	\$2.50
47	\$32.49	\$42.04	\$10.00	\$2.50
48	\$29.99	\$39.54	\$12.50	\$2.50

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 32 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA BUILDING TRADES LIGHT COMMERCIAL JOURNEYPerson (11+ years)
June 28, 2021 through July 3, 2022

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$69.76	\$7.50	\$4.55	\$81.81	\$0.00	\$0.00	\$14.43	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$136.29

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$69.76	\$81.81	\$0.00	\$0.00
2	\$68.26	\$80.31	\$1.50	\$0.00
3	\$66.76	\$78.81	\$3.00	\$0.00
4	\$65.26	\$77.31	\$4.50	\$0.00
5	\$63.76	\$75.81	\$6.00	\$0.00
6	\$62.26	\$74.31	\$7.50	\$0.00
7	\$60.76	\$72.81	\$9.00	\$0.00
8	\$59.26	\$71.31	\$10.50	\$0.00
9	\$57.76	\$69.81	\$12.00	\$0.00
10	\$56.26	\$68.31	\$13.50	\$0.00
11	\$54.76	\$66.81	\$15.00	\$0.00
12	\$51.01	\$63.06	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$69.01	\$81.06	\$0.00	\$0.75
14	\$67.51	\$79.56	\$1.50	\$0.75
15	\$66.01	\$78.06	\$3.00	\$0.75
16	\$64.51	\$76.56	\$4.50	\$0.75
17	\$63.01	\$75.06	\$6.00	\$0.75
18	\$61.51	\$73.56	\$7.50	\$0.75
19	\$60.01	\$72.06	\$9.00	\$0.75
20	\$58.51	\$70.56	\$10.50	\$0.75
21	\$57.01	\$69.06	\$12.00	\$0.75
22	\$55.51	\$67.56	\$13.50	\$0.75
23	\$54.01	\$66.06	\$15.00	\$0.75
24	\$50.26	\$62.31	\$18.75	\$0.75

C, H-N= \$44.60 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$68.26	\$80.31	\$0.00	\$1.50
26	\$66.76	\$78.81	\$1.50	\$1.50
27	\$65.26	\$77.31	\$3.00	\$1.50
28	\$63.76	\$75.81	\$4.50	\$1.50
29	\$62.26	\$74.31	\$6.00	\$1.50
30	\$60.76	\$72.81	\$7.50	\$1.50
31	\$59.26	\$71.31	\$9.00	\$1.50
32	\$57.76	\$69.81	\$10.50	\$1.50
33	\$56.26	\$68.31	\$12.00	\$1.50
34	\$54.76	\$66.81	\$13.50	\$1.50
35	\$53.26	\$65.31	\$15.00	\$1.50
36	\$49.51	\$61.56	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$66.01	\$78.06	\$0.00	\$3.75
38	\$64.51	\$76.56	\$1.50	\$3.75
39	\$63.01	\$75.06	\$3.00	\$3.75
40	\$61.51	\$73.56	\$4.50	\$3.75
41	\$60.01	\$72.06	\$6.00	\$3.75
42	\$58.51	\$70.56	\$7.50	\$3.75
43	\$57.01	\$69.06	\$9.00	\$3.75
44	\$55.51	\$67.56	\$10.50	\$3.75
45	\$54.01	\$66.06	\$12.00	\$3.75
46	\$52.51	\$64.56	\$13.50	\$3.75
47	\$51.01	\$63.06	\$15.00	\$3.75
48	\$47.26	\$59.31	\$18.75	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$94.53	\$10.00	\$4.55	\$109.08	\$0.00	\$0.00	\$19.24	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$168.37

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$94.53	\$109.08	\$0.00	\$0.00
2	\$92.53	\$107.08	\$2.00	\$0.00
3	\$90.53	\$105.08	\$4.00	\$0.00
4	\$88.53	\$103.08	\$6.00	\$0.00
5	\$86.53	\$101.08	\$8.00	\$0.00
6	\$84.53	\$99.08	\$10.00	\$0.00
7	\$82.53	\$97.08	\$12.00	\$0.00
8	\$80.53	\$95.08	\$14.00	\$0.00
9	\$78.53	\$93.08	\$16.00	\$0.00
10	\$76.53	\$91.08	\$18.00	\$0.00
11	\$74.53	\$89.08	\$20.00	\$0.00
12	\$69.53	\$84.08	\$25.00	\$0.00



WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$93.53	\$108.08	\$0.00	\$1.00
14	\$91.53	\$106.08	\$2.00	\$1.00
15	\$89.53	\$104.08	\$4.00	\$1.00
16	\$87.53	\$102.08	\$6.00	\$1.00
17	\$85.53	\$100.08	\$8.00	\$1.00
18	\$83.53	\$98.08	\$10.00	\$1.00
19	\$81.53	\$96.08	\$12.00	\$1.00
20	\$79.53	\$94.08	\$14.00	\$1.00
21	\$77.53	\$92.08	\$16.00	\$1.00
22	\$75.53	\$90.08	\$18.00	\$1.00
23	\$73.53	\$88.08	\$20.00	\$1.00
24	\$68.53	\$83.08	\$25.00	\$1.00

C, H-N= \$44.60 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$92.53	\$107.08	\$0.00	\$2.00
26	\$90.53	\$105.08	\$2.00	\$2.00
27	\$88.53	\$103.08	\$4.00	\$2.00
28	\$86.53	\$101.08	\$6.00	\$2.00
29	\$84.53	\$99.08	\$8.00	\$2.00
30	\$82.53	\$97.08	\$10.00	\$2.00
31	\$80.53	\$95.08	\$12.00	\$2.00
32	\$78.53	\$93.08	\$14.00	\$2.00
33	\$76.53	\$91.08	\$16.00	\$2.00
34	\$74.53	\$89.08	\$18.00	\$2.00
35	\$72.53	\$87.08	\$20.00	\$2.00
36	\$67.53	\$82.08	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$89.53	\$104.08	\$0.00	\$5.00
38	\$87.53	\$102.08	\$2.00	\$5.00
39	\$85.53	\$100.08	\$4.00	\$5.00
40	\$83.53	\$98.08	\$6.00	\$5.00
41	\$81.53	\$96.08	\$8.00	\$5.00
42	\$79.53	\$94.08	\$10.00	\$5.00
43	\$77.53	\$92.08	\$12.00	\$5.00
44	\$75.53	\$90.08	\$14.00	\$5.00
45	\$73.53	\$88.08	\$16.00	\$5.00
46	\$71.53	\$86.08	\$18.00	\$5.00
47	\$69.53	\$84.08	\$20.00	\$5.00
48	\$64.53	\$79.08	\$25.00	\$5.00


 SMW Local 104,

 SMACNA

** Contribution payment submitted directly to National Fund



**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Building Trades Light Commercial-Foreperson (11+ years)**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$53.16	\$5.00	\$4.55	\$62.71	\$0.00	\$0.00	\$11.07	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$113.83

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$53.16	\$62.71	\$0.00	\$0.00
2	\$52.16	\$61.71	\$1.00	\$0.00
3	\$51.16	\$60.71	\$2.00	\$0.00
4	\$50.16	\$59.71	\$3.00	\$0.00
5	\$49.16	\$58.71	\$4.00	\$0.00
6	\$48.16	\$57.71	\$5.00	\$0.00
7	\$47.16	\$56.71	\$6.00	\$0.00
8	\$46.16	\$55.71	\$7.00	\$0.00
9	\$45.16	\$54.71	\$8.00	\$0.00
10	\$44.16	\$53.71	\$9.00	\$0.00
11	\$43.16	\$52.71	\$10.00	\$0.00
12	\$40.66	\$50.21	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$52.66	\$62.21	\$0.00	\$0.50
14	\$51.66	\$61.21	\$1.00	\$0.50
15	\$50.66	\$60.21	\$2.00	\$0.50
16	\$49.66	\$59.21	\$3.00	\$0.50
17	\$48.66	\$58.21	\$4.00	\$0.50
18	\$47.66	\$57.21	\$5.00	\$0.50
19	\$46.66	\$56.21	\$6.00	\$0.50
20	\$45.66	\$55.21	\$7.00	\$0.50
21	\$44.66	\$54.21	\$8.00	\$0.50
22	\$43.66	\$53.21	\$9.00	\$0.50
23	\$42.66	\$52.21	\$10.00	\$0.50
24	\$40.16	\$49.71	\$12.50	\$0.50

C, H-N= \$44.60 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$52.16	\$61.71	\$0.00	\$1.00
26	\$51.16	\$60.71	\$1.00	\$1.00
27	\$50.16	\$59.71	\$2.00	\$1.00
28	\$49.16	\$58.71	\$3.00	\$1.00
29	\$48.16	\$57.71	\$4.00	\$1.00
30	\$47.16	\$56.71	\$5.00	\$1.00
31	\$46.16	\$55.71	\$6.00	\$1.00
32	\$45.16	\$54.71	\$7.00	\$1.00
33	\$44.16	\$53.71	\$8.00	\$1.00
34	\$43.16	\$52.71	\$9.00	\$1.00
35	\$42.16	\$51.71	\$10.00	\$1.00
36	\$39.66	\$49.21	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$50.66	\$60.21	\$0.00	\$2.50
38	\$49.66	\$59.21	\$1.00	\$2.50
39	\$48.66	\$58.21	\$2.00	\$2.50
40	\$47.66	\$57.21	\$3.00	\$2.50
41	\$46.66	\$56.21	\$4.00	\$2.50
42	\$45.66	\$55.21	\$5.00	\$2.50
43	\$44.66	\$54.21	\$6.00	\$2.50
44	\$43.66	\$53.21	\$7.00	\$2.50
45	\$42.66	\$52.21	\$8.00	\$2.50
46	\$41.66	\$51.21	\$9.00	\$2.50
47	\$40.66	\$50.21	\$10.00	\$2.50
48	\$38.16	\$47.71	\$12.50	\$2.50

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 34 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA BUILDING TRADES LIGHT COMMERCIAL FOREPERSON (11+ years)
June 28, 2021 through July 3, 2022

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$82.01	\$7.50	\$4.55	\$94.06	\$0.00	\$0.00	\$16.61	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$150.72

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$82.01	\$94.06	\$0.00	\$0.00
2	\$80.51	\$92.56	\$1.50	\$0.00
3	\$79.01	\$91.06	\$3.00	\$0.00
4	\$77.51	\$89.56	\$4.50	\$0.00
5	\$76.01	\$88.06	\$6.00	\$0.00
6	\$74.51	\$86.56	\$7.50	\$0.00
7	\$73.01	\$85.06	\$9.00	\$0.00
8	\$71.51	\$83.56	\$10.50	\$0.00
9	\$70.01	\$82.06	\$12.00	\$0.00
10	\$68.51	\$80.56	\$13.50	\$0.00
11	\$67.01	\$79.06	\$15.00	\$0.00
12	\$63.26	\$75.31	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$81.26	\$93.31	\$0.00	\$0.75
14	\$79.76	\$91.81	\$1.50	\$0.75
15	\$78.26	\$90.31	\$3.00	\$0.75
16	\$76.76	\$88.81	\$4.50	\$0.75
17	\$75.26	\$87.31	\$6.00	\$0.75
18	\$73.76	\$85.81	\$7.50	\$0.75
19	\$72.26	\$84.31	\$9.00	\$0.75
20	\$70.76	\$82.81	\$10.50	\$0.75
21	\$69.26	\$81.31	\$12.00	\$0.75
22	\$67.76	\$79.81	\$13.50	\$0.75
23	\$66.26	\$78.31	\$15.00	\$0.75
24	\$62.51	\$74.56	\$18.75	\$0.75

C, H-N= \$44.60 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$80.51	\$92.56	\$0.00	\$1.50
26	\$79.01	\$91.06	\$1.50	\$1.50
27	\$77.51	\$89.56	\$3.00	\$1.50
28	\$76.01	\$88.06	\$4.50	\$1.50
29	\$74.51	\$86.56	\$6.00	\$1.50
30	\$73.01	\$85.06	\$7.50	\$1.50
31	\$71.51	\$83.56	\$9.00	\$1.50
32	\$70.01	\$82.06	\$10.50	\$1.50
33	\$68.51	\$80.56	\$12.00	\$1.50
34	\$67.01	\$79.06	\$13.50	\$1.50
35	\$65.51	\$77.56	\$15.00	\$1.50
36	\$61.76	\$73.81	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$78.26	\$90.31	\$0.00	\$3.75
38	\$76.76	\$88.81	\$1.50	\$3.75
39	\$75.26	\$87.31	\$3.00	\$3.75
40	\$73.76	\$85.81	\$4.50	\$3.75
41	\$72.26	\$84.31	\$6.00	\$3.75
42	\$70.76	\$82.81	\$7.50	\$3.75
43	\$69.26	\$81.31	\$9.00	\$3.75
44	\$67.76	\$79.81	\$10.50	\$3.75
45	\$66.26	\$78.31	\$12.00	\$3.75
46	\$64.76	\$76.81	\$13.50	\$3.75
47	\$63.26	\$75.31	\$15.00	\$3.75
48	\$59.51	\$71.56	\$18.75	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$110.87	\$10.00	\$4.55	\$125.42	\$0.00	\$0.00	\$22.14	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$187.61

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$110.87	\$125.42	\$0.00	\$0.00
2	\$108.87	\$123.42	\$2.00	\$0.00
3	\$106.87	\$121.42	\$4.00	\$0.00
4	\$104.87	\$119.42	\$6.00	\$0.00
5	\$102.87	\$117.42	\$8.00	\$0.00
6	\$100.87	\$115.42	\$10.00	\$0.00
7	\$98.87	\$113.42	\$12.00	\$0.00
8	\$96.87	\$111.42	\$14.00	\$0.00
9	\$94.87	\$109.42	\$16.00	\$0.00
10	\$92.87	\$107.42	\$18.00	\$0.00
11	\$90.87	\$105.42	\$20.00	\$0.00
12	\$85.87	\$100.42	\$25.00	\$0.00



WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$109.87	\$124.42	\$0.00	\$1.00
14	\$107.87	\$122.42	\$2.00	\$1.00
15	\$105.87	\$120.42	\$4.00	\$1.00
16	\$103.87	\$118.42	\$6.00	\$1.00
17	\$101.87	\$116.42	\$8.00	\$1.00
18	\$99.87	\$114.42	\$10.00	\$1.00
19	\$97.87	\$112.42	\$12.00	\$1.00
20	\$95.87	\$110.42	\$14.00	\$1.00
21	\$93.87	\$108.42	\$16.00	\$1.00
22	\$91.87	\$106.42	\$18.00	\$1.00
23	\$89.87	\$104.42	\$20.00	\$1.00
24	\$84.87	\$99.42	\$25.00	\$1.00

