



**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Building Trades Residential 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.
\$34.08	\$7.16	\$3.67	\$44.91	\$0.00	\$0.00	\$4.99	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$84.11

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$34.08	\$44.91	\$0.00	\$0.00
2	\$33.08	\$43.91	\$1.00	\$0.00
3	\$32.08	\$42.91	\$2.00	\$0.00
4	\$31.08	\$41.91	\$3.00	\$0.00
5	\$30.08	\$40.91	\$4.00	\$0.00
6	\$29.08	\$39.91	\$5.00	\$0.00
7	\$28.08	\$38.91	\$6.00	\$0.00
8	\$27.08	\$37.91	\$7.00	\$0.00
9	\$26.08	\$36.91	\$8.00	\$0.00
10	\$25.08	\$35.91	\$9.00	\$0.00
11	\$24.08	\$34.91	\$10.00	\$0.00
12	\$21.58	\$32.41	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$33.58	\$44.41	\$0.00	\$0.50
14	\$32.58	\$43.41	\$1.00	\$0.50
15	\$31.58	\$42.41	\$2.00	\$0.50
16	\$30.58	\$41.41	\$3.00	\$0.50
17	\$29.58	\$40.41	\$4.00	\$0.50
18	\$28.58	\$39.41	\$5.00	\$0.50
19	\$27.58	\$38.41	\$6.00	\$0.50
20	\$26.58	\$37.41	\$7.00	\$0.50
21	\$25.58	\$36.41	\$8.00	\$0.50
22	\$24.58	\$35.41	\$9.00	\$0.50
23	\$23.58	\$34.41	\$10.00	\$0.50
24	\$21.08	\$31.91	\$12.50	\$0.50

C, H-N= \$37.88 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	\$33.08	\$43.91	\$0.00	\$1.00
26	\$32.08	\$42.91	\$1.00	\$1.00
27	\$31.08	\$41.91	\$2.00	\$1.00
28	\$30.08	\$40.91	\$3.00	\$1.00
29	\$29.08	\$39.91	\$4.00	\$1.00
30	\$28.08	\$38.91	\$5.00	\$1.00
31	\$27.08	\$37.91	\$6.00	\$1.00
32	\$26.08	\$36.91	\$7.00	\$1.00
33	\$25.08	\$35.91	\$8.00	\$1.00
34	\$24.08	\$34.91	\$9.00	\$1.00
35	\$23.08	\$33.91	\$10.00	\$1.00
36	\$20.58	\$31.41	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$31.58	\$42.41	\$0.00	\$2.50
38	\$30.58	\$41.41	\$1.00	\$2.50
39	\$29.58	\$40.41	\$2.00	\$2.50
40	\$28.58	\$39.41	\$3.00	\$2.50
41	\$27.58	\$38.41	\$4.00	\$2.50
42	\$26.58	\$37.41	\$5.00	\$2.50
43	\$25.58	\$36.41	\$6.00	\$2.50
44	\$24.58	\$35.41	\$7.00	\$2.50
45	\$23.58	\$34.41	\$8.00	\$2.50
46	\$22.58	\$33.41	\$9.00	\$2.50
47	\$21.58	\$32.41	\$10.00	\$2.50
48	\$19.08	\$29.91	\$12.50	\$2.50

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

See pg. 72 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA BUILDING TRADES RESIDENTIAL 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.
\$52.95	\$10.74	\$3.67	\$67.36	\$0.00	\$0.00	\$7.49	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$109.06

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$52.95	\$67.36	\$0.00	\$0.00
2	\$51.45	\$65.86	\$1.50	\$0.00
3	\$49.95	\$64.36	\$3.00	\$0.00
4	\$48.45	\$62.86	\$4.50	\$0.00
5	\$46.95	\$61.36	\$6.00	\$0.00
6	\$45.45	\$59.86	\$7.50	\$0.00
7	\$43.95	\$58.36	\$9.00	\$0.00
8	\$42.45	\$56.86	\$10.50	\$0.00
9	\$40.95	\$55.36	\$12.00	\$0.00
10	\$39.45	\$53.86	\$13.50	\$0.00
11	\$37.95	\$52.36	\$15.00	\$0.00
12	\$34.20	\$48.61	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$52.20	\$66.61	\$0.00	\$0.75
14	\$50.70	\$65.11	\$1.50	\$0.75
15	\$49.20	\$63.61	\$3.00	\$0.75
16	\$47.70	\$62.11	\$4.50	\$0.75
17	\$46.20	\$60.61	\$6.00	\$0.75
18	\$44.70	\$59.11	\$7.50	\$0.75
19	\$43.20	\$57.61	\$9.00	\$0.75
20	\$41.70	\$56.11	\$10.50	\$0.75
21	\$40.20	\$54.61	\$12.00	\$0.75
22	\$38.70	\$53.11	\$13.50	\$0.75
23	\$37.20	\$51.61	\$15.00	\$0.75
24	\$33.45	\$47.86	\$18.75	\$0.75

C, H-N= \$37.88 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	\$51.45	\$65.86	\$0.00	\$1.50
26	\$49.95	\$64.36	\$1.50	\$1.50
27	\$48.45	\$62.86	\$3.00	\$1.50
28	\$46.95	\$61.36	\$4.50	\$1.50
29	\$45.45	\$59.86	\$6.00	\$1.50
30	\$43.95	\$58.36	\$7.50	\$1.50
31	\$42.45	\$56.86	\$9.00	\$1.50
32	\$40.95	\$55.36	\$10.50	\$1.50
33	\$39.45	\$53.86	\$12.00	\$1.50
34	\$37.95	\$52.36	\$13.50	\$1.50
35	\$36.45	\$50.86	\$15.00	\$1.50
36	\$32.70	\$47.11	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$49.20	\$63.61	\$0.00	\$3.75
38	\$47.70	\$62.11	\$1.50	\$3.75
39	\$46.20	\$60.61	\$3.00	\$3.75
40	\$44.70	\$59.11	\$4.50	\$3.75
41	\$43.20	\$57.61	\$6.00	\$3.75
42	\$41.70	\$56.11	\$7.50	\$3.75
43	\$40.20	\$54.61	\$9.00	\$3.75
44	\$38.70	\$53.11	\$10.50	\$3.75
45	\$37.20	\$51.61	\$12.00	\$3.75
46	\$35.70	\$50.11	\$13.50	\$3.75
47	\$34.20	\$48.61	\$15.00	\$3.75
48	\$30.45	\$44.86	\$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.
\$71.83	\$14.32	\$3.67	\$89.82	\$0.00	\$0.00	\$9.98	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$134.01

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$71.83	\$89.82	\$0.00	\$0.00
2	\$69.83	\$87.82	\$2.00	\$0.00
3	\$67.83	\$85.82	\$4.00	\$0.00
4	\$65.83	\$83.82	\$6.00	\$0.00
5	\$63.83	\$81.82	\$8.00	\$0.00
6	\$61.83	\$79.82	\$10.00	\$0.00
7	\$59.83	\$77.82	\$12.00	\$0.00
8	\$57.83	\$75.82	\$14.00	\$0.00
9	\$55.83	\$73.82	\$16.00	\$0.00
10	\$53.83	\$71.82	\$18.00	\$0.00
11	\$51.83	\$69.82	\$20.00	\$0.00
12	\$46.83	\$64.82	\$25.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$70.83	\$88.82	\$0.00	\$1.00
14	\$68.83	\$86.82	\$2.00	\$1.00
15	\$66.83	\$84.82	\$4.00	\$1.00
16	\$64.83	\$82.82	\$6.00	\$1.00
17	\$62.83	\$80.82	\$8.00	\$1.00
18	\$60.83	\$78.82	\$10.00	\$1.00
19	\$58.83	\$76.82	\$12.00	\$1.00
20	\$56.83	\$74.82	\$14.00	\$1.00
21	\$54.83	\$72.82	\$16.00	\$1.00
22	\$52.83	\$70.82	\$18.00	\$1.00
23	\$50.83	\$68.82	\$20.00	\$1.00
24	\$45.83	\$63.82	\$25.00	\$1.00

C, H-N= \$37.88 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	\$69.83	\$87.82	\$0.00	\$2.00
26	\$67.83	\$85.82	\$2.00	\$2.00
27	\$65.83	\$83.82	\$4.00	\$2.00
28	\$63.83	\$81.82	\$6.00	\$2.00
29	\$61.83	\$79.82	\$8.00	\$2.00
30	\$59.83	\$77.82	\$10.00	\$2.00
31	\$57.83	\$75.82	\$12.00	\$2.00
32	\$55.83	\$73.82	\$14.00	\$2.00
33	\$53.83	\$71.82	\$16.00	\$2.00
34	\$51.83	\$69.82	\$18.00	\$2.00
35	\$49.83	\$67.82	\$20.00	\$2.00
36	\$44.83	\$62.82	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$66.83	\$84.82	\$0.00	\$5.00
38	\$64.83	\$82.82	\$2.00	\$5.00
39	\$62.83	\$80.82	\$4.00	\$5.00
40	\$60.83	\$78.82	\$6.00	\$5.00
41	\$58.83	\$76.82	\$8.00	\$5.00
42	\$56.83	\$74.82	\$10.00	\$5.00
43	\$54.83	\$72.82	\$12.00	\$5.00
44	\$52.83	\$70.82	\$14.00	\$5.00
45	\$50.83	\$68.82	\$16.00	\$5.00
46	\$48.83	\$66.82	\$18.00	\$5.00
47	\$46.83	\$64.82	\$20.00	\$5.00
48	\$41.83	\$59.82	\$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 Residential 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**	SMO HIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$40.82	\$7.16	\$3.67	\$51.65	\$0.00	\$0.00	\$5.74	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$91.60

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$40.82	\$51.65	\$0.00	\$0.00
2	\$39.82	\$50.65	\$1.00	\$0.00
3	\$38.82	\$49.65	\$2.00	\$0.00
4	\$37.82	\$48.65	\$3.00	\$0.00
5	\$36.82	\$47.65	\$4.00	\$0.00
6	\$35.82	\$46.65	\$5.00	\$0.00
7	\$34.82	\$45.65	\$6.00	\$0.00
8	\$33.82	\$44.65	\$7.00	\$0.00
9	\$32.82	\$43.65	\$8.00	\$0.00
10	\$31.82	\$42.65	\$9.00	\$0.00
11	\$30.82	\$41.65	\$10.00	\$0.00
12	\$28.32	\$39.15	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$40.32	\$51.15	\$0.00	\$0.50
14	\$39.32	\$50.15	\$1.00	\$0.50
15	\$38.32	\$49.15	\$2.00	\$0.50
16	\$37.32	\$48.15	\$3.00	\$0.50
17	\$36.32	\$47.15	\$4.00	\$0.50
18	\$35.32	\$46.15	\$5.00	\$0.50
19	\$34.32	\$45.15	\$6.00	\$0.50
20	\$33.32	\$44.15	\$7.00	\$0.50
21	\$32.32	\$43.15	\$8.00	\$0.50
22	\$31.32	\$42.15	\$9.00	\$0.50
23	\$30.32	\$41.15	\$10.00	\$0.50
24	\$27.82	\$38.65	\$12.50	\$0.50

C, H-N= \$37.88 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	\$39.82	\$50.65	\$0.00	\$1.00
26	\$38.82	\$49.65	\$1.00	\$1.00
27	\$37.82	\$48.65	\$2.00	\$1.00
28	\$36.82	\$47.65	\$3.00	\$1.00
29	\$35.82	\$46.65	\$4.00	\$1.00
30	\$34.82	\$45.65	\$5.00	\$1.00
31	\$33.82	\$44.65	\$6.00	\$1.00
32	\$32.82	\$43.65	\$7.00	\$1.00
33	\$31.82	\$42.65	\$8.00	\$1.00
34	\$30.82	\$41.65	\$9.00	\$1.00
35	\$29.82	\$40.65	\$10.00	\$1.00
36	\$27.32	\$38.15	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$38.32	\$49.15	\$0.00	\$2.50
38	\$37.32	\$48.15	\$1.00	\$2.50
39	\$36.32	\$47.15	\$2.00	\$2.50
40	\$35.32	\$46.15	\$3.00	\$2.50
41	\$34.32	\$45.15	\$4.00	\$2.50
42	\$33.32	\$44.15	\$5.00	\$2.50
43	\$32.32	\$43.15	\$6.00	\$2.50
44	\$31.32	\$42.15	\$7.00	\$2.50
45	\$30.32	\$41.15	\$8.00	\$2.50
46	\$29.32	\$40.15	\$9.00	\$2.50
47	\$28.32	\$39.15	\$10.00	\$2.50
48	\$25.82	\$36.65	\$12.50	\$2.50

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

See pg. 74 for overtime rates.

** Contribution payment submitted directly to National Fund

**SMACNA BUILDING TRADES RESIDENTIAL 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.
\$63.07	\$10.74	\$3.67	\$77.48	\$0.00	\$0.00	\$8.61	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$120.30

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$63.07	\$77.48	\$0.00	\$0.00
2	\$61.57	\$75.98	\$1.50	\$0.00
3	\$60.07	\$74.48	\$3.00	\$0.00
4	\$58.57	\$72.98	\$4.50	\$0.00
5	\$57.07	\$71.48	\$6.00	\$0.00
6	\$55.57	\$69.98	\$7.50	\$0.00
7	\$54.07	\$68.48	\$9.00	\$0.00
8	\$52.57	\$66.98	\$10.50	\$0.00
9	\$51.07	\$65.48	\$12.00	\$0.00
10	\$49.57	\$63.98	\$13.50	\$0.00
11	\$48.07	\$62.48	\$15.00	\$0.00
12	\$44.32	\$58.73	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$62.32	\$76.73	\$0.00	\$0.75
14	\$60.82	\$75.23	\$1.50	\$0.75
15	\$59.32	\$73.73	\$3.00	\$0.75
16	\$57.82	\$72.23	\$4.50	\$0.75
17	\$56.32	\$70.73	\$6.00	\$0.75
18	\$54.82	\$69.23	\$7.50	\$0.75
19	\$53.32	\$67.73	\$9.00	\$0.75
20	\$51.82	\$66.23	\$10.50	\$0.75
21	\$50.32	\$64.73	\$12.00	\$0.75
22	\$48.82	\$63.23	\$13.50	\$0.75
23	\$47.32	\$61.73	\$15.00	\$0.75
24	\$43.57	\$57.98	\$18.75	\$0.75

C, H-N= \$37.88 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	\$61.57	\$75.98	\$0.00	\$1.50
26	\$60.07	\$74.48	\$1.50	\$1.50
27	\$58.57	\$72.98	\$3.00	\$1.50
28	\$57.07	\$71.48	\$4.50	\$1.50
29	\$55.57	\$69.98	\$6.00	\$1.50
30	\$54.07	\$68.48	\$7.50	\$1.50
31	\$52.57	\$66.98	\$9.00	\$1.50
32	\$51.07	\$65.48	\$10.50	\$1.50
33	\$49.57	\$63.98	\$12.00	\$1.50
34	\$48.07	\$62.48	\$13.50	\$1.50
35	\$46.57	\$60.98	\$15.00	\$1.50
36	\$42.82	\$57.23	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$59.32	\$73.73	\$0.00	\$3.75
38	\$57.82	\$72.23	\$1.50	\$3.75
39	\$56.32	\$70.73	\$3.00	\$3.75
40	\$54.82	\$69.23	\$4.50	\$3.75
41	\$53.32	\$67.73	\$6.00	\$3.75
42	\$51.82	\$66.23	\$7.50	\$3.75
43	\$50.32	\$64.73	\$9.00	\$3.75
44	\$48.82	\$63.23	\$10.50	\$3.75
45	\$47.32	\$61.73	\$12.00	\$3.75
46	\$45.82	\$60.23	\$13.50	\$3.75
47	\$44.32	\$58.73	\$15.00	\$3.75
48	\$40.57	\$54.98	\$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.
\$85.31	\$14.32	\$3.67	\$103.30	\$0.00	\$0.00	\$11.48	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$148.99

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$85.31	\$103.30	\$0.00	\$0.00
2	\$83.31	\$101.30	\$2.00	\$0.00
3	\$81.31	\$99.30	\$4.00	\$0.00
4	\$79.31	\$97.30	\$6.00	\$0.00
5	\$77.31	\$95.30	\$8.00	\$0.00
6	\$75.31	\$93.30	\$10.00	\$0.00
7	\$73.31	\$91.30	\$12.00	\$0.00
8	\$71.31	\$89.30	\$14.00	\$0.00
9	\$69.31	\$87.30	\$16.00	\$0.00
10	\$67.31	\$85.30	\$18.00	\$0.00
11	\$65.31	\$83.30	\$20.00	\$0.00
12	\$60.31	\$78.30	\$25.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$84.31	\$102.30	\$0.00	\$1.00
14	\$82.31	\$100.30	\$2.00	\$1.00
15	\$80.31	\$98.30	\$4.00	\$1.00
16	\$78.31	\$96.30	\$6.00	\$1.00
17	\$76.31	\$94.30	\$8.00	\$1.00
18	\$74.31	\$92.30	\$10.00	\$1.00
19	\$72.31	\$90.30	\$12.00	\$1.00
20	\$70.31	\$88.30	\$14.00	\$1.00
21	\$68.31	\$86.30	\$16.00	\$1.00
22	\$66.31	\$84.30	\$18.00	\$1.00
23	\$64.31	\$82.30	\$20.00	\$1.00
24	\$59.31	\$77.30	\$25.00	\$1.00