C, H-N= \$44.60 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$108.87	\$123.42	\$0.00	\$2.00
26	\$106.87	\$121.42	\$2.00	\$2.00
27	\$104.87	\$119.42	\$4.00	\$2.00
28	\$102.87	\$117.42	\$6.00	\$2.00
29	\$100.87	\$115.42	\$8.00	\$2.00
30	\$98.87	\$113.42	\$10.00	\$2.00
31	\$96.87	\$111.42	\$12.00	\$2.00
32	\$94.87	\$109.42	\$14.00	\$2.00
33	\$92.87	\$107.42	\$16.00	\$2.00
34	\$90.87	\$105.42	\$18.00	\$2.00
35	\$88.87	\$103.42	\$20.00	\$2.00
36	\$83.87	\$98.42	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$105.87	\$120.42	\$0.00	\$5.00
38	\$103.87	\$118.42	\$2.00	\$5.00
39	\$101.87	\$116.42	\$4.00	\$5.00
40	\$99.87	\$114.42	\$6.00	\$5.00
41	\$97.87	\$112.42	\$8.00	\$5.00
42	\$95.87	\$110.42	\$10.00	\$5.00
43	\$93.87	\$108.42	\$12.00	\$5.00
44	\$91.87	\$106.42	\$14.00	\$5.00
45	\$89.87	\$104.42	\$16.00	\$5.00
46	\$87.87	\$102.42	\$18.00	\$5.00
47	\$85.87	\$100.42	\$20.00	\$5.00
48	\$80.87	\$95.42	\$25.00	\$5.00


 SMW Local 104

 SMACNA

** Contribution payment submitted directly to National Fund



**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Building Trades Light Commercial-General Foreperson (11+ years)**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$58.62	\$5.00	\$4.55	\$68.17	\$0.00	\$0.00	\$12.03	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$120.25

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$58.62	\$68.17	\$0.00	\$0.00
2	\$57.62	\$67.17	\$1.00	\$0.00
3	\$56.62	\$66.17	\$2.00	\$0.00
4	\$55.62	\$65.17	\$3.00	\$0.00
5	\$54.62	\$64.17	\$4.00	\$0.00
6	\$53.62	\$63.17	\$5.00	\$0.00
7	\$52.62	\$62.17	\$6.00	\$0.00
8	\$51.62	\$61.17	\$7.00	\$0.00
9	\$50.62	\$60.17	\$8.00	\$0.00
10	\$49.62	\$59.17	\$9.00	\$0.00
11	\$48.62	\$58.17	\$10.00	\$0.00
12	\$46.12	\$55.67	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$58.12	\$67.67	\$0.00	\$0.50
14	\$57.12	\$66.67	\$1.00	\$0.50
15	\$56.12	\$65.67	\$2.00	\$0.50
16	\$55.12	\$64.67	\$3.00	\$0.50
17	\$54.12	\$63.67	\$4.00	\$0.50
18	\$53.12	\$62.67	\$5.00	\$0.50
19	\$52.12	\$61.67	\$6.00	\$0.50
20	\$51.12	\$60.67	\$7.00	\$0.50
21	\$50.12	\$59.67	\$8.00	\$0.50
22	\$49.12	\$58.67	\$9.00	\$0.50
23	\$48.12	\$57.67	\$10.00	\$0.50
24	\$45.62	\$55.17	\$12.50	\$0.50

C, H-N= \$44.60 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$57.62	\$67.17	\$0.00	\$1.00
26	\$56.62	\$66.17	\$1.00	\$1.00
27	\$55.62	\$65.17	\$2.00	\$1.00
28	\$54.62	\$64.17	\$3.00	\$1.00
29	\$53.62	\$63.17	\$4.00	\$1.00
30	\$52.62	\$62.17	\$5.00	\$1.00
31	\$51.62	\$61.17	\$6.00	\$1.00
32	\$50.62	\$60.17	\$7.00	\$1.00
33	\$49.62	\$59.17	\$8.00	\$1.00
34	\$48.62	\$58.17	\$9.00	\$1.00
35	\$47.62	\$57.17	\$10.00	\$1.00
36	\$45.12	\$54.67	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$56.12	\$65.67	\$0.00	\$2.50
38	\$55.12	\$64.67	\$1.00	\$2.50
39	\$54.12	\$63.67	\$2.00	\$2.50
40	\$53.12	\$62.67	\$3.00	\$2.50
41	\$52.12	\$61.67	\$4.00	\$2.50
42	\$51.12	\$60.67	\$5.00	\$2.50
43	\$50.12	\$59.67	\$6.00	\$2.50
44	\$49.12	\$58.67	\$7.00	\$2.50
45	\$48.12	\$57.67	\$8.00	\$2.50
46	\$47.12	\$56.67	\$9.00	\$2.50
47	\$46.12	\$55.67	\$10.00	\$2.50
48	\$43.62	\$53.17	\$12.50	\$2.50

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 36 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA BUILDING TRADES LIGHT COMMERCIAL GENERAL FOREPERSON (11+ years)
June 28, 2021 through July 3, 2022

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$90.20	\$7.50	\$4.55	\$102.25	\$0.00	\$0.00	\$18.05	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$160.35

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$90.20	\$102.25	\$0.00	\$0.00
2	\$88.70	\$100.75	\$1.50	\$0.00
3	\$87.20	\$99.25	\$3.00	\$0.00
4	\$85.70	\$97.75	\$4.50	\$0.00
5	\$84.20	\$96.25	\$6.00	\$0.00
6	\$82.70	\$94.75	\$7.50	\$0.00
7	\$81.20	\$93.25	\$9.00	\$0.00
8	\$79.70	\$91.75	\$10.50	\$0.00
9	\$78.20	\$90.25	\$12.00	\$0.00
10	\$76.70	\$88.75	\$13.50	\$0.00
11	\$75.20	\$87.25	\$15.00	\$0.00
12	\$71.45	\$83.50	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$89.45	\$101.50	\$0.00	\$0.75
14	\$87.95	\$100.00	\$1.50	\$0.75
15	\$86.45	\$98.50	\$3.00	\$0.75
16	\$84.95	\$97.00	\$4.50	\$0.75
17	\$83.45	\$95.50	\$6.00	\$0.75
18	\$81.95	\$94.00	\$7.50	\$0.75
19	\$80.45	\$92.50	\$9.00	\$0.75
20	\$78.95	\$91.00	\$10.50	\$0.75
21	\$77.45	\$89.50	\$12.00	\$0.75
22	\$75.95	\$88.00	\$13.50	\$0.75
23	\$74.45	\$86.50	\$15.00	\$0.75
24	\$70.70	\$82.75	\$18.75	\$0.75

C, H-N= \$44.60 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$88.70	\$100.75	\$0.00	\$1.50
26	\$87.20	\$99.25	\$1.50	\$1.50
27	\$85.70	\$97.75	\$3.00	\$1.50
28	\$84.20	\$96.25	\$4.50	\$1.50
29	\$82.70	\$94.75	\$6.00	\$1.50
30	\$81.20	\$93.25	\$7.50	\$1.50
31	\$79.70	\$91.75	\$9.00	\$1.50
32	\$78.20	\$90.25	\$10.50	\$1.50
33	\$76.70	\$88.75	\$12.00	\$1.50
34	\$75.20	\$87.25	\$13.50	\$1.50
35	\$73.70	\$85.75	\$15.00	\$1.50
36	\$69.95	\$82.00	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$86.45	\$98.50	\$0.00	\$3.75
38	\$84.95	\$97.00	\$1.50	\$3.75
39	\$83.45	\$95.50	\$3.00	\$3.75
40	\$81.95	\$94.00	\$4.50	\$3.75
41	\$80.45	\$92.50	\$6.00	\$3.75
42	\$78.95	\$91.00	\$7.50	\$3.75
43	\$77.45	\$89.50	\$9.00	\$3.75
44	\$75.95	\$88.00	\$10.50	\$3.75
45	\$74.45	\$86.50	\$12.00	\$3.75
46	\$72.95	\$85.00	\$13.50	\$3.75
47	\$71.45	\$83.50	\$15.00	\$3.75
48	\$67.70	\$79.75	\$18.75	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$121.79	\$10.00	\$4.55	\$136.34	\$0.00	\$0.00	\$24.06	\$14.83	\$20.94	\$1.33	\$0.05	\$2.02	\$0.17	\$0.71	\$200.45

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$121.79	\$136.34	\$0.00	\$0.00
2	\$119.79	\$134.34	\$2.00	\$0.00
3	\$117.79	\$132.34	\$4.00	\$0.00
4	\$115.79	\$130.34	\$6.00	\$0.00
5	\$113.79	\$128.34	\$8.00	\$0.00
6	\$111.79	\$126.34	\$10.00	\$0.00
7	\$109.79	\$124.34	\$12.00	\$0.00
8	\$107.79	\$122.34	\$14.00	\$0.00
9	\$105.79	\$120.34	\$16.00	\$0.00
10	\$103.79	\$118.34	\$18.00	\$0.00
11	\$101.79	\$116.34	\$20.00	\$0.00
12	\$96.79	\$111.34	\$25.00	\$0.00



WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$120.79	\$135.34	\$0.00	\$1.00
14	\$118.79	\$133.34	\$2.00	\$1.00
15	\$116.79	\$131.34	\$4.00	\$1.00
16	\$114.79	\$129.34	\$6.00	\$1.00
17	\$112.79	\$127.34	\$8.00	\$1.00
18	\$110.79	\$125.34	\$10.00	\$1.00
19	\$108.79	\$123.34	\$12.00	\$1.00
20	\$106.79	\$121.34	\$14.00	\$1.00
21	\$104.79	\$119.34	\$16.00	\$1.00
22	\$102.79	\$117.34	\$18.00	\$1.00
23	\$100.79	\$115.34	\$20.00	\$1.00
24	\$95.79	\$110.34	\$25.00	\$1.00

C, H-N= \$44.60 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$119.79	\$134.34	\$0.00	\$2.00
26	\$117.79	\$132.34	\$2.00	\$2.00
27	\$115.79	\$130.34	\$4.00	\$2.00
28	\$113.79	\$128.34	\$6.00	\$2.00
29	\$111.79	\$126.34	\$8.00	\$2.00
30	\$109.79	\$124.34	\$10.00	\$2.00
31	\$107.79	\$122.34	\$12.00	\$2.00
32	\$105.79	\$120.34	\$14.00	\$2.00
33	\$103.79	\$118.34	\$16.00	\$2.00
34	\$101.79	\$116.34	\$18.00	\$2.00
35	\$99.79	\$114.34	\$20.00	\$2.00
36	\$94.79	\$109.34	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$116.79	\$131.34	\$0.00	\$5.00
38	\$114.79	\$129.34	\$2.00	\$5.00
39	\$112.79	\$127.34	\$4.00	\$5.00
40	\$110.79	\$125.34	\$6.00	\$5.00
41	\$108.79	\$123.34	\$8.00	\$5.00
42	\$106.79	\$121.34	\$10.00	\$5.00
43	\$104.79	\$119.34	\$12.00	\$5.00
44	\$102.79	\$117.34	\$14.00	\$5.00
45	\$100.79	\$115.34	\$16.00	\$5.00
46	\$98.79	\$113.34	\$18.00	\$5.00
47	\$96.79	\$111.34	\$20.00	\$5.00
48	\$91.79	\$106.34	\$25.00	\$5.00


 SMW Local 104

 SMACNA

** Contribution payment submitted directly to National Fund

Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Light Commercial Air Conditioning Pro



Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022



A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$36.17	\$3.12	\$3.05	\$42.34	\$0.00	\$0.00	\$1.50	\$14.23	\$8.82	\$1.21	\$0.05	\$0.58	\$0.17	\$0.71	\$69.61

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$36.17	\$42.34	\$0.00	\$0.00
2	\$35.17	\$41.34	\$1.00	\$0.00
3	\$34.17	\$40.34	\$2.00	\$0.00
4	\$33.17	\$39.34	\$3.00	\$0.00
5	\$32.17	\$38.34	\$4.00	\$0.00
6	\$31.17	\$37.34	\$5.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$35.67	\$41.84	\$0.00	\$0.50
14	\$34.67	\$40.84	\$1.00	\$0.50
15	\$33.67	\$39.84	\$2.00	\$0.50
16	\$32.67	\$38.84	\$3.00	\$0.50
17	\$31.67	\$37.84	\$4.00	\$0.50
18	\$30.67	\$36.84	\$5.00	\$0.50

C, H-N= \$28.82 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$35.17	\$41.34	\$0.00	\$1.00
26	\$34.17	\$40.34	\$1.00	\$1.00
27	\$33.17	\$39.34	\$2.00	\$1.00
28	\$32.17	\$38.34	\$3.00	\$1.00
29	\$31.17	\$37.34	\$4.00	\$1.00
30	\$30.17	\$36.34	\$5.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$33.67	\$39.84	\$0.00	\$2.50
38	\$32.67	\$38.84	\$1.00	\$2.50
39	\$31.67	\$37.84	\$2.00	\$2.50
40	\$30.67	\$36.84	\$3.00	\$2.50
41	\$29.67	\$35.84	\$4.00	\$2.50
42	\$28.67	\$34.84	\$5.00	\$2.50

Rick Werner, Business Manager
 International Association of SMART
 SMW Local Union No. 104

Sean O'Donoghue
 Executive Vice President
 Bay Area Association of SMACNA Chapters

See pg. 38 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA Light Commercial Air Conditioning Pro
June 28, 2021 through July 3, 2022

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$55.78	\$4.68	\$3.05	\$63.51	\$0.00	\$0.00	\$2.25	\$14.23	\$8.82	\$1.21	\$0.05	\$0.58	\$0.17	\$0.71	\$91.53