C, H-N= \$37.88 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	\$83.31	\$101.30	\$0.00	\$2.00
26	\$81.31	\$99.30	\$2.00	\$2.00
27	\$79.31	\$97.30	\$4.00	\$2.00
28	\$77.31	\$95.30	\$6.00	\$2.00
29	\$75.31	\$93.30	\$8.00	\$2.00
30	\$73.31	\$91.30	\$10.00	\$2.00
31	\$71.31	\$89.30	\$12.00	\$2.00
32	\$69.31	\$87.30	\$14.00	\$2.00
33	\$67.31	\$85.30	\$16.00	\$2.00
34	\$65.31	\$83.30	\$18.00	\$2.00
35	\$63.31	\$81.30	\$20.00	\$2.00
36	\$58.31	\$76.30	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$80.31	\$98.30	\$0.00	\$5.00
38	\$78.31	\$96.30	\$2.00	\$5.00
39	\$76.31	\$94.30	\$4.00	\$5.00
40	\$74.31	\$92.30	\$6.00	\$5.00
41	\$72.31	\$90.30	\$8.00	\$5.00
42	\$70.31	\$88.30	\$10.00	\$5.00
43	\$68.31	\$86.30	\$12.00	\$5.00
44	\$66.31	\$84.30	\$14.00	\$5.00
45	\$64.31	\$82.30	\$16.00	\$5.00
46	\$62.31	\$80.30	\$18.00	\$5.00
47	\$60.31	\$78.30	\$20.00	\$5.00
48	\$55.31	\$73.30	\$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 Residential 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.
\$43.06	\$7.16	\$3.67	\$53.89	\$0.00	\$0.00	\$5.99	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$94.09

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$43.06	\$53.89	\$0.00	\$0.00
2	\$42.06	\$52.89	\$1.00	\$0.00
3	\$41.06	\$51.89	\$2.00	\$0.00
4	\$40.06	\$50.89	\$3.00	\$0.00
5	\$39.06	\$49.89	\$4.00	\$0.00
6	\$38.06	\$48.89	\$5.00	\$0.00
7	\$37.06	\$47.89	\$6.00	\$0.00
8	\$36.06	\$46.89	\$7.00	\$0.00
9	\$35.06	\$45.89	\$8.00	\$0.00
10	\$34.06	\$44.89	\$9.00	\$0.00
11	\$33.06	\$43.89	\$10.00	\$0.00
12	\$30.56	\$41.39	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$42.56	\$53.39	\$0.00	\$0.50
14	\$41.56	\$52.39	\$1.00	\$0.50
15	\$40.56	\$51.39	\$2.00	\$0.50
16	\$39.56	\$50.39	\$3.00	\$0.50
17	\$38.56	\$49.39	\$4.00	\$0.50
18	\$37.56	\$48.39	\$5.00	\$0.50
19	\$36.56	\$47.39	\$6.00	\$0.50
20	\$35.56	\$46.39	\$7.00	\$0.50
21	\$34.56	\$45.39	\$8.00	\$0.50
22	\$33.56	\$44.39	\$9.00	\$0.50
23	\$32.56	\$43.39	\$10.00	\$0.50
24	\$30.06	\$40.89	\$12.50	\$0.50

C, H-N= \$37.88 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	\$42.06	\$52.89	\$0.00	\$1.00
26	\$41.06	\$51.89	\$1.00	\$1.00
27	\$40.06	\$50.89	\$2.00	\$1.00
28	\$39.06	\$49.89	\$3.00	\$1.00
29	\$38.06	\$48.89	\$4.00	\$1.00
30	\$37.06	\$47.89	\$5.00	\$1.00
31	\$36.06	\$46.89	\$6.00	\$1.00
32	\$35.06	\$45.89	\$7.00	\$1.00
33	\$34.06	\$44.89	\$8.00	\$1.00
34	\$33.06	\$43.89	\$9.00	\$1.00
35	\$32.06	\$42.89	\$10.00	\$1.00
36	\$29.56	\$40.39	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$40.56	\$51.39	\$0.00	\$2.50
38	\$39.56	\$50.39	\$1.00	\$2.50
39	\$38.56	\$49.39	\$2.00	\$2.50
40	\$37.56	\$48.39	\$3.00	\$2.50
41	\$36.56	\$47.39	\$4.00	\$2.50
42	\$35.56	\$46.39	\$5.00	\$2.50
43	\$34.56	\$45.39	\$6.00	\$2.50
44	\$33.56	\$44.39	\$7.00	\$2.50
45	\$32.56	\$43.39	\$8.00	\$2.50
46	\$31.56	\$42.39	\$9.00	\$2.50
47	\$30.56	\$41.39	\$10.00	\$2.50
48	\$28.06	\$38.89	\$12.50	\$2.50

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

See pg. 76 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA BUILDING TRADES RESIDENTIAL 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.
\$66.42	\$10.74	\$3.67	\$80.83	\$0.00	\$0.00	\$8.99	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$124.03

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$66.42	\$80.83	\$0.00	\$0.00
2	\$64.92	\$79.33	\$1.50	\$0.00
3	\$63.42	\$77.83	\$3.00	\$0.00
4	\$61.92	\$76.33	\$4.50	\$0.00
5	\$60.42	\$74.83	\$6.00	\$0.00
6	\$58.92	\$73.33	\$7.50	\$0.00
7	\$57.42	\$71.83	\$9.00	\$0.00
8	\$55.92	\$70.33	\$10.50	\$0.00
9	\$54.42	\$68.83	\$12.00	\$0.00
10	\$52.92	\$67.33	\$13.50	\$0.00
11	\$51.42	\$65.83	\$15.00	\$0.00
12	\$47.67	\$62.08	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$65.67	\$80.08	\$0.00	\$0.75
14	\$64.17	\$78.58	\$1.50	\$0.75
15	\$62.67	\$77.08	\$3.00	\$0.75
16	\$61.17	\$75.58	\$4.50	\$0.75
17	\$59.67	\$74.08	\$6.00	\$0.75
18	\$58.17	\$72.58	\$7.50	\$0.75
19	\$56.67	\$71.08	\$9.00	\$0.75
20	\$55.17	\$69.58	\$10.50	\$0.75
21	\$53.67	\$68.08	\$12.00	\$0.75
22	\$52.17	\$66.58	\$13.50	\$0.75
23	\$50.67	\$65.08	\$15.00	\$0.75
24	\$46.92	\$61.33	\$18.75	\$0.75

C, H-N= \$37.88 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	\$64.92	\$79.33	\$0.00	\$1.50
26	\$63.42	\$77.83	\$1.50	\$1.50
27	\$61.92	\$76.33	\$3.00	\$1.50
28	\$60.42	\$74.83	\$4.50	\$1.50
29	\$58.92	\$73.33	\$6.00	\$1.50
30	\$57.42	\$71.83	\$7.50	\$1.50
31	\$55.92	\$70.33	\$9.00	\$1.50
32	\$54.42	\$68.83	\$10.50	\$1.50
33	\$52.92	\$67.33	\$12.00	\$1.50
34	\$51.42	\$65.83	\$13.50	\$1.50
35	\$49.92	\$64.33	\$15.00	\$1.50
36	\$46.17	\$60.58	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$62.67	\$77.08	\$0.00	\$3.75
38	\$61.17	\$75.58	\$1.50	\$3.75
39	\$59.67	\$74.08	\$3.00	\$3.75
40	\$58.17	\$72.58	\$4.50	\$3.75
41	\$56.67	\$71.08	\$6.00	\$3.75
42	\$55.17	\$69.58	\$7.50	\$3.75
43	\$53.67	\$68.08	\$9.00	\$3.75
44	\$52.17	\$66.58	\$10.50	\$3.75
45	\$50.67	\$65.08	\$12.00	\$3.75
46	\$49.17	\$63.58	\$13.50	\$3.75
47	\$47.67	\$62.08	\$15.00	\$3.75
48	\$43.92	\$58.33	\$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.
\$89.79	\$14.32	\$3.67	\$107.78	\$0.00	\$0.00	\$11.98	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$153.97