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$55.78	\$63.51	\$0.00	\$0.00
2	\$54.28	\$62.01	\$1.50	\$0.00
3	\$52.78	\$60.51	\$3.00	\$0.00
4	\$51.28	\$59.01	\$4.50	\$0.00
5	\$49.78	\$57.51	\$6.00	\$0.00
6	\$48.28	\$56.01	\$7.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$55.03	\$62.76	\$0.00	\$0.75
14	\$53.53	\$61.26	\$1.50	\$0.75
15	\$52.03	\$59.76	\$3.00	\$0.75
16	\$50.53	\$58.26	\$4.50	\$0.75
17	\$49.03	\$56.76	\$6.00	\$0.75
18	\$47.53	\$55.26	\$7.50	\$0.75

C, H-N= \$28.82 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$54.28	\$62.01	\$0.00	\$1.50
26	\$52.78	\$60.51	\$1.50	\$1.50
27	\$51.28	\$59.01	\$3.00	\$1.50
28	\$49.78	\$57.51	\$4.50	\$1.50
29	\$48.28	\$56.01	\$6.00	\$1.50
30	\$46.78	\$54.51	\$7.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$52.03	\$59.76	\$0.00	\$3.75
38	\$50.53	\$58.26	\$1.50	\$3.75
39	\$49.03	\$56.76	\$3.00	\$3.75
40	\$47.53	\$55.26	\$4.50	\$3.75
41	\$46.03	\$53.76	\$6.00	\$3.75
42	\$44.53	\$52.26	\$7.50	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$75.39	\$6.24	\$3.05	\$84.68	\$0.00	\$0.00	\$3.00	\$14.23	\$8.82	\$1.21	\$0.05	\$0.58	\$0.17	\$0.71	\$113.45

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$75.39	\$84.68	\$0.00	\$0.00
2	\$73.39	\$82.68	\$2.00	\$0.00
3	\$71.39	\$80.68	\$4.00	\$0.00
4	\$69.39	\$78.68	\$6.00	\$0.00
5	\$67.39	\$76.68	\$8.00	\$0.00
6	\$65.39	\$74.68	\$10.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$74.39	\$83.68	\$0.00	\$1.00
14	\$72.39	\$81.68	\$2.00	\$1.00
15	\$70.39	\$79.68	\$4.00	\$1.00
16	\$68.39	\$77.68	\$6.00	\$1.00
17	\$66.39	\$75.68	\$8.00	\$1.00
18	\$64.39	\$73.68	\$10.00	\$1.00

C, H-N= \$28.82 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$73.39	\$82.68	\$0.00	\$2.00
26	\$71.39	\$80.68	\$2.00	\$2.00
27	\$69.39	\$78.68	\$4.00	\$2.00
28	\$67.39	\$76.68	\$6.00	\$2.00
29	\$65.39	\$74.68	\$8.00	\$2.00
30	\$63.39	\$72.68	\$10.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$70.39	\$79.68	\$0.00	\$5.00
38	\$68.39	\$77.68	\$2.00	\$5.00
39	\$66.39	\$75.68	\$4.00	\$5.00
40	\$64.39	\$73.68	\$6.00	\$5.00
41	\$62.39	\$71.68	\$8.00	\$5.00
42	\$60.39	\$69.68	\$10.00	\$5.00



** Contribution payment submitted directly to National Fund

**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Light Commercial AC Specialist**



**Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
June 28, 2021 through July 3, 2022**

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$31.54	\$2.00	\$2.52	\$36.06	\$0.00	\$0.00	\$1.12	\$14.23	\$3.41	\$1.21	\$0.05	\$0.58	\$0.17	\$0.71	\$57.54

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$31.54	\$36.06	\$0.00	\$0.00
2	\$30.54	\$35.06	\$1.00	\$0.00
3	\$29.54	\$34.06	\$2.00	\$0.00
4	\$28.54	\$33.06	\$3.00	\$0.00
5	\$27.54	\$32.06	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$31.04	\$35.56	\$0.00	\$0.50
14	\$30.04	\$34.56	\$1.00	\$0.50
15	\$29.04	\$33.56	\$2.00	\$0.50
16	\$28.04	\$32.56	\$3.00	\$0.50
17	\$27.04	\$31.56	\$4.00	\$0.50

C, H-N= \$22.88 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$30.54	\$35.06	\$0.00	\$1.00
26	\$29.54	\$34.06	\$1.00	\$1.00
27	\$28.54	\$33.06	\$2.00	\$1.00
28	\$27.54	\$32.06	\$3.00	\$1.00
29	\$26.54	\$31.06	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$29.04	\$33.56	\$0.00	\$2.50
38	\$28.04	\$32.56	\$1.00	\$2.50
39	\$27.04	\$31.56	\$2.00	\$2.50
40	\$26.04	\$30.56	\$3.00	\$2.50
41	\$25.04	\$29.56	\$4.00	\$2.50

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 40 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA Light Commercial AC Specialist
June 28, 2021 through July 3, 2022

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$48.57	\$3.00	\$2.52	\$54.09	\$0.00	\$0.00	\$1.68	\$14.23	\$3.41	\$1.21	\$0.05	\$0.58	\$0.17	\$0.71	\$76.13

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$48.57	\$54.09	\$0.00	\$0.00
2	\$47.07	\$52.59	\$1.50	\$0.00
3	\$45.57	\$51.09	\$3.00	\$0.00
4	\$44.07	\$49.59	\$4.50	\$0.00
5	\$42.57	\$48.09	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$47.82	\$53.34	\$0.00	\$0.75
14	\$46.32	\$51.84	\$1.50	\$0.75
15	\$44.82	\$50.34	\$3.00	\$0.75
16	\$43.32	\$48.84	\$4.50	\$0.75
17	\$41.82	\$47.34	\$6.00	\$0.75

C, H-N= \$22.88 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime
 rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$47.07	\$52.59	\$0.00	\$1.50
26	\$45.57	\$51.09	\$1.50	\$1.50
27	\$44.07	\$49.59	\$3.00	\$1.50
28	\$42.57	\$48.09	\$4.50	\$1.50
29	\$41.07	\$46.59	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$44.82	\$50.34	\$0.00	\$3.75
38	\$43.32	\$48.84	\$1.50	\$3.75
39	\$41.82	\$47.34	\$3.00	\$3.75
40	\$40.32	\$45.84	\$4.50	\$3.75
41	\$38.82	\$44.34	\$6.00	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$65.60	\$4.00	\$2.52	\$72.12	\$0.00	\$0.00	\$2.24	\$14.23	\$3.41	\$1.21	\$0.05	\$0.58	\$0.17	\$0.71	\$94.72

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$65.60	\$72.12	\$0.00	\$0.00
2	\$63.60	\$70.12	\$2.00	\$0.00
3	\$61.60	\$68.12	\$4.00	\$0.00
4	\$59.60	\$66.12	\$6.00	\$0.00
5	\$57.60	\$64.12	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$64.60	\$71.12	\$0.00	\$1.00
14	\$62.60	\$69.12	\$2.00	\$1.00
15	\$60.60	\$67.12	\$4.00	\$1.00
16	\$58.60	\$65.12	\$6.00	\$1.00
17	\$56.60	\$63.12	\$8.00	\$1.00

C, H-N= \$22.88 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime
 rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$63.60	\$70.12	\$0.00	\$2.00
26	\$61.60	\$68.12	\$2.00	\$2.00
27	\$59.60	\$66.12	\$4.00	\$2.00
28	\$57.60	\$64.12	\$6.00	\$2.00
29	\$55.60	\$62.12	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$60.60	\$67.12	\$0.00	\$5.00
38	\$58.60	\$65.12	\$2.00	\$5.00
39	\$56.60	\$63.12	\$4.00	\$5.00
40	\$54.60	\$61.12	\$6.00	\$5.00
41	\$52.60	\$59.12	\$8.00	\$5.00


 SMW Local 104

 SMACNA

** Contribution payment submitted directly to National Fund

Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule



Light Commercial AC Specialist Apprentice

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

1st 6 Months AC Specialist App Straight Time 60%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$19.92	\$0.00	\$1.72	\$21.64	\$0.00	\$0.00	\$0.67	\$14.23	\$0.00	\$1.21	\$0.05	\$0.43	\$0.17	\$0.71	\$39.11

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$19.92	\$21.64	\$0.00	\$0.00
2	\$18.92	\$20.64	\$1.00	\$0.00
3	\$17.92	\$19.64	\$2.00	\$0.00
4	\$16.92	\$18.64	\$3.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$19.42	\$21.14	\$0.00	\$0.50
14	\$18.42	\$20.14	\$1.00	\$0.50
15	\$17.42	\$19.14	\$2.00	\$0.50
16	\$16.42	\$18.14	\$3.00	\$0.50

C, H-N= \$18.52 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$18.92	\$20.64	\$0.00	\$1.00
26	\$17.92	\$19.64	\$1.00	\$1.00
27	\$16.92	\$18.64	\$2.00	\$1.00
28	\$15.92	\$17.64	\$3.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$17.42	\$19.14	\$0.00	\$2.50
38	\$16.42	\$18.14	\$1.00	\$2.50
39	\$15.42	\$17.14	\$2.00	\$2.50
40	\$14.42	\$16.14	\$3.00	\$2.50

2nd 6 Months AC Specialist App Straight Time 70%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$22.63	\$0.90	\$1.72	\$25.25	\$0.00	\$0.00	\$0.78	\$14.23	\$1.16	\$1.21	\$0.05	\$0.43	\$0.17	\$0.71	\$43.99

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$22.63	\$25.25	\$0.00	\$0.00
2	\$21.63	\$24.25	\$1.00	\$0.00
3	\$20.63	\$23.25	\$2.00	\$0.00
4	\$19.63	\$22.25	\$3.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$22.13	\$24.75	\$0.00	\$0.50
14	\$21.13	\$23.75	\$1.00	\$0.50
15	\$20.13	\$22.75	\$2.00	\$0.50
16	\$19.13	\$21.75	\$3.00	\$0.50

C, H-N= \$19.68 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$21.63	\$24.25	\$0.00	\$1.00
26	\$20.63	\$23.25	\$1.00	\$1.00
27	\$19.63	\$22.25	\$2.00	\$1.00
28	\$18.63	\$21.25	\$3.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$20.13	\$22.75	\$0.00	\$2.50
38	\$19.13	\$21.75	\$1.00	\$2.50
39	\$18.13	\$20.75	\$2.00	\$2.50
40	\$17.13	\$19.75	\$3.00	\$2.50

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

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Page 45-46 Double Time

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

** Contribution payment submitted directly to National Fund

Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule



Light Commercial AC Specialist Apprentice

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

3rd 6 Months AC Specialist App Straight Time 80%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$26.23	\$0.90	\$1.72	\$28.85	\$0.00	\$0.00	\$0.89	\$14.23	\$1.16	\$1.21	\$0.05	\$0.43	\$0.17	\$0.71	\$47.70

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$26.23	\$28.85	\$0.00	\$0.00
2	\$25.23	\$27.85	\$1.00	\$0.00
3	\$24.23	\$26.85	\$2.00	\$0.00
4	\$23.23	\$25.85	\$3.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$25.73	\$28.35	\$0.00	\$0.50
14	\$24.73	\$27.35	\$1.00	\$0.50
15	\$23.73	\$26.35	\$2.00	\$0.50
16	\$22.73	\$25.35	\$3.00	\$0.50

C, H-N= \$19.68 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$25.23	\$27.85	\$0.00	\$1.00
26	\$24.23	\$26.85	\$1.00	\$1.00
27	\$23.23	\$25.85	\$2.00	\$1.00
28	\$22.23	\$24.85	\$3.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$23.73	\$26.35	\$0.00	\$2.50
38	\$22.73	\$25.35	\$1.00	\$2.50
39	\$21.73	\$24.35	\$2.00	\$2.50
40	\$20.73	\$23.35	\$3.00	\$2.50

4th 6 Months AC Specialist App Straight Time 85%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$28.03	\$0.90	\$1.72	\$30.65	\$0.00	\$0.00	\$0.95	\$14.23	\$1.16	\$1.21	\$0.05	\$0.43	\$0.17	\$0.71	\$49.56

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$28.03	\$30.65	\$0.00	\$0.00
2	\$27.03	\$29.65	\$1.00	\$0.00
3	\$26.03	\$28.65	\$2.00	\$0.00
4	\$25.03	\$27.65	\$3.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$27.53	\$30.15	\$0.00	\$0.50
14	\$26.53	\$29.15	\$1.00	\$0.50
15	\$25.53	\$28.15	\$2.00	\$0.50
16	\$24.53	\$27.15	\$3.00	\$0.50

C, H-N= \$19.68 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$27.03	\$29.65	\$0.00	\$1.00
26	\$26.03	\$28.65	\$1.00	\$1.00
27	\$25.03	\$27.65	\$2.00	\$1.00
28	\$24.03	\$26.65	\$3.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$25.53	\$28.15	\$0.00	\$2.50
38	\$24.53	\$27.15	\$1.00	\$2.50
39	\$23.53	\$26.15	\$2.00	\$2.50
40	\$22.53	\$25.15	\$3.00	\$2.50

SMACNA

** Contribution payment submitted directly to National Fund

Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule



Light Commercial AC Specialist Apprentice
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
 SAN MATEO SANTA CLARA

1st 6 Months AC Specialist App Overtime 60%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$30.74	\$0.00	\$1.72	\$32.46	\$0.00	\$0.00	\$1.01	\$14.23	\$0.00	\$1.21	\$0.05	\$0.43	\$0.17	\$0.71	\$50.27

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$30.74	\$32.46	\$0.00	\$0.00
2	\$29.24	\$30.96	\$1.50	\$0.00
3	\$27.74	\$29.46	\$3.00	\$0.00
4	\$26.24	\$27.96	\$4.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$29.99	\$31.71	\$0.00	\$0.75
14	\$28.49	\$30.21	\$1.50	\$0.75
15	\$26.99	\$28.71	\$3.00	\$0.75
16	\$25.49	\$27.21	\$4.50	\$0.75

C, H-N= \$18.52 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$29.24	\$30.96	\$0.00	\$1.50
26	\$27.74	\$29.46	\$1.50	\$1.50
27	\$26.24	\$27.96	\$3.00	\$1.50
28	\$24.74	\$26.46	\$4.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$26.99	\$28.71	\$0.00	\$3.75
38	\$25.49	\$27.21	\$1.50	\$3.75
39	\$23.99	\$25.71	\$3.00	\$3.75
40	\$22.49	\$24.21	\$4.50	\$3.75

2nd 6 Months AC Specialist App Overtime 70%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$34.81	\$1.35	\$1.72	\$37.88	\$0.00	\$0.00	\$1.17	\$14.23	\$1.16	\$1.21	\$0.05	\$0.43	\$0.17	\$0.71	\$57.01

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$34.81	\$37.88	\$0.00	\$0.00
2	\$33.31	\$36.38	\$1.50	\$0.00
3	\$31.81	\$34.88	\$3.00	\$0.00
4	\$30.31	\$33.38	\$4.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$34.06	\$37.13	\$0.00	\$0.75
14	\$32.56	\$35.63	\$1.50	\$0.75
15	\$31.06	\$34.13	\$3.00	\$0.75
16	\$29.56	\$32.63	\$4.50	\$0.75

C, H-N= \$19.68 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$33.31	\$36.38	\$0.00	\$1.50
26	\$31.81	\$34.88	\$1.50	\$1.50
27	\$30.31	\$33.38	\$3.00	\$1.50
28	\$28.81	\$31.88	\$4.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$31.06	\$34.13	\$0.00	\$3.75
38	\$29.56	\$32.63	\$1.50	\$3.75
39	\$28.06	\$31.13	\$3.00	\$3.75
40	\$26.56	\$29.63	\$4.50	\$3.75

Page 41-42 Straight Time
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SMW Local 104

 SMACNA

** Contribution payment submitted directly to National Fund

Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule



Light Commercial AC Specialist Apprentice
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
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 June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
 SAN MATEO SANTA CLARA

3rd 6 Months AC Specialist App Overtime 80%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$40.20	\$1.35	\$1.72	\$43.27	\$0.00	\$0.00	\$1.34	\$14.23	\$1.16	\$1.21	\$0.05	\$0.43	\$0.17	\$0.71	\$62.57

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$40.20	\$43.27	\$0.00	\$0.00
2	\$38.70	\$41.77	\$1.50	\$0.00
3	\$37.20	\$40.27	\$3.00	\$0.00
4	\$35.70	\$38.77	\$4.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$39.45	\$42.52	\$0.00	\$0.75
14	\$37.95	\$41.02	\$1.50	\$0.75
15	\$36.45	\$39.52	\$3.00	\$0.75
16	\$34.95	\$38.02	\$4.50	\$0.75

C, H-N= \$19.68 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$38.70	\$41.77	\$0.00	\$1.50
26	\$37.20	\$40.27	\$1.50	\$1.50
27	\$35.70	\$38.77	\$3.00	\$1.50
28	\$34.20	\$37.27	\$4.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$36.45	\$39.52	\$0.00	\$3.75
38	\$34.95	\$38.02	\$1.50	\$3.75
39	\$33.45	\$36.52	\$3.00	\$3.75
40	\$31.95	\$35.02	\$4.50	\$3.75

4th 6 Months AC Specialist App Overtime 85%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$42.90	\$1.35	\$1.72	\$45.97	\$0.00	\$0.00	\$1.43	\$14.23	\$1.16	\$1.21	\$0.05	\$0.43	\$0.17	\$0.71	\$65.36

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$42.90	\$45.97	\$0.00	\$0.00
2	\$41.40	\$44.47	\$1.50	\$0.00
3	\$39.90	\$42.97	\$3.00	\$0.00
4	\$38.40	\$41.47	\$4.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$42.15	\$45.22	\$0.00	\$0.75
14	\$40.65	\$43.72	\$1.50	\$0.75
15	\$39.15	\$42.22	\$3.00	\$0.75
16	\$37.65	\$40.72	\$4.50	\$0.75

C, H-N= \$19.68 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$41.40	\$44.47	\$0.00	\$1.50
26	\$39.90	\$42.97	\$1.50	\$1.50
27	\$38.40	\$41.47	\$3.00	\$1.50
28	\$36.90	\$39.97	\$4.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$39.15	\$42.22	\$0.00	\$3.75
38	\$37.65	\$40.72	\$1.50	\$3.75
39	\$36.15	\$39.22	\$3.00	\$3.75
40	\$34.65	\$37.72	\$4.50	\$3.75


 SMW Local 104


 SMACNA

** Contribution payment submitted directly to National Fund

Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule



Light Commercial AC Specialist Apprentice
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
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 June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
 SAN MATEO SANTA CLARA

1st 6 Months AC Specialist App Double Time 60%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$41.56	\$0.00	\$1.72	\$43.28	\$0.00	\$0.00	\$1.34	\$14.23	\$0.00	\$1.21	\$0.05	\$0.43	\$0.17	\$0.71	\$61.42

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$41.56	\$43.28	\$0.00	\$0.00
2	\$39.56	\$41.28	\$2.00	\$0.00
3	\$37.56	\$39.28	\$4.00	\$0.00
4	\$35.56	\$37.28	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$40.56	\$42.28	\$0.00	\$1.00
14	\$38.56	\$40.28	\$2.00	\$1.00
15	\$36.56	\$38.28	\$4.00	\$1.00
16	\$34.56	\$36.28	\$6.00	\$1.00

C, H-N= \$18.52 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$39.56	\$41.28	\$0.00	\$2.00
26	\$37.56	\$39.28	\$2.00	\$2.00
27	\$35.56	\$37.28	\$4.00	\$2.00
28	\$33.56	\$35.28	\$6.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$36.56	\$38.28	\$0.00	\$5.00
38	\$34.56	\$36.28	\$2.00	\$5.00
39	\$32.56	\$34.28	\$4.00	\$5.00
40	\$30.56	\$32.28	\$6.00	\$5.00

2nd 6 Months AC Specialist App Double Time 70%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$46.98	\$1.80	\$1.72	\$50.50	\$0.00	\$0.00	\$1.56	\$14.23	\$1.16	\$1.21	\$0.05	\$0.43	\$0.17	\$0.71	\$70.02

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$46.98	\$50.50	\$0.00	\$0.00
2	\$44.98	\$48.50	\$2.00	\$0.00
3	\$42.98	\$46.50	\$4.00	\$0.00
4	\$40.98	\$44.50	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$45.98	\$49.50	\$0.00	\$1.00
14	\$43.98	\$47.50	\$2.00	\$1.00
15	\$41.98	\$45.50	\$4.00	\$1.00
16	\$39.98	\$43.50	\$6.00	\$1.00

C, H-N= \$19.68 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$44.98	\$48.50	\$0.00	\$2.00
26	\$42.98	\$46.50	\$2.00	\$2.00
27	\$40.98	\$44.50	\$4.00	\$2.00
28	\$38.98	\$42.50	\$6.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$41.98	\$45.50	\$0.00	\$5.00
38	\$39.98	\$43.50	\$2.00	\$5.00
39	\$37.98	\$41.50	\$4.00	\$5.00
40	\$35.98	\$39.50	\$6.00	\$5.00

Page 41-42 Straight Time
Page 43-44 Overtime
Page 45-46 Double Time

PW
 SMW Local 104

[Signature]
 SMACNA

** Contribution payment submitted directly to National Fund

Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule



Light Commercial AC Specialist Apprentice

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

3rd 6 Months AC Specialist App Double Time 80%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$54.18	\$1.80	\$1.72	\$57.70	\$0.00	\$0.00	\$1.78	\$14.23	\$1.16	\$1.21	\$0.05	\$0.43	\$0.17	\$0.71	\$77.44

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$54.18	\$57.70	\$0.00	\$0.00
2	\$52.18	\$55.70	\$2.00	\$0.00
3	\$50.18	\$53.70	\$4.00	\$0.00
4	\$48.18	\$51.70	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$53.18	\$56.70	\$0.00	\$1.00
14	\$51.18	\$54.70	\$2.00	\$1.00
15	\$49.18	\$52.70	\$4.00	\$1.00
16	\$47.18	\$50.70	\$6.00	\$1.00

C, H-N= \$19.68 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$52.18	\$55.70	\$0.00	\$2.00
26	\$50.18	\$53.70	\$2.00	\$2.00
27	\$48.18	\$51.70	\$4.00	\$2.00
28	\$46.18	\$49.70	\$6.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$49.18	\$52.70	\$0.00	\$5.00
38	\$47.18	\$50.70	\$2.00	\$5.00
39	\$45.18	\$48.70	\$4.00	\$5.00
40	\$43.18	\$46.70	\$6.00	\$5.00

4th 6 Months AC Specialist App Double Time 85%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$57.78	\$1.80	\$1.72	\$61.30	\$0.00	\$0.00	\$1.90	\$14.23	\$1.16	\$1.21	\$0.05	\$0.43	\$0.17	\$0.71	\$81.16

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$57.78	\$61.30	\$0.00	\$0.00
2	\$55.78	\$59.30	\$2.00	\$0.00
3	\$53.78	\$57.30	\$4.00	\$0.00
4	\$51.78	\$55.30	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$56.78	\$60.30	\$0.00	\$1.00
14	\$54.78	\$58.30	\$2.00	\$1.00
15	\$52.78	\$56.30	\$4.00	\$1.00
16	\$50.78	\$54.30	\$6.00	\$1.00

C, H-N= \$19.68 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$55.78	\$59.30	\$0.00	\$2.00
26	\$53.78	\$57.30	\$2.00	\$2.00
27	\$51.78	\$55.30	\$4.00	\$2.00
28	\$49.78	\$53.30	\$6.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$52.78	\$56.30	\$0.00	\$5.00
38	\$50.78	\$54.30	\$2.00	\$5.00
39	\$48.78	\$52.30	\$4.00	\$5.00
40	\$46.78	\$50.30	\$6.00	\$5.00


SMW Local 104


SMACNA

** Contribution payment submitted directly to National Fund



**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Light Commercial Service Mechanic**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$34.95	\$7.10	\$3.41	\$45.46	\$0.00	\$0.00	\$2.50	\$14.23	\$12.68	\$1.23	\$0.05	\$0.89	\$0.17	\$0.71	\$77.92

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$34.95	\$45.46	\$0.00	\$0.00
2	\$33.95	\$44.46	\$1.00	\$0.00
3	\$32.95	\$43.46	\$2.00	\$0.00
4	\$31.95	\$42.46	\$3.00	\$0.00
5	\$30.95	\$41.46	\$4.00	\$0.00
6	\$29.95	\$40.46	\$5.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$34.45	\$44.96	\$0.00	\$0.50
14	\$33.45	\$43.96	\$1.00	\$0.50
15	\$32.45	\$42.96	\$2.00	\$0.50
16	\$31.45	\$41.96	\$3.00	\$0.50
17	\$30.45	\$40.96	\$4.00	\$0.50
18	\$29.45	\$39.96	\$5.00	\$0.50

C, H-N= \$33.37 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$33.95	\$44.46	\$0.00	\$1.00
26	\$32.95	\$43.46	\$1.00	\$1.00
27	\$31.95	\$42.46	\$2.00	\$1.00
28	\$30.95	\$41.46	\$3.00	\$1.00
29	\$29.95	\$40.46	\$4.00	\$1.00
30	\$28.95	\$39.46	\$5.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$32.45	\$42.96	\$0.00	\$2.50
38	\$31.45	\$41.96	\$1.00	\$2.50
39	\$30.45	\$40.96	\$2.00	\$2.50
40	\$29.45	\$39.96	\$3.00	\$2.50
41	\$28.45	\$38.96	\$4.00	\$2.50
42	\$27.45	\$37.96	\$5.00	\$2.50

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 48 for overtime rates.

** Contribution payment submitted directly to National Fund

**SMACNA Light Commercial Service Mechanic
June 28, 2021 through July 3, 2022**

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$54.13	\$10.65	\$3.41	\$68.19	\$0.00	\$0.00	\$3.75	\$14.23	\$12.68	\$1.23	\$0.05	\$0.89	\$0.17	\$0.71	\$101.90

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$54.13	\$68.19	\$0.00	\$0.00
2	\$52.63	\$66.69	\$1.50	\$0.00
3	\$51.13	\$65.19	\$3.00	\$0.00
4	\$49.63	\$63.69	\$4.50	\$0.00
5	\$48.13	\$62.19	\$6.00	\$0.00
6	\$46.63	\$60.69	\$7.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$53.38	\$67.44	\$0.00	\$0.75
14	\$51.88	\$65.94	\$1.50	\$0.75
15	\$50.38	\$64.44	\$3.00	\$0.75
16	\$48.88	\$62.94	\$4.50	\$0.75
17	\$47.38	\$61.44	\$6.00	\$0.75
18	\$45.88	\$59.94	\$7.50	\$0.75

C, H-N= \$33.37 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$52.63	\$66.69	\$0.00	\$1.50
26	\$51.13	\$65.19	\$1.50	\$1.50
27	\$49.63	\$63.69	\$3.00	\$1.50
28	\$48.13	\$62.19	\$4.50	\$1.50
29	\$46.63	\$60.69	\$6.00	\$1.50
30	\$45.13	\$59.19	\$7.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$50.38	\$64.44	\$0.00	\$3.75
38	\$48.88	\$62.94	\$1.50	\$3.75
39	\$47.38	\$61.44	\$3.00	\$3.75
40	\$45.88	\$59.94	\$4.50	\$3.75
41	\$44.38	\$58.44	\$6.00	\$3.75
42	\$42.88	\$56.94	\$7.50	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$73.31	\$14.20	\$3.41	\$90.92	\$0.00	\$0.00	\$5.00	\$14.23	\$12.68	\$1.23	\$0.05	\$0.89	\$0.17	\$0.71	\$125.88

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$73.31	\$90.92	\$0.00	\$0.00
2	\$71.31	\$88.92	\$2.00	\$0.00
3	\$69.31	\$86.92	\$4.00	\$0.00
4	\$67.31	\$84.92	\$6.00	\$0.00
5	\$65.31	\$82.92	\$8.00	\$0.00
6	\$63.31	\$80.92	\$10.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$72.31	\$89.92	\$0.00	\$1.00
14	\$70.31	\$87.92	\$2.00	\$1.00
15	\$68.31	\$85.92	\$4.00	\$1.00
16	\$66.31	\$83.92	\$6.00	\$1.00
17	\$64.31	\$81.92	\$8.00	\$1.00
18	\$62.31	\$79.92	\$10.00	\$1.00