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$89.79	\$107.78	\$0.00	\$0.00
2	\$87.79	\$105.78	\$2.00	\$0.00
3	\$85.79	\$103.78	\$4.00	\$0.00
4	\$83.79	\$101.78	\$6.00	\$0.00
5	\$81.79	\$99.78	\$8.00	\$0.00
6	\$79.79	\$97.78	\$10.00	\$0.00
7	\$77.79	\$95.78	\$12.00	\$0.00
8	\$75.79	\$93.78	\$14.00	\$0.00
9	\$73.79	\$91.78	\$16.00	\$0.00
10	\$71.79	\$89.78	\$18.00	\$0.00
11	\$69.79	\$87.78	\$20.00	\$0.00
12	\$64.79	\$82.78	\$25.00	\$0.00



WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$88.79	\$106.78	\$0.00	\$1.00
14	\$86.79	\$104.78	\$2.00	\$1.00
15	\$84.79	\$102.78	\$4.00	\$1.00
16	\$82.79	\$100.78	\$6.00	\$1.00
17	\$80.79	\$98.78	\$8.00	\$1.00
18	\$78.79	\$96.78	\$10.00	\$1.00
19	\$76.79	\$94.78	\$12.00	\$1.00
20	\$74.79	\$92.78	\$14.00	\$1.00
21	\$72.79	\$90.78	\$16.00	\$1.00
22	\$70.79	\$88.78	\$18.00	\$1.00
23	\$68.79	\$86.78	\$20.00	\$1.00
24	\$63.79	\$81.78	\$25.00	\$1.00

C, H-N= \$37.88 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	\$87.79	\$105.78	\$0.00	\$2.00
26	\$85.79	\$103.78	\$2.00	\$2.00
27	\$83.79	\$101.78	\$4.00	\$2.00
28	\$81.79	\$99.78	\$6.00	\$2.00
29	\$79.79	\$97.78	\$8.00	\$2.00
30	\$77.79	\$95.78	\$10.00	\$2.00
31	\$75.79	\$93.78	\$12.00	\$2.00
32	\$73.79	\$91.78	\$14.00	\$2.00
33	\$71.79	\$89.78	\$16.00	\$2.00
34	\$69.79	\$87.78	\$18.00	\$2.00
35	\$67.79	\$85.78	\$20.00	\$2.00
36	\$62.79	\$80.78	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$84.79	\$102.78	\$0.00	\$5.00
38	\$82.79	\$100.78	\$2.00	\$5.00
39	\$80.79	\$98.78	\$4.00	\$5.00
40	\$78.79	\$96.78	\$6.00	\$5.00
41	\$76.79	\$94.78	\$8.00	\$5.00
42	\$74.79	\$92.78	\$10.00	\$5.00
43	\$72.79	\$90.78	\$12.00	\$5.00
44	\$70.79	\$88.78	\$14.00	\$5.00
45	\$68.79	\$86.78	\$16.00	\$5.00
46	\$66.79	\$84.78	\$18.00	\$5.00
47	\$64.79	\$82.78	\$20.00	\$5.00
48	\$59.79	\$77.78	\$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 Residential 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**	SMOHIT /NEMIC/ ITI**	IPF	Total Pkg.
\$31.58	\$7.16	\$3.67	\$42.41	\$0.00	\$0.00	\$7.49	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$84.11

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$31.58	\$42.41	\$0.00	\$0.00
2	\$30.58	\$41.41	\$1.00	\$0.00
3	\$29.58	\$40.41	\$2.00	\$0.00
4	\$28.58	\$39.41	\$3.00	\$0.00
5	\$27.58	\$38.41	\$4.00	\$0.00
6	\$26.58	\$37.41	\$5.00	\$0.00
7	\$25.58	\$36.41	\$6.00	\$0.00
8	\$24.58	\$35.41	\$7.00	\$0.00
9	\$23.58	\$34.41	\$8.00	\$0.00
10	\$22.58	\$33.41	\$9.00	\$0.00
11	\$21.58	\$32.41	\$10.00	\$0.00
12	\$19.08	\$29.91	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$31.08	\$41.91	\$0.00	\$0.50
14	\$30.08	\$40.91	\$1.00	\$0.50
15	\$29.08	\$39.91	\$2.00	\$0.50
16	\$28.08	\$38.91	\$3.00	\$0.50
17	\$27.08	\$37.91	\$4.00	\$0.50
18	\$26.08	\$36.91	\$5.00	\$0.50
19	\$25.08	\$35.91	\$6.00	\$0.50
20	\$24.08	\$34.91	\$7.00	\$0.50
21	\$23.08	\$33.91	\$8.00	\$0.50
22	\$22.08	\$32.91	\$9.00	\$0.50
23	\$21.08	\$31.91	\$10.00	\$0.50
24	\$18.58	\$29.41	\$12.50	\$0.50

C, H-N= \$37.88 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	\$30.58	\$41.41	\$0.00	\$1.00
26	\$29.58	\$40.41	\$1.00	\$1.00
27	\$28.58	\$39.41	\$2.00	\$1.00
28	\$27.58	\$38.41	\$3.00	\$1.00
29	\$26.58	\$37.41	\$4.00	\$1.00
30	\$25.58	\$36.41	\$5.00	\$1.00
31	\$24.58	\$35.41	\$6.00	\$1.00
32	\$23.58	\$34.41	\$7.00	\$1.00
33	\$22.58	\$33.41	\$8.00	\$1.00
34	\$21.58	\$32.41	\$9.00	\$1.00
35	\$20.58	\$31.41	\$10.00	\$1.00
36	\$18.08	\$28.91	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$29.08	\$39.91	\$0.00	\$2.50
38	\$28.08	\$38.91	\$1.00	\$2.50
39	\$27.08	\$37.91	\$2.00	\$2.50
40	\$26.08	\$36.91	\$3.00	\$2.50
41	\$25.08	\$35.91	\$4.00	\$2.50
42	\$24.08	\$34.91	\$5.00	\$2.50
43	\$23.08	\$33.91	\$6.00	\$2.50
44	\$22.08	\$32.91	\$7.00	\$2.50
45	\$21.08	\$31.91	\$8.00	\$2.50
46	\$20.08	\$30.91	\$9.00	\$2.50
47	\$19.08	\$29.91	\$10.00	\$2.50
48	\$16.58	\$27.41	\$12.50	\$2.50

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

See pg. 78 for overtime rates.

** Contribution payment submitted directly to National Fund

**SMACNA BUILDING TRADES RESIDENTIAL 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**	SMO HIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$49.20	\$10.74	\$3.67	\$63.61	\$0.00	\$0.00	\$11.24	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$109.06

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$49.20	\$63.61	\$0.00	\$0.00
2	\$47.70	\$62.11	\$1.50	\$0.00
3	\$46.20	\$60.61	\$3.00	\$0.00
4	\$44.70	\$59.11	\$4.50	\$0.00
5	\$43.20	\$57.61	\$6.00	\$0.00
6	\$41.70	\$56.11	\$7.50	\$0.00
7	\$40.20	\$54.61	\$9.00	\$0.00
8	\$38.70	\$53.11	\$10.50	\$0.00
9	\$37.20	\$51.61	\$12.00	\$0.00
10	\$35.70	\$50.11	\$13.50	\$0.00
11	\$34.20	\$48.61	\$15.00	\$0.00
12	\$30.45	\$44.86	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$48.45	\$62.86	\$0.00	\$0.75
14	\$46.95	\$61.36	\$1.50	\$0.75
15	\$45.45	\$59.86	\$3.00	\$0.75
16	\$43.95	\$58.36	\$4.50	\$0.75
17	\$42.45	\$56.86	\$6.00	\$0.75
18	\$40.95	\$55.36	\$7.50	\$0.75
19	\$39.45	\$53.86	\$9.00	\$0.75
20	\$37.95	\$52.36	\$10.50	\$0.75
21	\$36.45	\$50.86	\$12.00	\$0.75
22	\$34.95	\$49.36	\$13.50	\$0.75
23	\$33.45	\$47.86	\$15.00	\$0.75
24	\$29.70	\$44.11	\$18.75	\$0.75

C, H-N= \$37.88 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	\$47.70	\$62.11	\$0.00	\$1.50
26	\$46.20	\$60.61	\$1.50	\$1.50
27	\$44.70	\$59.11	\$3.00	\$1.50
28	\$43.20	\$57.61	\$4.50	\$1.50
29	\$41.70	\$56.11	\$6.00	\$1.50
30	\$40.20	\$54.61	\$7.50	\$1.50
31	\$38.70	\$53.11	\$9.00	\$1.50
32	\$37.20	\$51.61	\$10.50	\$1.50
33	\$35.70	\$50.11	\$12.00	\$1.50
34	\$34.20	\$48.61	\$13.50	\$1.50
35	\$32.70	\$47.11	\$15.00	\$1.50
36	\$28.95	\$43.36	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$45.45	\$59.86	\$0.00	\$3.75
38	\$43.95	\$58.36	\$1.50	\$3.75
39	\$42.45	\$56.86	\$3.00	\$3.75
40	\$40.95	\$55.36	\$4.50	\$3.75
41	\$39.45	\$53.86	\$6.00	\$3.75
42	\$37.95	\$52.36	\$7.50	\$3.75
43	\$36.45	\$50.86	\$9.00	\$3.75
44	\$34.95	\$49.36	\$10.50	\$3.75
45	\$33.45	\$47.86	\$12.00	\$3.75
46	\$31.95	\$46.36	\$13.50	\$3.75
47	\$30.45	\$44.86	\$15.00	\$3.75
48	\$26.70	\$41.11	\$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 @ 15%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMO HIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$66.83	\$14.32	\$3.67	\$84.82	\$0.00	\$0.00	\$14.98	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$134.01

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$66.83	\$84.82	\$0.00	\$0.00
2	\$64.83	\$82.82	\$2.00	\$0.00
3	\$62.83	\$80.82	\$4.00	\$0.00
4	\$60.83	\$78.82	\$6.00	\$0.00
5	\$58.83	\$76.82	\$8.00	\$0.00
6	\$56.83	\$74.82	\$10.00	\$0.00
7	\$54.83	\$72.82	\$12.00	\$0.00
8	\$52.83	\$70.82	\$14.00	\$0.00
9	\$50.83	\$68.82	\$16.00	\$0.00
10	\$48.83	\$66.82	\$18.00	\$0.00
11	\$46.83	\$64.82	\$20.00	\$0.00
12	\$41.83	\$59.82	\$25.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$65.83	\$83.82	\$0.00	\$1.00
14	\$63.83	\$81.82	\$2.00	\$1.00
15	\$61.83	\$79.82	\$4.00	\$1.00
16	\$59.83	\$77.82	\$6.00	\$1.00
17	\$57.83	\$75.82	\$8.00	\$1.00
18	\$55.83	\$73.82	\$10.00	\$1.00
19	\$53.83	\$71.82	\$12.00	\$1.00
20	\$51.83	\$69.82	\$14.00	\$1.00
21	\$49.83	\$67.82	\$16.00	\$1.00
22	\$47.83	\$65.82	\$18.00	\$1.00
23	\$45.83	\$63.82	\$20.00	\$1.00
24	\$40.83	\$58.82	\$25.00	\$1.00

C, H-N= \$37.88 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	\$64.83	\$82.82	\$0.00	\$2.00
26	\$62.83	\$80.82	\$2.00	\$2.00
27	\$60.83	\$78.82	\$4.00	\$2.00
28	\$58.83	\$76.82	\$6.00	\$2.00
29	\$56.83	\$74.82	\$8.00	\$2.00
30	\$54.83	\$72.82	\$10.00	\$2.00
31	\$52.83	\$70.82	\$12.00	\$2.00
32	\$50.83	\$68.82	\$14.00	\$2.00
33	\$48.83	\$66.82	\$16.00	\$2.00
34	\$46.83	\$64.82	\$18.00	\$2.00
35	\$44.83	\$62.82	\$20.00	\$2.00
36	\$39.83	\$57.82	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$61.83	\$79.82	\$0.00	\$5.00
38	\$59.83	\$77.82	\$2.00	\$5.00
39	\$57.83	\$75.82	\$4.00	\$5.00
40	\$55.83	\$73.82	\$6.00	\$5.00
41	\$53.83	\$71.82	\$8.00	\$5.00
42	\$51.83	\$69.82	\$10.00	\$5.00
43	\$49.83	\$67.82	\$12.00	\$5.00
44	\$47.83	\$65.82	\$14.00	\$5.00
45	\$45.83	\$63.82	\$16.00	\$5.00
46	\$43.83	\$61.82	\$18.00	\$5.00
47	\$41.83	\$59.82	\$20.00	\$5.00
48	\$36.83	\$54.82	\$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 Residential 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.
\$37.95	\$7.16	\$3.67	\$48.78	\$0.00	\$0.00	\$8.61	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$91.60

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$37.95	\$48.78	\$0.00	\$0.00
2	\$36.95	\$47.78	\$1.00	\$0.00
3	\$35.95	\$46.78	\$2.00	\$0.00
4	\$34.95	\$45.78	\$3.00	\$0.00
5	\$33.95	\$44.78	\$4.00	\$0.00
6	\$32.95	\$43.78	\$5.00	\$0.00
7	\$31.95	\$42.78	\$6.00	\$0.00
8	\$30.95	\$41.78	\$7.00	\$0.00
9	\$29.95	\$40.78	\$8.00	\$0.00
10	\$28.95	\$39.78	\$9.00	\$0.00
11	\$27.95	\$38.78	\$10.00	\$0.00
12	\$25.45	\$36.28	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$37.45	\$48.28	\$0.00	\$0.50
14	\$36.45	\$47.28	\$1.00	\$0.50
15	\$35.45	\$46.28	\$2.00	\$0.50
16	\$34.45	\$45.28	\$3.00	\$0.50
17	\$33.45	\$44.28	\$4.00	\$0.50
18	\$32.45	\$43.28	\$5.00	\$0.50
19	\$31.45	\$42.28	\$6.00	\$0.50
20	\$30.45	\$41.28	\$7.00	\$0.50
21	\$29.45	\$40.28	\$8.00	\$0.50
22	\$28.45	\$39.28	\$9.00	\$0.50
23	\$27.45	\$38.28	\$10.00	\$0.50
24	\$24.95	\$35.78	\$12.50	\$0.50

C, H-N= \$37.88 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	\$36.95	\$47.78	\$0.00	\$1.00
26	\$35.95	\$46.78	\$1.00	\$1.00
27	\$34.95	\$45.78	\$2.00	\$1.00
28	\$33.95	\$44.78	\$3.00	\$1.00
29	\$32.95	\$43.78	\$4.00	\$1.00
30	\$31.95	\$42.78	\$5.00	\$1.00
31	\$30.95	\$41.78	\$6.00	\$1.00
32	\$29.95	\$40.78	\$7.00	\$1.00
33	\$28.95	\$39.78	\$8.00	\$1.00
34	\$27.95	\$38.78	\$9.00	\$1.00
35	\$26.95	\$37.78	\$10.00	\$1.00
36	\$24.45	\$35.28	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$35.45	\$46.28	\$0.00	\$2.50
38	\$34.45	\$45.28	\$1.00	\$2.50
39	\$33.45	\$44.28	\$2.00	\$2.50
40	\$32.45	\$43.28	\$3.00	\$2.50
41	\$31.45	\$42.28	\$4.00	\$2.50
42	\$30.45	\$41.28	\$5.00	\$2.50
43	\$29.45	\$40.28	\$6.00	\$2.50
44	\$28.45	\$39.28	\$7.00	\$2.50
45	\$27.45	\$38.28	\$8.00	\$2.50
46	\$26.45	\$37.28	\$9.00	\$2.50
47	\$25.45	\$36.28	\$10.00	\$2.50
48	\$22.95	\$33.78	\$12.50	\$2.50

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

See pg. 80 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA BUILDING TRADES RESIDENTIAL 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.
\$58.76	\$10.74	\$3.67	\$73.17	\$0.00	\$0.00	\$12.92	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$120.30

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$58.76	\$73.17	\$0.00	\$0.00
2	\$57.26	\$71.67	\$1.50	\$0.00
3	\$55.76	\$70.17	\$3.00	\$0.00
4	\$54.26	\$68.67	\$4.50	\$0.00
5	\$52.76	\$67.17	\$6.00	\$0.00
6	\$51.26	\$65.67	\$7.50	\$0.00
7	\$49.76	\$64.17	\$9.00	\$0.00
8	\$48.26	\$62.67	\$10.50	\$0.00
9	\$46.76	\$61.17	\$12.00	\$0.00
10	\$45.26	\$59.67	\$13.50	\$0.00
11	\$43.76	\$58.17	\$15.00	\$0.00
12	\$40.01	\$54.42	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$58.01	\$72.42	\$0.00	\$0.75
14	\$56.51	\$70.92	\$1.50	\$0.75
15	\$55.01	\$69.42	\$3.00	\$0.75
16	\$53.51	\$67.92	\$4.50	\$0.75
17	\$52.01	\$66.42	\$6.00	\$0.75
18	\$50.51	\$64.92	\$7.50	\$0.75
19	\$49.01	\$63.42	\$9.00	\$0.75
20	\$47.51	\$61.92	\$10.50	\$0.75
21	\$46.01	\$60.42	\$12.00	\$0.75
22	\$44.51	\$58.92	\$13.50	\$0.75
23	\$43.01	\$57.42	\$15.00	\$0.75
24	\$39.26	\$53.67	\$18.75	\$0.75