C, H-N= \$33.37 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$71.31	\$88.92	\$0.00	\$2.00
26	\$69.31	\$86.92	\$2.00	\$2.00
27	\$67.31	\$84.92	\$4.00	\$2.00
28	\$65.31	\$82.92	\$6.00	\$2.00
29	\$63.31	\$80.92	\$8.00	\$2.00
30	\$61.31	\$78.92	\$10.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$68.31	\$85.92	\$0.00	\$5.00
38	\$66.31	\$83.92	\$2.00	\$5.00
39	\$64.31	\$81.92	\$4.00	\$5.00
40	\$62.31	\$79.92	\$6.00	\$5.00
41	\$60.31	\$77.92	\$8.00	\$5.00
42	\$58.31	\$75.92	\$10.00	\$5.00

SMW Local 104

SMACNA

** Contribution payment submitted directly to National Fund



**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Light Commercial Service Technician**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$33.46	\$4.70	\$2.98	\$41.14	\$0.00	\$0.00	\$1.60	\$14.23	\$8.09	\$1.23	\$0.05	\$0.89	\$0.17	\$0.71	\$68.11

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$33.46	\$41.14	\$0.00	\$0.00
2	\$32.46	\$40.14	\$1.00	\$0.00
3	\$31.46	\$39.14	\$2.00	\$0.00
4	\$30.46	\$38.14	\$3.00	\$0.00
5	\$29.46	\$37.14	\$4.00	\$0.00
6	\$28.46	\$36.14	\$5.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$32.96	\$40.64	\$0.00	\$0.50
14	\$31.96	\$39.64	\$1.00	\$0.50
15	\$30.96	\$38.64	\$2.00	\$0.50
16	\$29.96	\$37.64	\$3.00	\$0.50
17	\$28.96	\$36.64	\$4.00	\$0.50
18	\$27.96	\$35.64	\$5.00	\$0.50

C, H-N= \$28.35 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$32.46	\$40.14	\$0.00	\$1.00
26	\$31.46	\$39.14	\$1.00	\$1.00
27	\$30.46	\$38.14	\$2.00	\$1.00
28	\$29.46	\$37.14	\$3.00	\$1.00
29	\$28.46	\$36.14	\$4.00	\$1.00
30	\$27.46	\$35.14	\$5.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$30.96	\$38.64	\$0.00	\$2.50
38	\$29.96	\$37.64	\$1.00	\$2.50
39	\$28.96	\$36.64	\$2.00	\$2.50
40	\$27.96	\$35.64	\$3.00	\$2.50
41	\$26.96	\$34.64	\$4.00	\$2.50
42	\$25.96	\$33.64	\$5.00	\$2.50

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 50 for overtime rates.

** Contribution payment submitted directly to National Fund

**SMACNA Light Commercial Service Technician
June 28, 2021 through July 3, 2022**

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$51.68	\$7.05	\$2.98	\$61.71	\$0.00	\$0.00	\$2.40	\$14.23	\$8.09	\$1.23	\$0.05	\$0.89	\$0.17	\$0.71	\$89.48

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$51.68	\$61.71	\$0.00	\$0.00
2	\$50.18	\$60.21	\$1.50	\$0.00
3	\$48.68	\$58.71	\$3.00	\$0.00
4	\$47.18	\$57.21	\$4.50	\$0.00
5	\$45.68	\$55.71	\$6.00	\$0.00
6	\$44.18	\$54.21	\$7.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$50.93	\$60.96	\$0.00	\$0.75
14	\$49.43	\$59.46	\$1.50	\$0.75
15	\$47.93	\$57.96	\$3.00	\$0.75
16	\$46.43	\$56.46	\$4.50	\$0.75
17	\$44.93	\$54.96	\$6.00	\$0.75
18	\$43.43	\$53.46	\$7.50	\$0.75

C, H-N= \$28.35 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$50.18	\$60.21	\$0.00	\$1.50
26	\$48.68	\$58.71	\$1.50	\$1.50
27	\$47.18	\$57.21	\$3.00	\$1.50
28	\$45.68	\$55.71	\$4.50	\$1.50
29	\$44.18	\$54.21	\$6.00	\$1.50
30	\$42.68	\$52.71	\$7.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$47.93	\$57.96	\$0.00	\$3.75
38	\$46.43	\$56.46	\$1.50	\$3.75
39	\$44.93	\$54.96	\$3.00	\$3.75
40	\$43.43	\$53.46	\$4.50	\$3.75
41	\$41.93	\$51.96	\$6.00	\$3.75
42	\$40.43	\$50.46	\$7.50	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$69.90	\$9.40	\$2.98	\$82.28	\$0.00	\$0.00	\$3.20	\$14.23	\$8.09	\$1.23	\$0.05	\$0.89	\$0.17	\$0.71	\$110.85

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$69.90	\$82.28	\$0.00	\$0.00
2	\$67.90	\$80.28	\$2.00	\$0.00
3	\$65.90	\$78.28	\$4.00	\$0.00
4	\$63.90	\$76.28	\$6.00	\$0.00
5	\$61.90	\$74.28	\$8.00	\$0.00
6	\$59.90	\$72.28	\$10.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$68.90	\$81.28	\$0.00	\$1.00
14	\$66.90	\$79.28	\$2.00	\$1.00
15	\$64.90	\$77.28	\$4.00	\$1.00
16	\$62.90	\$75.28	\$6.00	\$1.00
17	\$60.90	\$73.28	\$8.00	\$1.00
18	\$58.90	\$71.28	\$10.00	\$1.00

C, H-N= \$28.35 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$67.90	\$80.28	\$0.00	\$2.00
26	\$65.90	\$78.28	\$2.00	\$2.00
27	\$63.90	\$76.28	\$4.00	\$2.00
28	\$61.90	\$74.28	\$6.00	\$2.00
29	\$59.90	\$72.28	\$8.00	\$2.00
30	\$57.90	\$70.28	\$10.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$64.90	\$77.28	\$0.00	\$5.00
38	\$62.90	\$75.28	\$2.00	\$5.00
39	\$60.90	\$73.28	\$4.00	\$5.00
40	\$58.90	\$71.28	\$6.00	\$5.00
41	\$56.90	\$69.28	\$8.00	\$5.00
42	\$54.90	\$67.28	\$10.00	\$5.00

SMW Local 104

SMACNA



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Light Commercial Service Technician Apprentice
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022



1st 6 Months Service Technician App Straight Time 60%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$21.02	\$1.80	\$2.05	\$24.87	\$0.00	\$0.00	\$0.77	\$14.23	\$3.88	\$1.23	\$0.05	\$0.70	\$0.17	\$0.71	\$46.61

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$21.02	\$24.87	\$0.00	\$0.00
2	\$20.02	\$23.87	\$1.00	\$0.00
3	\$19.02	\$22.87	\$2.00	\$0.00
4	\$18.02	\$21.87	\$3.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$20.52	\$24.37	\$0.00	\$0.50
14	\$19.52	\$23.37	\$1.00	\$0.50
15	\$18.52	\$22.37	\$2.00	\$0.50
16	\$17.52	\$21.37	\$3.00	\$0.50

C, H-N= \$23.02 hourly rate.
 (including straight time, overtime,
 and double time)

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$20.02	\$23.87	\$0.00	\$1.00
26	\$19.02	\$22.87	\$1.00	\$1.00
27	\$18.02	\$21.87	\$2.00	\$1.00
28	\$17.02	\$20.87	\$3.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$18.52	\$22.37	\$0.00	\$2.50
38	\$17.52	\$21.37	\$1.00	\$2.50
39	\$16.52	\$20.37	\$2.00	\$2.50
40	\$15.52	\$19.37	\$3.00	\$2.50

A, B, D-G are subject to overtime rates

2nd 6 Months Service Technician App Straight Time 75%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$27.25	\$1.80	\$2.05	\$31.10	\$0.00	\$0.00	\$0.96	\$14.23	\$3.88	\$1.23	\$0.05	\$0.70	\$0.17	\$0.71	\$53.03

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$27.25	\$31.10	\$0.00	\$0.00
2	\$26.25	\$30.10	\$1.00	\$0.00
3	\$25.25	\$29.10	\$2.00	\$0.00
4	\$24.25	\$28.10	\$3.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$26.75	\$30.60	\$0.00	\$0.50
14	\$25.75	\$29.60	\$1.00	\$0.50
15	\$24.75	\$28.60	\$2.00	\$0.50
16	\$23.75	\$27.60	\$3.00	\$0.50

C, H-N= \$23.02 hourly rate.
 (including straight time, overtime,
 and double time)

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$26.25	\$30.10	\$0.00	\$1.00
26	\$25.25	\$29.10	\$1.00	\$1.00
27	\$24.25	\$28.10	\$2.00	\$1.00
28	\$23.25	\$27.10	\$3.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$24.75	\$28.60	\$0.00	\$2.50
38	\$23.75	\$27.60	\$1.00	\$2.50
39	\$22.75	\$26.60	\$2.00	\$2.50
40	\$21.75	\$25.60	\$3.00	\$2.50

A, B, D-G are subject to overtime rates

Rick Werner, Business Manager
 International Association of SMART
 SMW Local Union No. 104

Page 51-52 Straight Time
 Page 53-54 Overtime
 Page 55-56 Double Time

Sean O'Donoghue
 Executive Vice President
 Bay Area Association of SMACNA Chapters

** Contribution payment submitted directly to National Fund

See pg. 53 for overtime rates.



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Light Commercial Service Technician Apprentice
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022



3rd 6 Months Service Technician App Straight Time 85%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$31.39	\$1.80	\$2.05	\$35.24	\$0.00	\$0.00	\$1.09	\$14.23	\$3.88	\$1.23	\$0.05	\$0.70	\$0.17	\$0.71	\$57.30

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$31.39	\$35.24	\$0.00	\$0.00
2	\$30.39	\$34.24	\$1.00	\$0.00
3	\$29.39	\$33.24	\$2.00	\$0.00
4	\$28.39	\$32.24	\$3.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$30.89	\$34.74	\$0.00	\$0.50
14	\$29.89	\$33.74	\$1.00	\$0.50
15	\$28.89	\$32.74	\$2.00	\$0.50
16	\$27.89	\$31.74	\$3.00	\$0.50

C, H-N= \$23.02 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$30.39	\$34.24	\$0.00	\$1.00
26	\$29.39	\$33.24	\$1.00	\$1.00
27	\$28.39	\$32.24	\$2.00	\$1.00
28	\$27.39	\$31.24	\$3.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$28.89	\$32.74	\$0.00	\$2.50
38	\$27.89	\$31.74	\$1.00	\$2.50
39	\$26.89	\$30.74	\$2.00	\$2.50
40	\$25.89	\$29.74	\$3.00	\$2.50

4th 6 Months Service Technician App Straight Time 95%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$35.53	\$1.80	\$2.05	\$39.38	\$0.00	\$0.00	\$1.22	\$14.23	\$3.88	\$1.23	\$0.05	\$0.70	\$0.17	\$0.71	\$61.57

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$35.53	\$39.38	\$0.00	\$0.00
2	\$34.53	\$38.38	\$1.00	\$0.00
3	\$33.53	\$37.38	\$2.00	\$0.00
4	\$32.53	\$36.38	\$3.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$35.03	\$38.88	\$0.00	\$0.50
14	\$34.03	\$37.88	\$1.00	\$0.50
15	\$33.03	\$36.88	\$2.00	\$0.50
16	\$32.03	\$35.88	\$3.00	\$0.50

C, H-N= \$23.02 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$34.53	\$38.38	\$0.00	\$1.00
26	\$33.53	\$37.38	\$1.00	\$1.00
27	\$32.53	\$36.38	\$2.00	\$1.00
28	\$31.53	\$35.38	\$3.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$33.03	\$36.88	\$0.00	\$2.50
38	\$32.03	\$35.88	\$1.00	\$2.50
39	\$31.03	\$34.88	\$2.00	\$2.50
40	\$30.03	\$33.88	\$3.00	\$2.50

SMW Local 104

SMACNA

** Contribution payment submitted directly to National Fund

See pg. 54 for overtime rates.



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Light Commercial Service Technician Apprentice
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022



1st 6 Months Service Technician App Overtime 60%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$32.55	\$2.70	\$2.05	\$37.30	\$0.00	\$0.00	\$1.16	\$14.23	\$3.88	\$1.23	\$0.05	\$0.70	\$0.17	\$0.71	\$59.43

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$32.55	\$37.30	\$0.00	\$0.00
2	\$31.05	\$35.80	\$1.50	\$0.00
3	\$29.55	\$34.30	\$3.00	\$0.00
4	\$28.05	\$32.80	\$4.50	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$31.80	\$36.55	\$0.00	\$0.75
14	\$30.30	\$35.05	\$1.50	\$0.75
15	\$28.80	\$33.55	\$3.00	\$0.75
16	\$27.30	\$32.05	\$4.50	\$0.75

C, H-N= \$23.02 hourly rate.
 (including straight time, overtime,
 and double time)

WFE #	A-BW	D-GT	E-401K	F-HRA
25	\$31.05	\$35.80	\$0.00	\$1.50
26	\$29.55	\$34.30	\$1.50	\$1.50
27	\$28.05	\$32.80	\$3.00	\$1.50
28	\$26.55	\$31.30	\$4.50	\$1.50

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$28.80	\$33.55	\$0.00	\$3.75
38	\$27.30	\$32.05	\$1.50	\$3.75
39	\$25.80	\$30.55	\$3.00	\$3.75
40	\$24.30	\$29.05	\$4.50	\$3.75

A, B, D-G are subject to overtime rates

2nd 6 Months Service Technician App Overtime 75%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$41.90	\$2.70	\$2.05	\$46.65	\$0.00	\$0.00	\$1.44	\$14.23	\$3.88	\$1.23	\$0.05	\$0.70	\$0.17	\$0.71	\$69.06

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$41.90	\$46.65	\$0.00	\$0.00
2	\$40.40	\$45.15	\$1.50	\$0.00
3	\$38.90	\$43.65	\$3.00	\$0.00
4	\$37.40	\$42.15	\$4.50	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$41.15	\$45.90	\$0.00	\$0.75
14	\$39.65	\$44.40	\$1.50	\$0.75
15	\$38.15	\$42.90	\$3.00	\$0.75
16	\$36.65	\$41.40	\$4.50	\$0.75

C, H-N= \$23.02 hourly rate.
 (including straight time, overtime,
 and double time)

WFE #	A-BW	D-GT	E-401K	F-HRA
25	\$40.40	\$45.15	\$0.00	\$1.50
26	\$38.90	\$43.65	\$1.50	\$1.50
27	\$37.40	\$42.15	\$3.00	\$1.50
28	\$35.90	\$40.65	\$4.50	\$1.50