C, H-N= \$37.88 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	\$57.26	\$71.67	\$0.00	\$1.50
26	\$55.76	\$70.17	\$1.50	\$1.50
27	\$54.26	\$68.67	\$3.00	\$1.50
28	\$52.76	\$67.17	\$4.50	\$1.50
29	\$51.26	\$65.67	\$6.00	\$1.50
30	\$49.76	\$64.17	\$7.50	\$1.50
31	\$48.26	\$62.67	\$9.00	\$1.50
32	\$46.76	\$61.17	\$10.50	\$1.50
33	\$45.26	\$59.67	\$12.00	\$1.50
34	\$43.76	\$58.17	\$13.50	\$1.50
35	\$42.26	\$56.67	\$15.00	\$1.50
36	\$38.51	\$52.92	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$55.01	\$69.42	\$0.00	\$3.75
38	\$53.51	\$67.92	\$1.50	\$3.75
39	\$52.01	\$66.42	\$3.00	\$3.75
40	\$50.51	\$64.92	\$4.50	\$3.75
41	\$49.01	\$63.42	\$6.00	\$3.75
42	\$47.51	\$61.92	\$7.50	\$3.75
43	\$46.01	\$60.42	\$9.00	\$3.75
44	\$44.51	\$58.92	\$10.50	\$3.75
45	\$43.01	\$57.42	\$12.00	\$3.75
46	\$41.51	\$55.92	\$13.50	\$3.75
47	\$40.01	\$54.42	\$15.00	\$3.75
48	\$36.26	\$50.67	\$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.
\$79.57	\$14.32	\$3.67	\$97.56	\$0.00	\$0.00	\$17.22	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$148.99

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$79.57	\$97.56	\$0.00	\$0.00
2	\$77.57	\$95.56	\$2.00	\$0.00
3	\$75.57	\$93.56	\$4.00	\$0.00
4	\$73.57	\$91.56	\$6.00	\$0.00
5	\$71.57	\$89.56	\$8.00	\$0.00
6	\$69.57	\$87.56	\$10.00	\$0.00
7	\$67.57	\$85.56	\$12.00	\$0.00
8	\$65.57	\$83.56	\$14.00	\$0.00
9	\$63.57	\$81.56	\$16.00	\$0.00
10	\$61.57	\$79.56	\$18.00	\$0.00
11	\$59.57	\$77.56	\$20.00	\$0.00
12	\$54.57	\$72.56	\$25.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$78.57	\$96.56	\$0.00	\$1.00
14	\$76.57	\$94.56	\$2.00	\$1.00
15	\$74.57	\$92.56	\$4.00	\$1.00
16	\$72.57	\$90.56	\$6.00	\$1.00
17	\$70.57	\$88.56	\$8.00	\$1.00
18	\$68.57	\$86.56	\$10.00	\$1.00
19	\$66.57	\$84.56	\$12.00	\$1.00
20	\$64.57	\$82.56	\$14.00	\$1.00
21	\$62.57	\$80.56	\$16.00	\$1.00
22	\$60.57	\$78.56	\$18.00	\$1.00
23	\$58.57	\$76.56	\$20.00	\$1.00
24	\$53.57	\$71.56	\$25.00	\$1.00

C, H-N= \$37.88 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	\$77.57	\$95.56	\$0.00	\$2.00
26	\$75.57	\$93.56	\$2.00	\$2.00
27	\$73.57	\$91.56	\$4.00	\$2.00
28	\$71.57	\$89.56	\$6.00	\$2.00
29	\$69.57	\$87.56	\$8.00	\$2.00
30	\$67.57	\$85.56	\$10.00	\$2.00
31	\$65.57	\$83.56	\$12.00	\$2.00
32	\$63.57	\$81.56	\$14.00	\$2.00
33	\$61.57	\$79.56	\$16.00	\$2.00
34	\$59.57	\$77.56	\$18.00	\$2.00
35	\$57.57	\$75.56	\$20.00	\$2.00
36	\$52.57	\$70.56	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$74.57	\$92.56	\$0.00	\$5.00
38	\$72.57	\$90.56	\$2.00	\$5.00
39	\$70.57	\$88.56	\$4.00	\$5.00
40	\$68.57	\$86.56	\$6.00	\$5.00
41	\$66.57	\$84.56	\$8.00	\$5.00
42	\$64.57	\$82.56	\$10.00	\$5.00
43	\$62.57	\$80.56	\$12.00	\$5.00
44	\$60.57	\$78.56	\$14.00	\$5.00
45	\$58.57	\$76.56	\$16.00	\$5.00
46	\$56.57	\$74.56	\$18.00	\$5.00
47	\$54.57	\$72.56	\$20.00	\$5.00
48	\$49.57	\$67.56	\$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 Building Trades Residential 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.
\$40.07	\$7.16	\$3.67	\$50.90	\$0.00	\$0.00	\$8.98	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$94.09

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$40.07	\$50.90	\$0.00	\$0.00
2	\$39.07	\$49.90	\$1.00	\$0.00
3	\$38.07	\$48.90	\$2.00	\$0.00
4	\$37.07	\$47.90	\$3.00	\$0.00
5	\$36.07	\$46.90	\$4.00	\$0.00
6	\$35.07	\$45.90	\$5.00	\$0.00
7	\$34.07	\$44.90	\$6.00	\$0.00
8	\$33.07	\$43.90	\$7.00	\$0.00
9	\$32.07	\$42.90	\$8.00	\$0.00
10	\$31.07	\$41.90	\$9.00	\$0.00
11	\$30.07	\$40.90	\$10.00	\$0.00
12	\$27.57	\$38.40	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$39.57	\$50.40	\$0.00	\$0.50
14	\$38.57	\$49.40	\$1.00	\$0.50
15	\$37.57	\$48.40	\$2.00	\$0.50
16	\$36.57	\$47.40	\$3.00	\$0.50
17	\$35.57	\$46.40	\$4.00	\$0.50
18	\$34.57	\$45.40	\$5.00	\$0.50
19	\$33.57	\$44.40	\$6.00	\$0.50
20	\$32.57	\$43.40	\$7.00	\$0.50
21	\$31.57	\$42.40	\$8.00	\$0.50
22	\$30.57	\$41.40	\$9.00	\$0.50
23	\$29.57	\$40.40	\$10.00	\$0.50
24	\$27.07	\$37.90	\$12.50	\$0.50

C, H-N= \$37.88 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	\$39.07	\$49.90	\$0.00	\$1.00
26	\$38.07	\$48.90	\$1.00	\$1.00
27	\$37.07	\$47.90	\$2.00	\$1.00
28	\$36.07	\$46.90	\$3.00	\$1.00
29	\$35.07	\$45.90	\$4.00	\$1.00
30	\$34.07	\$44.90	\$5.00	\$1.00
31	\$33.07	\$43.90	\$6.00	\$1.00
32	\$32.07	\$42.90	\$7.00	\$1.00
33	\$31.07	\$41.90	\$8.00	\$1.00
34	\$30.07	\$40.90	\$9.00	\$1.00
35	\$29.07	\$39.90	\$10.00	\$1.00
36	\$26.57	\$37.40	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$37.57	\$48.40	\$0.00	\$2.50
38	\$36.57	\$47.40	\$1.00	\$2.50
39	\$35.57	\$46.40	\$2.00	\$2.50
40	\$34.57	\$45.40	\$3.00	\$2.50
41	\$33.57	\$44.40	\$4.00	\$2.50
42	\$32.57	\$43.40	\$5.00	\$2.50
43	\$31.57	\$42.40	\$6.00	\$2.50
44	\$30.57	\$41.40	\$7.00	\$2.50
45	\$29.57	\$40.40	\$8.00	\$2.50
46	\$28.57	\$39.40	\$9.00	\$2.50
47	\$27.57	\$38.40	\$10.00	\$2.50
48	\$25.07	\$35.90	\$12.50	\$2.50

Sean O'Donoghue

Executive Vice President

Bay Area Association of SMACNA Chapters

See pg. 82 for overtime rates.