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$38.15	\$42.90	\$0.00	\$3.75
38	\$36.65	\$41.40	\$1.50	\$3.75
39	\$35.15	\$39.90	\$3.00	\$3.75
40	\$33.65	\$38.40	\$4.50	\$3.75

A, B, D-G are subject to overtime rates

Page 51-52 Straight Time
 Page 53-54 Overtime
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SMW Local 104

SMACNA

Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule



Light Commercial Service Technician Apprentice

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

3rd 6 Months Service Technician App Overtime 85%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$48.11	\$2.70	\$2.05	\$52.86	\$0.00	\$0.00	\$1.64	\$14.23	\$3.88	\$1.23	\$0.05	\$0.70	\$0.17	\$0.71	\$75.47

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$48.11	\$52.86	\$0.00	\$0.00
2	\$46.61	\$51.36	\$1.50	\$0.00
3	\$45.11	\$49.86	\$3.00	\$0.00
4	\$43.61	\$48.36	\$4.50	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$47.36	\$52.11	\$0.00	\$0.75
14	\$45.86	\$50.61	\$1.50	\$0.75
15	\$44.36	\$49.11	\$3.00	\$0.75
16	\$42.86	\$47.61	\$4.50	\$0.75

C, H-N= \$23.02 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE #	A-BW	D-GT	E-401K	F-HRA
25	\$46.61	\$51.36	\$0.00	\$1.50
26	\$45.11	\$49.86	\$1.50	\$1.50
27	\$43.61	\$48.36	\$3.00	\$1.50
28	\$42.11	\$46.86	\$4.50	\$1.50

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$44.36	\$49.11	\$0.00	\$3.75
38	\$42.86	\$47.61	\$1.50	\$3.75
39	\$41.36	\$46.11	\$3.00	\$3.75
40	\$39.86	\$44.61	\$4.50	\$3.75

4th 6 Months Service Technician App Overtime 95%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$54.32	\$2.70	\$2.05	\$59.07	\$0.00	\$0.00	\$1.83	\$14.23	\$3.88	\$1.23	\$0.05	\$0.70	\$0.17	\$0.71	\$81.87

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$54.32	\$59.07	\$0.00	\$0.00
2	\$52.82	\$57.57	\$1.50	\$0.00
3	\$51.32	\$56.07	\$3.00	\$0.00
4	\$49.82	\$54.57	\$4.50	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$53.57	\$58.32	\$0.00	\$0.75
14	\$52.07	\$56.82	\$1.50	\$0.75
15	\$50.57	\$55.32	\$3.00	\$0.75
16	\$49.07	\$53.82	\$4.50	\$0.75

C, H-N= \$23.02 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE #	A-BW	D-GT	E-401K	F-HRA
25	\$52.82	\$57.57	\$0.00	\$1.50
26	\$51.32	\$56.07	\$1.50	\$1.50
27	\$49.82	\$54.57	\$3.00	\$1.50
28	\$48.32	\$53.07	\$4.50	\$1.50

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$50.57	\$55.32	\$0.00	\$3.75
38	\$49.07	\$53.82	\$1.50	\$3.75
39	\$47.57	\$52.32	\$3.00	\$3.75
40	\$46.07	\$50.82	\$4.50	\$3.75

SMW Local 104

SMACNA

Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule



Light Commercial Service Technician Apprentice

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

1st 6 Months Service Technician App Double Time 60%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$44.09	\$3.60	\$2.05	\$49.74	\$0.00	\$0.00	\$1.54	\$14.23	\$3.88	\$1.23	\$0.05	\$0.70	\$0.17	\$0.71	\$72.25

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$44.09	\$49.74	\$0.00	\$0.00
2	\$42.09	\$47.74	\$2.00	\$0.00
3	\$40.09	\$45.74	\$4.00	\$0.00
4	\$38.09	\$43.74	\$6.00	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$43.09	\$48.74	\$0.00	\$1.00
14	\$41.09	\$46.74	\$2.00	\$1.00
15	\$39.09	\$44.74	\$4.00	\$1.00
16	\$37.09	\$42.74	\$6.00	\$1.00

C, H-N= \$23.02 hourly rate.
(including straight time, overtime,
and double time)

WFE #	A-BW	D-GT	E-401K	F-HRA
25	\$42.09	\$47.74	\$0.00	\$2.00
26	\$40.09	\$45.74	\$2.00	\$2.00
27	\$38.09	\$43.74	\$4.00	\$2.00
28	\$36.09	\$41.74	\$6.00	\$2.00

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$39.09	\$44.74	\$0.00	\$5.00
38	\$37.09	\$42.74	\$2.00	\$5.00
39	\$35.09	\$40.74	\$4.00	\$5.00
40	\$33.09	\$38.74	\$6.00	\$5.00

A, B, D-G are subject to overtime rates

2nd 6 Months Service Technician App Double Time 75%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$56.55	\$3.60	\$2.05	\$62.20	\$0.00	\$0.00	\$1.92	\$14.23	\$3.88	\$1.23	\$0.05	\$0.70	\$0.17	\$0.71	\$85.09

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$56.55	\$62.20	\$0.00	\$0.00
2	\$54.55	\$60.20	\$2.00	\$0.00
3	\$52.55	\$58.20	\$4.00	\$0.00
4	\$50.55	\$56.20	\$6.00	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$55.55	\$61.20	\$0.00	\$1.00
14	\$53.55	\$59.20	\$2.00	\$1.00
15	\$51.55	\$57.20	\$4.00	\$1.00
16	\$49.55	\$55.20	\$6.00	\$1.00

C, H-N= \$23.02 hourly rate.
(including straight time, overtime,
and double time)

WFE #	A-BW	D-GT	E-401K	F-HRA
25	\$54.55	\$60.20	\$0.00	\$2.00
26	\$52.55	\$58.20	\$2.00	\$2.00
27	\$50.55	\$56.20	\$4.00	\$2.00
28	\$48.55	\$54.20	\$6.00	\$2.00

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$51.55	\$57.20	\$0.00	\$5.00
38	\$49.55	\$55.20	\$2.00	\$5.00
39	\$47.55	\$53.20	\$4.00	\$5.00
40	\$45.55	\$51.20	\$6.00	\$5.00

A, B, D-G are subject to overtime rates

Page 51-52 Straight Time
Page 53-54 Overtime
Page 55-56 Double Time

SMW Local 104

SMACNA

** Contribution payment submitted directly to National Fund

Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule



Light Commercial Service Technician Apprentice

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

3rd 6 Months Service Technician App Double Time 85%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$64.83	\$3.60	\$2.05	\$70.48	\$0.00	\$0.00	\$2.18	\$14.23	\$3.88	\$1.23	\$0.05	\$0.70	\$0.17	\$0.71	\$93.63

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$64.83	\$70.48	\$0.00	\$0.00
2	\$62.83	\$68.48	\$2.00	\$0.00
3	\$60.83	\$66.48	\$4.00	\$0.00
4	\$58.83	\$64.48	\$6.00	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$63.83	\$69.48	\$0.00	\$1.00
14	\$61.83	\$67.48	\$2.00	\$1.00
15	\$59.83	\$65.48	\$4.00	\$1.00
16	\$57.83	\$63.48	\$6.00	\$1.00

C, H-N= \$23.02 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE #	A-BW	D-GT	E-401K	F-HRA
25	\$62.83	\$68.48	\$0.00	\$2.00
26	\$60.83	\$66.48	\$2.00	\$2.00
27	\$58.83	\$64.48	\$4.00	\$2.00
28	\$56.83	\$62.48	\$6.00	\$2.00

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$59.83	\$65.48	\$0.00	\$5.00
38	\$57.83	\$63.48	\$2.00	\$5.00
39	\$55.83	\$61.48	\$4.00	\$5.00
40	\$53.83	\$59.48	\$6.00	\$5.00

4th 6 Months Service Technician App Double Time 95%

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$73.11	\$3.60	\$2.05	\$78.76	\$0.00	\$0.00	\$2.44	\$14.23	\$3.88	\$1.23	\$0.05	\$0.70	\$0.17	\$0.71	\$102.17

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$73.11	\$78.76	\$0.00	\$0.00
2	\$71.11	\$76.76	\$2.00	\$0.00
3	\$69.11	\$74.76	\$4.00	\$0.00
4	\$67.11	\$72.76	\$6.00	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$72.11	\$77.76	\$0.00	\$1.00
14	\$70.11	\$75.76	\$2.00	\$1.00
15	\$68.11	\$73.76	\$4.00	\$1.00
16	\$66.11	\$71.76	\$6.00	\$1.00

C, H-N= \$23.02 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE #	A-BW	D-GT	E-401K	F-HRA
25	\$71.11	\$76.76	\$0.00	\$2.00
26	\$69.11	\$74.76	\$2.00	\$2.00
27	\$67.11	\$72.76	\$4.00	\$2.00
28	\$65.11	\$70.76	\$6.00	\$2.00

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$68.11	\$73.76	\$0.00	\$5.00
38	\$66.11	\$71.76	\$2.00	\$5.00
39	\$64.11	\$69.76	\$4.00	\$5.00
40	\$62.11	\$67.76	\$6.00	\$5.00

SMW Local 104

SMACNA

** Contribution payment submitted directly to National Fund



**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Light Commercial Service Technician-Adv. Training 6 Mths (Red Circle)**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$35.31	\$4.30	\$2.98	\$42.59	\$0.00	\$0.00	\$1.60	\$14.23	\$8.09	\$1.23	\$0.05	\$0.89	\$0.17	\$0.71	\$69.56

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$35.31	\$42.59	\$0.00	\$0.00
2	\$34.31	\$41.59	\$1.00	\$0.00
3	\$33.31	\$40.59	\$2.00	\$0.00
4	\$32.31	\$39.59	\$3.00	\$0.00
5	\$31.31	\$38.59	\$4.00	\$0.00
6	\$30.31	\$37.59	\$5.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$34.81	\$42.09	\$0.00	\$0.50
14	\$33.81	\$41.09	\$1.00	\$0.50
15	\$32.81	\$40.09	\$2.00	\$0.50
16	\$31.81	\$39.09	\$3.00	\$0.50
17	\$30.81	\$38.09	\$4.00	\$0.50
18	\$29.81	\$37.09	\$5.00	\$0.50

C, H-N= \$28.35 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$34.31	\$41.59	\$0.00	\$1.00
26	\$33.31	\$40.59	\$1.00	\$1.00
27	\$32.31	\$39.59	\$2.00	\$1.00
28	\$31.31	\$38.59	\$3.00	\$1.00
29	\$30.31	\$37.59	\$4.00	\$1.00
30	\$29.31	\$36.59	\$5.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$32.81	\$40.09	\$0.00	\$2.50
38	\$31.81	\$39.09	\$1.00	\$2.50
39	\$30.81	\$38.09	\$2.00	\$2.50
40	\$29.81	\$37.09	\$3.00	\$2.50
41	\$28.81	\$36.09	\$4.00	\$2.50
42	\$27.81	\$35.09	\$5.00	\$2.50

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 58 for overtime rates.

** Contribution payment submitted directly to National Fund

**SMACNA Light Commercial Service Technician-Adv. Training 6 Mths (Red Circle)
June 28, 2021 through July 3, 2022**

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT / NEMIC/	IPF	Total Pkg.
\$54.46	\$6.45	\$2.98	\$63.89	\$0.00	\$0.00	\$2.40	\$14.23	\$8.09	\$1.23	\$0.05	\$0.89	\$0.17	\$0.71	\$91.66

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$54.46	\$63.89	\$0.00	\$0.00
2	\$52.96	\$62.39	\$1.50	\$0.00
3	\$51.46	\$60.89	\$3.00	\$0.00
4	\$49.96	\$59.39	\$4.50	\$0.00
5	\$48.46	\$57.89	\$6.00	\$0.00
6	\$46.96	\$56.39	\$7.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$53.71	\$63.14	\$0.00	\$0.75
14	\$52.21	\$61.64	\$1.50	\$0.75
15	\$50.71	\$60.14	\$3.00	\$0.75
16	\$49.21	\$58.64	\$4.50	\$0.75
17	\$47.71	\$57.14	\$6.00	\$0.75
18	\$46.21	\$55.64	\$7.50	\$0.75

C, H-N= \$28.35 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$52.96	\$62.39	\$0.00	\$1.50
26	\$51.46	\$60.89	\$1.50	\$1.50
27	\$49.96	\$59.39	\$3.00	\$1.50
28	\$48.46	\$57.89	\$4.50	\$1.50
29	\$46.96	\$56.39	\$6.00	\$1.50
30	\$45.46	\$54.89	\$7.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$50.71	\$60.14	\$0.00	\$3.75
38	\$49.21	\$58.64	\$1.50	\$3.75
39	\$47.71	\$57.14	\$3.00	\$3.75
40	\$46.21	\$55.64	\$4.50	\$3.75
41	\$44.71	\$54.14	\$6.00	\$3.75
42	\$43.21	\$52.64	\$7.50	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT / NEMIC/	IPF	Total Pkg.
\$73.60	\$8.60	\$2.98	\$85.18	\$0.00	\$0.00	\$3.20	\$14.23	\$8.09	\$1.23	\$0.05	\$0.89	\$0.17	\$0.71	\$113.75

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$73.60	\$85.18	\$0.00	\$0.00
2	\$71.60	\$83.18	\$2.00	\$0.00
3	\$69.60	\$81.18	\$4.00	\$0.00
4	\$67.60	\$79.18	\$6.00	\$0.00
5	\$65.60	\$77.18	\$8.00	\$0.00
6	\$63.60	\$75.18	\$10.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$72.60	\$84.18	\$0.00	\$1.00
14	\$70.60	\$82.18	\$2.00	\$1.00
15	\$68.60	\$80.18	\$4.00	\$1.00
16	\$66.60	\$78.18	\$6.00	\$1.00
17	\$64.60	\$76.18	\$8.00	\$1.00
18	\$62.60	\$74.18	\$10.00	\$1.00

C, H-N= \$28.35 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$71.60	\$83.18	\$0.00	\$2.00
26	\$69.60	\$81.18	\$2.00	\$2.00
27	\$67.60	\$79.18	\$4.00	\$2.00
28	\$65.60	\$77.18	\$6.00	\$2.00
29	\$63.60	\$75.18	\$8.00	\$2.00
30	\$61.60	\$73.18	\$10.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$68.60	\$80.18	\$0.00	\$5.00
38	\$66.60	\$78.18	\$2.00	\$5.00
39	\$64.60	\$76.18	\$4.00	\$5.00
40	\$62.60	\$74.18	\$6.00	\$5.00
41	\$60.60	\$72.18	\$8.00	\$5.00
42	\$58.60	\$70.18	\$10.00	\$5.00