** Contribution payment submitted directly to National Fund

**SMACNA BUILDING TRADES RESIDENTIAL 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.
\$61.94	\$10.74	\$3.67	\$76.35	\$0.00	\$0.00	\$13.47	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$124.03

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$61.94	\$76.35	\$0.00	\$0.00
2	\$60.44	\$74.85	\$1.50	\$0.00
3	\$58.94	\$73.35	\$3.00	\$0.00
4	\$57.44	\$71.85	\$4.50	\$0.00
5	\$55.94	\$70.35	\$6.00	\$0.00
6	\$54.44	\$68.85	\$7.50	\$0.00
7	\$52.94	\$67.35	\$9.00	\$0.00
8	\$51.44	\$65.85	\$10.50	\$0.00
9	\$49.94	\$64.35	\$12.00	\$0.00
10	\$48.44	\$62.85	\$13.50	\$0.00
11	\$46.94	\$61.35	\$15.00	\$0.00
12	\$43.19	\$57.60	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$61.19	\$75.60	\$0.00	\$0.75
14	\$59.69	\$74.10	\$1.50	\$0.75
15	\$58.19	\$72.60	\$3.00	\$0.75
16	\$56.69	\$71.10	\$4.50	\$0.75
17	\$55.19	\$69.60	\$6.00	\$0.75
18	\$53.69	\$68.10	\$7.50	\$0.75
19	\$52.19	\$66.60	\$9.00	\$0.75
20	\$50.69	\$65.10	\$10.50	\$0.75
21	\$49.19	\$63.60	\$12.00	\$0.75
22	\$47.69	\$62.10	\$13.50	\$0.75
23	\$46.19	\$60.60	\$15.00	\$0.75
24	\$42.44	\$56.85	\$18.75	\$0.75

C, H-N= \$37.88 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	\$60.44	\$74.85	\$0.00	\$1.50
26	\$58.94	\$73.35	\$1.50	\$1.50
27	\$57.44	\$71.85	\$3.00	\$1.50
28	\$55.94	\$70.35	\$4.50	\$1.50
29	\$54.44	\$68.85	\$6.00	\$1.50
30	\$52.94	\$67.35	\$7.50	\$1.50
31	\$51.44	\$65.85	\$9.00	\$1.50
32	\$49.94	\$64.35	\$10.50	\$1.50
33	\$48.44	\$62.85	\$12.00	\$1.50
34	\$46.94	\$61.35	\$13.50	\$1.50
35	\$45.44	\$59.85	\$15.00	\$1.50
36	\$41.69	\$56.10	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$58.19	\$72.60	\$0.00	\$3.75
38	\$56.69	\$71.10	\$1.50	\$3.75
39	\$55.19	\$69.60	\$3.00	\$3.75
40	\$53.69	\$68.10	\$4.50	\$3.75
41	\$52.19	\$66.60	\$6.00	\$3.75
42	\$50.69	\$65.10	\$7.50	\$3.75
43	\$49.19	\$63.60	\$9.00	\$3.75
44	\$47.69	\$62.10	\$10.50	\$3.75
45	\$46.19	\$60.60	\$12.00	\$3.75
46	\$44.69	\$59.10	\$13.50	\$3.75
47	\$43.19	\$57.60	\$15.00	\$3.75
48	\$39.44	\$53.85	\$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.
\$83.81	\$14.32	\$3.67	\$101.80	\$0.00	\$0.00	\$17.96	\$14.83	\$15.78	\$1.21	\$0.05	\$2.02	\$0.17	\$0.15	\$153.97

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$83.81	\$101.80	\$0.00	\$0.00
2	\$81.81	\$99.80	\$2.00	\$0.00
3	\$79.81	\$97.80	\$4.00	\$0.00
4	\$77.81	\$95.80	\$6.00	\$0.00
5	\$75.81	\$93.80	\$8.00	\$0.00
6	\$73.81	\$91.80	\$10.00	\$0.00
7	\$71.81	\$89.80	\$12.00	\$0.00
8	\$69.81	\$87.80	\$14.00	\$0.00
9	\$67.81	\$85.80	\$16.00	\$0.00
10	\$65.81	\$83.80	\$18.00	\$0.00
11	\$63.81	\$81.80	\$20.00	\$0.00
12	\$58.81	\$76.80	\$25.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$82.81	\$100.80	\$0.00	\$1.00
14	\$80.81	\$98.80	\$2.00	\$1.00
15	\$78.81	\$96.80	\$4.00	\$1.00
16	\$76.81	\$94.80	\$6.00	\$1.00
17	\$74.81	\$92.80	\$8.00	\$1.00
18	\$72.81	\$90.80	\$10.00	\$1.00
19	\$70.81	\$88.80	\$12.00	\$1.00
20	\$68.81	\$86.80	\$14.00	\$1.00
21	\$66.81	\$84.80	\$16.00	\$1.00
22	\$64.81	\$82.80	\$18.00	\$1.00
23	\$62.81	\$80.80	\$20.00	\$1.00
24	\$57.81	\$75.80	\$25.00	\$1.00

C, H-N= \$37.88 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	\$81.81	\$99.80	\$0.00	\$2.00
26	\$79.81	\$97.80	\$2.00	\$2.00
27	\$77.81	\$95.80	\$4.00	\$2.00
28	\$75.81	\$93.80	\$6.00	\$2.00
29	\$73.81	\$91.80	\$8.00	\$2.00
30	\$71.81	\$89.80	\$10.00	\$2.00
31	\$69.81	\$87.80	\$12.00	\$2.00
32	\$67.81	\$85.80	\$14.00	\$2.00
33	\$65.81	\$83.80	\$16.00	\$2.00
34	\$63.81	\$81.80	\$18.00	\$2.00
35	\$61.81	\$79.80	\$20.00	\$2.00
36	\$56.81	\$74.80	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$78.81	\$96.80	\$0.00	\$5.00
38	\$76.81	\$94.80	\$2.00	\$5.00
39	\$74.81	\$92.80	\$4.00	\$5.00
40	\$72.81	\$90.80	\$6.00	\$5.00
41	\$70.81	\$88.80	\$8.00	\$5.00
42	\$68.81	\$86.80	\$10.00	\$5.00
43	\$66.81	\$84.80	\$12.00	\$5.00
44	\$64.81	\$82.80	\$14.00	\$5.00
45	\$62.81	\$80.80	\$16.00	\$5.00
46	\$60.81	\$78.80	\$18.00	\$5.00
47	\$58.81	\$76.80	\$20.00	\$5.00
48	\$53.81	\$71.80	\$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
Residential 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

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.
\$28.76	\$4.54	\$2.70	\$36.00	\$0.00	\$0.00	\$1.43	\$14.23	\$8.40	\$1.01	\$0.05	\$0.58	\$0.17	\$0.15	\$62.02

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$28.76	\$36.00	\$0.00	\$0.00
2	\$27.76	\$35.00	\$1.00	\$0.00
3	\$26.76	\$34.00	\$2.00	\$0.00
4	\$25.76	\$33.00	\$3.00	\$0.00
5	\$24.76	\$32.00	\$4.00	\$0.00
6	\$23.76	\$31.00	\$5.00	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$28.26	\$35.50	\$0.00	\$0.50
14	\$27.26	\$34.50	\$1.00	\$0.50
15	\$26.26	\$33.50	\$2.00	\$0.50
16	\$25.26	\$32.50	\$3.00	\$0.50
17	\$24.26	\$31.50	\$4.00	\$0.50
18	\$23.26	\$30.50	\$5.00	\$0.50

C, H-N= \$27.29 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	\$27.76	\$35.00	\$0.00	\$1.00
26	\$26.76	\$34.00	\$1.00	\$1.00
27	\$25.76	\$33.00	\$2.00	\$1.00
28	\$24.76	\$32.00	\$3.00	\$1.00
29	\$23.76	\$31.00	\$4.00	\$1.00
30	\$22.76	\$30.00	\$5.00	\$1.00

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$26.26	\$33.50	\$0.00	\$2.50
38	\$25.26	\$32.50	\$1.00	\$2.50
39	\$24.26	\$31.50	\$2.00	\$2.50
40	\$23.26	\$30.50	\$3.00	\$2.50
41	\$22.26	\$29.50	\$4.00	\$2.50
42	\$21.26	\$28.50	\$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. 84 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA Residential 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.
\$44.49	\$6.81	\$2.70	\$54.00	\$0.00	\$0.00	\$2.15	\$14.23	\$8.40	\$1.01	\$0.05	\$0.58	\$0.17	\$0.15	\$80.74