SMW Local 104

SMACNA

** Contribution payment submitted directly to National Fund



**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Light Commercial Service Technician-Adv. Training 12 Mths (Red Circle)**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$36.76	\$4.30	\$2.98	\$44.04	\$0.00	\$0.00	\$1.60	\$14.23	\$8.09	\$1.23	\$0.05	\$0.89	\$0.17	\$0.71	\$71.01

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$36.76	\$44.04	\$0.00	\$0.00
2	\$35.76	\$43.04	\$1.00	\$0.00
3	\$34.76	\$42.04	\$2.00	\$0.00
4	\$33.76	\$41.04	\$3.00	\$0.00
5	\$32.76	\$40.04	\$4.00	\$0.00
6	\$31.76	\$39.04	\$5.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$36.26	\$43.54	\$0.00	\$0.50
14	\$35.26	\$42.54	\$1.00	\$0.50
15	\$34.26	\$41.54	\$2.00	\$0.50
16	\$33.26	\$40.54	\$3.00	\$0.50
17	\$32.26	\$39.54	\$4.00	\$0.50
18	\$31.26	\$38.54	\$5.00	\$0.50

C, H-N= \$28.35 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$35.76	\$43.04	\$0.00	\$1.00
26	\$34.76	\$42.04	\$1.00	\$1.00
27	\$33.76	\$41.04	\$2.00	\$1.00
28	\$32.76	\$40.04	\$3.00	\$1.00
29	\$31.76	\$39.04	\$4.00	\$1.00
30	\$30.76	\$38.04	\$5.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$34.26	\$41.54	\$0.00	\$2.50
38	\$33.26	\$40.54	\$1.00	\$2.50
39	\$32.26	\$39.54	\$2.00	\$2.50
40	\$31.26	\$38.54	\$3.00	\$2.50
41	\$30.26	\$37.54	\$4.00	\$2.50
42	\$29.26	\$36.54	\$5.00	\$2.50

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 60 for overtime rates.

**Contribution payment submitted directly to National Fund

**SMACNA Light Commercial Service Technician-Adv. Training 12 Mths (Red Circle)
June 28, 2021 through July 3, 2022**

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$56.63	\$6.45	\$2.98	\$66.06	\$0.00	\$0.00	\$2.40	\$14.23	\$8.09	\$1.23	\$0.05	\$0.89	\$0.17	\$0.71	\$93.83

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$56.63	\$66.06	\$0.00	\$0.00
2	\$55.13	\$64.56	\$1.50	\$0.00
3	\$53.63	\$63.06	\$3.00	\$0.00
4	\$52.13	\$61.56	\$4.50	\$0.00
5	\$50.63	\$60.06	\$6.00	\$0.00
6	\$49.13	\$58.56	\$7.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$55.88	\$65.31	\$0.00	\$0.75
14	\$54.38	\$63.81	\$1.50	\$0.75
15	\$52.88	\$62.31	\$3.00	\$0.75
16	\$51.38	\$60.81	\$4.50	\$0.75
17	\$49.88	\$59.31	\$6.00	\$0.75
18	\$48.38	\$57.81	\$7.50	\$0.75

C, H-N= \$28.35 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$55.13	\$64.56	\$0.00	\$1.50
26	\$53.63	\$63.06	\$1.50	\$1.50
27	\$52.13	\$61.56	\$3.00	\$1.50
28	\$50.63	\$60.06	\$4.50	\$1.50
29	\$49.13	\$58.56	\$6.00	\$1.50
30	\$47.63	\$57.06	\$7.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$52.88	\$62.31	\$0.00	\$3.75
38	\$51.38	\$60.81	\$1.50	\$3.75
39	\$49.88	\$59.31	\$3.00	\$3.75
40	\$48.38	\$57.81	\$4.50	\$3.75
41	\$46.88	\$56.31	\$6.00	\$3.75
42	\$45.38	\$54.81	\$7.50	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$76.50	\$8.60	\$2.98	\$88.08	\$0.00	\$0.00	\$3.20	\$14.23	\$8.09	\$1.23	\$0.05	\$0.89	\$0.17	\$0.71	\$116.65

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$76.50	\$88.08	\$0.00	\$0.00
2	\$74.50	\$86.08	\$2.00	\$0.00
3	\$72.50	\$84.08	\$4.00	\$0.00
4	\$70.50	\$82.08	\$6.00	\$0.00
5	\$68.50	\$80.08	\$8.00	\$0.00
6	\$66.50	\$78.08	\$10.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$75.50	\$87.08	\$0.00	\$1.00
14	\$73.50	\$85.08	\$2.00	\$1.00
15	\$71.50	\$83.08	\$4.00	\$1.00
16	\$69.50	\$81.08	\$6.00	\$1.00
17	\$67.50	\$79.08	\$8.00	\$1.00
18	\$65.50	\$77.08	\$10.00	\$1.00

C, H-N= \$28.35 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$74.50	\$86.08	\$0.00	\$2.00
26	\$72.50	\$84.08	\$2.00	\$2.00
27	\$70.50	\$82.08	\$4.00	\$2.00
28	\$68.50	\$80.08	\$6.00	\$2.00
29	\$66.50	\$78.08	\$8.00	\$2.00
30	\$64.50	\$76.08	\$10.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$71.50	\$83.08	\$0.00	\$5.00
38	\$69.50	\$81.08	\$2.00	\$5.00
39	\$67.50	\$79.08	\$4.00	\$5.00
40	\$65.50	\$77.08	\$6.00	\$5.00
41	\$63.50	\$75.08	\$8.00	\$5.00
42	\$61.50	\$73.08	\$10.00	\$5.00

SMW Local 104

SMACNA

**Contribution payment submitted directly to National Fund



**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Light Commercial Service Technician-Adv. Training Key (Red Circle)**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$32.79	\$6.86	\$2.98	\$42.63	\$0.00	\$0.00	\$2.36	\$14.23	\$14.25	\$1.23	\$0.05	\$0.89	\$0.17	\$0.71	\$76.52

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$32.79	\$42.63	\$0.00	\$0.00
2	\$31.79	\$41.63	\$1.00	\$0.00
3	\$30.79	\$40.63	\$2.00	\$0.00
4	\$29.79	\$39.63	\$3.00	\$0.00
5	\$28.79	\$38.63	\$4.00	\$0.00
6	\$27.79	\$37.63	\$5.00	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$32.29	\$42.13	\$0.00	\$0.50
14	\$31.29	\$41.13	\$1.00	\$0.50
15	\$30.29	\$40.13	\$2.00	\$0.50
16	\$29.29	\$39.13	\$3.00	\$0.50
17	\$28.29	\$38.13	\$4.00	\$0.50
18	\$27.29	\$37.13	\$5.00	\$0.50

C, H-N= \$34.51 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime rates

WFE #	A-BW	D-GT	E-401K	F-HRA
25	\$31.79	\$41.63	\$0.00	\$1.00
26	\$30.79	\$40.63	\$1.00	\$1.00
27	\$29.79	\$39.63	\$2.00	\$1.00
28	\$28.79	\$38.63	\$3.00	\$1.00
29	\$27.79	\$37.63	\$4.00	\$1.00
30	\$26.79	\$36.63	\$5.00	\$1.00

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$30.29	\$40.13	\$0.00	\$2.50
38	\$29.29	\$39.13	\$1.00	\$2.50
39	\$28.29	\$38.13	\$2.00	\$2.50
40	\$27.29	\$37.13	\$3.00	\$2.50
41	\$26.29	\$36.13	\$4.00	\$2.50
42	\$25.29	\$35.13	\$5.00	\$2.50

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 62 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA Light Commercial Service Technician-Adv. Training Key (Red Circle)
June 28, 2021 through July 3, 2022

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT / NEMIC/	IPF	Total Pkg.
\$50.68	\$10.29	\$2.98	\$63.95	\$0.00	\$0.00	\$3.54	\$14.23	\$14.25	\$1.23	\$0.05	\$0.89	\$0.17	\$0.71	\$99.02

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$50.68	\$63.95	\$0.00	\$0.00
2	\$49.18	\$62.45	\$1.50	\$0.00
3	\$47.68	\$60.95	\$3.00	\$0.00
4	\$46.18	\$59.45	\$4.50	\$0.00
5	\$44.68	\$57.95	\$6.00	\$0.00
6	\$43.18	\$56.45	\$7.50	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$49.93	\$63.20	\$0.00	\$0.75
14	\$48.43	\$61.70	\$1.50	\$0.75
15	\$46.93	\$60.20	\$3.00	\$0.75
16	\$45.43	\$58.70	\$4.50	\$0.75
17	\$43.93	\$57.20	\$6.00	\$0.75
18	\$42.43	\$55.70	\$7.50	\$0.75

C, H-N= \$34.51 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE #	A-BW	D-GT	E-401K	F-HRA
25	\$49.18	\$62.45	\$0.00	\$1.50
26	\$47.68	\$60.95	\$1.50	\$1.50
27	\$46.18	\$59.45	\$3.00	\$1.50
28	\$44.68	\$57.95	\$4.50	\$1.50
29	\$43.18	\$56.45	\$6.00	\$1.50
30	\$41.68	\$54.95	\$7.50	\$1.50

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$46.93	\$60.20	\$0.00	\$3.75
38	\$45.43	\$58.70	\$1.50	\$3.75
39	\$43.93	\$57.20	\$3.00	\$3.75
40	\$42.43	\$55.70	\$4.50	\$3.75
41	\$40.93	\$54.20	\$6.00	\$3.75
42	\$39.43	\$52.70	\$7.50	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT / NEMIC/	IPF	Total Pkg.
\$68.56	\$13.72	\$2.98	\$85.26	\$0.00	\$0.00	\$4.72	\$14.23	\$14.25	\$1.23	\$0.05	\$0.89	\$0.17	\$0.71	\$121.51

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$68.56	\$85.26	\$0.00	\$0.00
2	\$66.56	\$83.26	\$2.00	\$0.00
3	\$64.56	\$81.26	\$4.00	\$0.00
4	\$62.56	\$79.26	\$6.00	\$0.00
5	\$60.56	\$77.26	\$8.00	\$0.00
6	\$58.56	\$75.26	\$10.00	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$67.56	\$84.26	\$0.00	\$1.00
14	\$65.56	\$82.26	\$2.00	\$1.00
15	\$63.56	\$80.26	\$4.00	\$1.00
16	\$61.56	\$78.26	\$6.00	\$1.00
17	\$59.56	\$76.26	\$8.00	\$1.00
18	\$57.56	\$74.26	\$10.00	\$1.00

C, H-N= \$34.51 hourly rate.
(including straight time, overtime, and double time)

A, B, D-G are subject to overtime rates

WFE #	A-BW	D-GT	E-401K	F-HRA
25	\$66.56	\$83.26	\$0.00	\$2.00
26	\$64.56	\$81.26	\$2.00	\$2.00
27	\$62.56	\$79.26	\$4.00	\$2.00
28	\$60.56	\$77.26	\$6.00	\$2.00
29	\$58.56	\$75.26	\$8.00	\$2.00
30	\$56.56	\$73.26	\$10.00	\$2.00

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$63.56	\$80.26	\$0.00	\$5.00
38	\$61.56	\$78.26	\$2.00	\$5.00
39	\$59.56	\$76.26	\$4.00	\$5.00
40	\$57.56	\$74.26	\$6.00	\$5.00
41	\$55.56	\$72.26	\$8.00	\$5.00
42	\$53.56	\$70.26	\$10.00	\$5.00


SMW Local 104

SMACNA

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Material Expediter Class 1 (Less than 5 years)

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
 SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care	Nor Cal Pension	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$24.95	\$1.20	\$1.76	\$27.91	\$0.00	\$0.00	\$0.87	\$13.61	\$2.23	\$0.05	\$0.29	\$0.17	\$0.71	\$45.84

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$24.95	\$27.91	\$0.00	\$0.00
2	\$23.95	\$26.91	\$1.00	\$0.00
3	\$22.95	\$25.91	\$2.00	\$0.00
4	\$21.95	\$24.91	\$3.00	\$0.00
5	\$20.95	\$23.91	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$24.45	\$27.41	\$0.00	\$0.50
14	\$23.45	\$26.41	\$1.00	\$0.50
15	\$22.45	\$25.41	\$2.00	\$0.50
16	\$21.45	\$24.41	\$3.00	\$0.50
17	\$20.45	\$23.41	\$4.00	\$0.50

C, H-M= \$18.82 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$23.95	\$26.91	\$0.00	\$1.00
26	\$22.95	\$25.91	\$1.00	\$1.00
27	\$21.95	\$24.91	\$2.00	\$1.00
28	\$20.95	\$23.91	\$3.00	\$1.00
29	\$19.95	\$22.91	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$22.45	\$25.41	\$0.00	\$2.50
38	\$21.45	\$24.41	\$1.00	\$2.50
39	\$20.45	\$23.41	\$2.00	\$2.50
40	\$19.45	\$22.41	\$3.00	\$2.50
41	\$18.45	\$21.41	\$4.00	\$2.50

Rick Werner, Business Manager
 International Association of SMART
 SMW Local Union No. 104

Sean O'Donoghue
 Executive Vice President
 Bay Area Association of SMACNA Chapters

See pg. 64 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA Material Expediter Class 1
June 28, 2021 through July 3, 2022

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care	Nor Cal Pension	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$38.30	\$1.80	\$1.76	\$41.86	\$0.00	\$0.00	\$1.31	\$13.61	\$2.23	\$0.05	\$0.29	\$0.17	\$0.71	\$60.23

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$38.30	\$41.86	\$0.00	\$0.00
2	\$36.80	\$40.36	\$1.50	\$0.00
3	\$35.30	\$38.86	\$3.00	\$0.00
4	\$33.80	\$37.36	\$4.50	\$0.00
5	\$32.30	\$35.86	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$37.55	\$41.11	\$0.00	\$0.75
14	\$36.05	\$39.61	\$1.50	\$0.75
15	\$34.55	\$38.11	\$3.00	\$0.75
16	\$33.05	\$36.61	\$4.50	\$0.75
17	\$31.55	\$35.11	\$6.00	\$0.75

C, H-M= \$18.82 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$36.80	\$40.36	\$0.00	\$1.50
26	\$35.30	\$38.86	\$1.50	\$1.50
27	\$33.80	\$37.36	\$3.00	\$1.50
28	\$32.30	\$35.86	\$4.50	\$1.50
29	\$30.80	\$34.36	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$34.55	\$38.11	\$0.00	\$3.75
38	\$33.05	\$36.61	\$1.50	\$3.75
39	\$31.55	\$35.11	\$3.00	\$3.75
40	\$30.05	\$33.61	\$4.50	\$3.75
41	\$28.55	\$32.11	\$6.00	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care	Nor Cal Pension	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$51.66	\$2.40	\$1.76	\$55.82	\$0.00	\$0.00	\$1.74	\$13.61	\$2.23	\$0.05	\$0.29	\$0.17	\$0.71	\$74.62

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$51.66	\$55.82	\$0.00	\$0.00
2	\$49.66	\$53.82	\$2.00	\$0.00
3	\$47.66	\$51.82	\$4.00	\$0.00
4	\$45.66	\$49.82	\$6.00	\$0.00
5	\$43.66	\$47.82	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$50.66	\$54.82	\$0.00	\$1.00
14	\$48.66	\$52.82	\$2.00	\$1.00
15	\$46.66	\$50.82	\$4.00	\$1.00
16	\$44.66	\$48.82	\$6.00	\$1.00
17	\$42.66	\$46.82	\$8.00	\$1.00

C, H-M= \$18.82 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$49.66	\$53.82	\$0.00	\$2.00
26	\$47.66	\$51.82	\$2.00	\$2.00
27	\$45.66	\$49.82	\$4.00	\$2.00
28	\$43.66	\$47.82	\$6.00	\$2.00
29	\$41.66	\$45.82	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$46.66	\$50.82	\$0.00	\$5.00
38	\$44.66	\$48.82	\$2.00	\$5.00
39	\$42.66	\$46.82	\$4.00	\$5.00
40	\$40.66	\$44.82	\$6.00	\$5.00
41	\$38.66	\$42.82	\$8.00	\$5.00


 SMW Local 104

SMACNA

** Contribution payment submitted directly to National Fund

Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule



Material Expediter Class 2 (5 years or more)

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care	Nor Cal Pension	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$18.90	\$5.70	\$1.76	\$26.36	\$0.00	\$0.00	\$2.00	\$13.61	\$2.65	\$0.05	\$0.29	\$0.17	\$0.71	\$45.84

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$18.90	\$26.36	\$0.00	\$0.00
2	\$17.90	\$25.36	\$1.00	\$0.00
3	\$16.90	\$24.36	\$2.00	\$0.00
4	\$15.90	\$23.36	\$3.00	\$0.00
5	\$14.90	\$22.36	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$18.40	\$25.86	\$0.00	\$0.50
14	\$17.40	\$24.86	\$1.00	\$0.50
15	\$16.40	\$23.86	\$2.00	\$0.50
16	\$15.40	\$22.86	\$3.00	\$0.50
17	\$14.40	\$21.86	\$4.00	\$0.50

C, H-M= \$19.24 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime
rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$17.90	\$25.36	\$0.00	\$1.00
26	\$16.90	\$24.36	\$1.00	\$1.00
27	\$15.90	\$23.36	\$2.00	\$1.00
28	\$14.90	\$22.36	\$3.00	\$1.00
29	\$13.90	\$21.36	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$16.40	\$23.86	\$0.00	\$2.50
38	\$15.40	\$22.86	\$1.00	\$2.50
39	\$14.40	\$21.86	\$2.00	\$2.50
40	\$13.40	\$20.86	\$3.00	\$2.50
41	\$12.40	\$19.86	\$4.00	\$2.50

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 66 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA Material Expediter Class 2
June 28, 2021 through July 3, 2022

Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care	Nor Cal Pension	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$29.23	\$8.55	\$1.76	\$39.54	\$0.00	\$0.00	\$3.00	\$13.61	\$2.65	\$0.05	\$0.29	\$0.17	\$0.71	\$60.02

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$29.23	\$39.54	\$0.00	\$0.00
2	\$27.73	\$38.04	\$1.50	\$0.00
3	\$26.23	\$36.54	\$3.00	\$0.00
4	\$24.73	\$35.04	\$4.50	\$0.00
5	\$23.23	\$33.54	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$28.48	\$38.79	\$0.00	\$0.75
14	\$26.98	\$37.29	\$1.50	\$0.75
15	\$25.48	\$35.79	\$3.00	\$0.75
16	\$23.98	\$34.29	\$4.50	\$0.75
17	\$22.48	\$32.79	\$6.00	\$0.75

C, H-M= \$19.24 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$27.73	\$38.04	\$0.00	\$1.50
26	\$26.23	\$36.54	\$1.50	\$1.50
27	\$24.73	\$35.04	\$3.00	\$1.50
28	\$23.23	\$33.54	\$4.50	\$1.50
29	\$21.73	\$32.04	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$25.48	\$35.79	\$0.00	\$3.75
38	\$23.98	\$34.29	\$1.50	\$3.75
39	\$22.48	\$32.79	\$3.00	\$3.75
40	\$20.98	\$31.29	\$4.50	\$3.75
41	\$19.48	\$29.79	\$6.00	\$3.75

Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care	Nor Cal Pension	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$39.56	\$11.40	\$1.76	\$52.72	\$0.00	\$0.00	\$4.00	\$13.61	\$2.65	\$0.05	\$0.29	\$0.17	\$0.71	\$74.20

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$39.56	\$52.72	\$0.00	\$0.00
2	\$37.56	\$50.72	\$2.00	\$0.00
3	\$35.56	\$48.72	\$4.00	\$0.00
4	\$33.56	\$46.72	\$6.00	\$0.00
5	\$31.56	\$44.72	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$38.56	\$51.72	\$0.00	\$1.00
14	\$36.56	\$49.72	\$2.00	\$1.00
15	\$34.56	\$47.72	\$4.00	\$1.00
16	\$32.56	\$45.72	\$6.00	\$1.00
17	\$30.56	\$43.72	\$8.00	\$1.00

C, H-M= \$19.24 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$37.56	\$50.72	\$0.00	\$2.00
26	\$35.56	\$48.72	\$2.00	\$2.00
27	\$33.56	\$46.72	\$4.00	\$2.00
28	\$31.56	\$44.72	\$6.00	\$2.00
29	\$29.56	\$42.72	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$34.56	\$47.72	\$0.00	\$5.00
38	\$32.56	\$45.72	\$2.00	\$5.00
39	\$30.56	\$43.72	\$4.00	\$5.00
40	\$28.56	\$41.72	\$6.00	\$5.00
41	\$26.56	\$39.72	\$8.00	\$5.00


 SMW Local 104
 SMACNA

** Contribution payment submitted directly to National Fund

Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule



Pre-Apprentice

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

Pre-Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	HRA	Health Care	Local Training	Scholar Fund	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$19.87	\$0.75	\$1.48	\$22.10	\$0.00	\$13.61	\$1.20	\$0.05	\$0.17	\$0.71	\$37.84

WFE#	A-BW	D-GT	E-HRA
1	\$19.87	\$22.10	\$0.00
13	\$19.37	\$21.60	\$0.50
25	\$18.87	\$21.10	\$1.00
37	\$17.37	\$19.60	\$2.50

C, F-J= \$17.22 hourly rate.
(including straight time, overtime,
and double time)

A, B, D, E are subject to overtime rates

Pre-Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	HRA	Health Care	Local Training	Scholar Fund	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$30.54	\$1.13	\$1.48	\$33.15	\$0.00	\$13.61	\$1.20	\$0.05	\$0.17	\$0.71	\$48.89

WFE#	A-BW	D-GT	E-HRA
1	\$30.54	\$33.15	\$0.00
13	\$29.79	\$32.40	\$0.75
25	\$29.04	\$31.65	\$1.50
37	\$26.79	\$29.40	\$3.75

C, F-J= \$17.22 hourly rate.
(including straight time, overtime,
and double time)

A, B, D, E are subject to overtime rates

Pre-Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	HRA	Health Care	Local Training	Scholar Fund	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$41.22	\$1.50	\$1.48	\$44.20	\$0.00	\$13.61	\$1.20	\$0.05	\$0.17	\$0.71	\$59.94

WFE#	A-BW	D-GT	E-HRA
1	\$41.22	\$44.20	\$0.00
13	\$40.22	\$43.20	\$1.00
25	\$39.22	\$42.20	\$2.00
37	\$36.22	\$39.20	\$5.00

C, F-J= \$17.22 hourly rate.
(including straight time, overtime,
and double time)

A, B, D, E are subject to overtime rates

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

** Contribution payment submitted directly to National Fund

Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule



Maintenance Service Technician

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties

June 28, 2021 through July 3, 2022

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA

A	B	C	D	E	F	G	H	I	J	K	L
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care	Local Training	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$21.62	\$0.50	\$1.41	\$23.53	\$0.00	\$1.00	\$2.00	\$4.65	\$0.90	\$0.17	\$0.15	\$32.40

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$21.62	\$23.53	\$0.00	\$1.00
2	\$20.62	\$22.53	\$1.00	\$1.00
3	\$19.62	\$21.53	\$2.00	\$1.00
4	\$18.62	\$20.53	\$3.00	\$1.00
5	\$17.62	\$19.53	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$21.12	\$23.03	\$0.00	\$1.50
14	\$20.12	\$22.03	\$1.00	\$1.50
15	\$19.12	\$21.03	\$2.00	\$1.50
16	\$18.12	\$20.03	\$3.00	\$1.50
17	\$17.12	\$19.03	\$4.00	\$1.50

C, H-K= \$7.28 hourly rate.
(including straight time, overtime,
and double time)

A, B, D-G are subject to overtime
rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$20.62	\$22.53	\$0.00	\$2.00
26	\$19.62	\$21.53	\$1.00	\$2.00
27	\$18.62	\$20.53	\$2.00	\$2.00
28	\$17.62	\$19.53	\$3.00	\$2.00
29	\$16.62	\$18.53	\$4.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$19.12	\$21.03	\$0.00	\$3.50
38	\$18.12	\$20.03	\$1.00	\$3.50
39	\$17.12	\$19.03	\$2.00	\$3.50
40	\$16.12	\$18.03	\$3.00	\$3.50
41	\$15.12	\$17.03	\$4.00	\$3.50

Note: An MST shall receive the Gross Taxable rate of \$23.53 and Health Care rate of \$4.65 only for their first 90 days of employment. After their 90 day anniversary of employment, they shall receive HRA contributions of \$1.00 per hour. After their 180 day anniversary of employment the employer shall begin paying PSP, Local Training, SMOHIT, ITI, NEMIC, and IPF contributions on their behalf.

The above HRA amounts in WFE#1-5, 13-17, 25-29, and 37-41 are the sum of the required and elected HRA contribution.

Rick Werner, Business Manager
International Association of SMART
SMW Local Union No. 104

Sean O'Donoghue
Executive Vice President
Bay Area Association of SMACNA Chapters

See pg. 70 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA Maintenance Service Technician
June 28, 2021 through July 3, 2022

Overtime

A	B	C	D	E	F	G	H	I	J	K	L
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care	Local Training	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$33.14	\$0.75	\$1.41	\$35.30	\$0.00	\$1.50	\$3.00	\$4.65	\$0.90	\$0.17	\$0.15	\$45.67

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$33.14	\$35.30	\$0.00	\$1.50
2	\$31.64	\$33.80	\$1.50	\$1.50
3	\$30.14	\$32.30	\$3.00	\$1.50
4	\$28.64	\$30.80	\$4.50	\$1.50
5	\$27.14	\$29.30	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$32.39	\$34.55	\$0.00	\$2.25
14	\$30.89	\$33.05	\$1.50	\$2.25
15	\$29.39	\$31.55	\$3.00	\$2.25
16	\$27.89	\$30.05	\$4.50	\$2.25
17	\$26.39	\$28.55	\$6.00	\$2.25

C, H-K= \$7.28 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime
 rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$31.64	\$33.80	\$0.00	\$3.00
26	\$30.14	\$32.30	\$1.50	\$3.00
27	\$28.64	\$30.80	\$3.00	\$3.00
28	\$27.14	\$29.30	\$4.50	\$3.00
29	\$25.64	\$27.80	\$6.00	\$3.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$29.39	\$31.55	\$0.00	\$5.25
38	\$27.89	\$30.05	\$1.50	\$5.25
39	\$26.39	\$28.55	\$3.00	\$5.25
40	\$24.89	\$27.05	\$4.50	\$5.25
41	\$23.39	\$25.55	\$6.00	\$5.25

Double Time

A	B	C	D	E	F	G	H	I	J	K	L
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP	Health Care	Local Training	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$44.65	\$1.00	\$1.41	\$47.06	\$0.00	\$2.00	\$4.00	\$4.65	\$0.90	\$0.17	\$0.15	\$58.93

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$44.65	\$47.06	\$0.00	\$2.00
2	\$42.65	\$45.06	\$2.00	\$2.00
3	\$40.65	\$43.06	\$4.00	\$2.00
4	\$38.65	\$41.06	\$6.00	\$2.00
5	\$36.65	\$39.06	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$43.65	\$46.06	\$0.00	\$3.00
14	\$41.65	\$44.06	\$2.00	\$3.00
15	\$39.65	\$42.06	\$4.00	\$3.00
16	\$37.65	\$40.06	\$6.00	\$3.00
17	\$35.65	\$38.06	\$8.00	\$3.00

C, H-K= \$7.28 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D-G are subject to overtime
 rates

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$42.65	\$45.06	\$0.00	\$4.00
26	\$40.65	\$43.06	\$2.00	\$4.00
27	\$38.65	\$41.06	\$4.00	\$4.00
28	\$36.65	\$39.06	\$6.00	\$4.00
29	\$34.65	\$37.06	\$8.00	\$4.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$39.65	\$42.06	\$0.00	\$7.00
38	\$37.65	\$40.06	\$2.00	\$7.00
39	\$35.65	\$38.06	\$4.00	\$7.00
40	\$33.65	\$36.06	\$6.00	\$7.00
41	\$31.65	\$34.06	\$8.00	\$7.00



SMACNA

** Contribution payment submitted directly to National Fund