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$44.49	\$54.00	\$0.00	\$0.00
2	\$42.99	\$52.50	\$1.50	\$0.00
3	\$41.49	\$51.00	\$3.00	\$0.00
4	\$39.99	\$49.50	\$4.50	\$0.00
5	\$38.49	\$48.00	\$6.00	\$0.00
6	\$36.99	\$46.50	\$7.50	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$43.74	\$53.25	\$0.00	\$0.75
14	\$42.24	\$51.75	\$1.50	\$0.75
15	\$40.74	\$50.25	\$3.00	\$0.75
16	\$39.24	\$48.75	\$4.50	\$0.75
17	\$37.74	\$47.25	\$6.00	\$0.75
18	\$36.24	\$45.75	\$7.50	\$0.75

C, H-N= \$27.29 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	\$42.99	\$52.50	\$0.00	\$1.50
26	\$41.49	\$51.00	\$1.50	\$1.50
27	\$39.99	\$49.50	\$3.00	\$1.50
28	\$38.49	\$48.00	\$4.50	\$1.50
29	\$36.99	\$46.50	\$6.00	\$1.50
30	\$35.49	\$45.00	\$7.50	\$1.50

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$40.74	\$50.25	\$0.00	\$3.75
38	\$39.24	\$48.75	\$1.50	\$3.75
39	\$37.74	\$47.25	\$3.00	\$3.75
40	\$36.24	\$45.75	\$4.50	\$3.75
41	\$34.74	\$44.25	\$6.00	\$3.75
42	\$33.24	\$42.75	\$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.
\$60.22	\$9.08	\$2.70	\$72.00	\$0.00	\$0.00	\$2.86	\$14.23	\$8.40	\$1.01	\$0.05	\$0.58	\$0.17	\$0.15	\$99.45

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$60.22	\$72.00	\$0.00	\$0.00
2	\$58.22	\$70.00	\$2.00	\$0.00
3	\$56.22	\$68.00	\$4.00	\$0.00
4	\$54.22	\$66.00	\$6.00	\$0.00
5	\$52.22	\$64.00	\$8.00	\$0.00
6	\$50.22	\$62.00	\$10.00	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$59.22	\$71.00	\$0.00	\$1.00
14	\$57.22	\$69.00	\$2.00	\$1.00
15	\$55.22	\$67.00	\$4.00	\$1.00
16	\$53.22	\$65.00	\$6.00	\$1.00
17	\$51.22	\$63.00	\$8.00	\$1.00
18	\$49.22	\$61.00	\$10.00	\$1.00

C, H-N= \$27.29 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	\$58.22	\$70.00	\$0.00	\$2.00
26	\$56.22	\$68.00	\$2.00	\$2.00
27	\$54.22	\$66.00	\$4.00	\$2.00
28	\$52.22	\$64.00	\$6.00	\$2.00
29	\$50.22	\$62.00	\$8.00	\$2.00
30	\$48.22	\$60.00	\$10.00	\$2.00

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$55.22	\$67.00	\$0.00	\$5.00
38	\$53.22	\$65.00	\$2.00	\$5.00
39	\$51.22	\$63.00	\$4.00	\$5.00
40	\$49.22	\$61.00	\$6.00	\$5.00
41	\$47.22	\$59.00	\$8.00	\$5.00
42	\$45.22	\$57.00	\$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
Residential 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.
\$25.57	\$3.00	\$2.23	\$30.80	\$0.00	\$0.00	\$0.96	\$14.23	\$3.20	\$1.01	\$0.05	\$0.58	\$0.17	\$0.15	\$51.15

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$25.57	\$30.80	\$0.00	\$0.00
2	\$24.57	\$29.80	\$1.00	\$0.00
3	\$23.57	\$28.80	\$2.00	\$0.00
4	\$22.57	\$27.80	\$3.00	\$0.00
5	\$21.57	\$26.80	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$25.07	\$30.30	\$0.00	\$0.50
14	\$24.07	\$29.30	\$1.00	\$0.50
15	\$23.07	\$28.30	\$2.00	\$0.50
16	\$22.07	\$27.30	\$3.00	\$0.50
17	\$21.07	\$26.30	\$4.00	\$0.50

C, H-N= \$21.62 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	\$24.57	\$29.80	\$0.00	\$1.00
26	\$23.57	\$28.80	\$1.00	\$1.00
27	\$22.57	\$27.80	\$2.00	\$1.00
28	\$21.57	\$26.80	\$3.00	\$1.00
29	\$20.57	\$25.80	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$23.07	\$28.30	\$0.00	\$2.50
38	\$22.07	\$27.30	\$1.00	\$2.50
39	\$21.07	\$26.30	\$2.00	\$2.50
40	\$20.07	\$25.30	\$3.00	\$2.50
41	\$19.07	\$24.30	\$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. 86 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA Residential 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.
\$39.47	\$4.50	\$2.23	\$46.20	\$0.00	\$0.00	\$1.44	\$14.23	\$3.20	\$1.01	\$0.05	\$0.58	\$0.17	\$0.15	\$67.03

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$39.47	\$46.20	\$0.00	\$0.00
2	\$37.97	\$44.70	\$1.50	\$0.00
3	\$36.47	\$43.20	\$3.00	\$0.00
4	\$34.97	\$41.70	\$4.50	\$0.00
5	\$33.47	\$40.20	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$38.72	\$45.45	\$0.00	\$0.75
14	\$37.22	\$43.95	\$1.50	\$0.75
15	\$35.72	\$42.45	\$3.00	\$0.75
16	\$34.22	\$40.95	\$4.50	\$0.75
17	\$32.72	\$39.45	\$6.00	\$0.75

C, H-N= \$21.62 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	\$37.97	\$44.70	\$0.00	\$1.50
26	\$36.47	\$43.20	\$1.50	\$1.50
27	\$34.97	\$41.70	\$3.00	\$1.50
28	\$33.47	\$40.20	\$4.50	\$1.50
29	\$31.97	\$38.70	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$35.72	\$42.45	\$0.00	\$3.75
38	\$34.22	\$40.95	\$1.50	\$3.75
39	\$32.72	\$39.45	\$3.00	\$3.75
40	\$31.22	\$37.95	\$4.50	\$3.75
41	\$29.72	\$36.45	\$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.
\$53.37	\$6.00	\$2.23	\$61.60	\$0.00	\$0.00	\$1.92	\$14.23	\$3.20	\$1.01	\$0.05	\$0.58	\$0.17	\$0.15	\$82.91

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$53.37	\$61.60	\$0.00	\$0.00
2	\$51.37	\$59.60	\$2.00	\$0.00
3	\$49.37	\$57.60	\$4.00	\$0.00
4	\$47.37	\$55.60	\$6.00	\$0.00
5	\$45.37	\$53.60	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$52.37	\$60.60	\$0.00	\$1.00
14	\$50.37	\$58.60	\$2.00	\$1.00
15	\$48.37	\$56.60	\$4.00	\$1.00
16	\$46.37	\$54.60	\$6.00	\$1.00
17	\$44.37	\$52.60	\$8.00	\$1.00

C, H-N= \$21.62 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	\$51.37	\$59.60	\$0.00	\$2.00
26	\$49.37	\$57.60	\$2.00	\$2.00
27	\$47.37	\$55.60	\$4.00	\$2.00
28	\$45.37	\$53.60	\$6.00	\$2.00
29	\$43.37	\$51.60	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$48.37	\$56.60	\$0.00	\$5.00
38	\$46.37	\$54.60	\$2.00	\$5.00
39	\$44.37	\$52.60	\$4.00	\$5.00
40	\$42.37	\$50.60	\$6.00	\$5.00
41	\$40.37	\$48.60	\$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

Residential 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.
\$16.95	\$0.00	\$1.54	\$18.49	\$0.00	\$0.00	\$0.57	\$14.23	\$0.00	\$1.01	\$0.05	\$0.43	\$0.17	\$0.15	\$35.10

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$16.95	\$18.49	\$0.00	\$0.00
2	\$15.95	\$17.49	\$1.00	\$0.00
3	\$14.95	\$16.49	\$2.00	\$0.00
4	\$13.95	\$15.49	\$3.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$16.45	\$17.99	\$0.00	\$0.50
14	\$15.45	\$16.99	\$1.00	\$0.50
15	\$14.45	\$15.99	\$2.00	\$0.50
16	\$13.45	\$14.99	\$3.00	\$0.50

C, H-N= \$17.58 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	\$15.95	\$17.49	\$0.00	\$1.00
26	\$14.95	\$16.49	\$1.00	\$1.00
27	\$13.95	\$15.49	\$2.00	\$1.00
28	\$12.95	\$14.49	\$3.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$14.45	\$15.99	\$0.00	\$2.50
38	\$13.45	\$14.99	\$1.00	\$2.50
39	\$12.45	\$13.99	\$2.00	\$2.50
40	\$11.45	\$12.99	\$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.
\$19.02	\$1.00	\$1.54	\$21.56	\$0.00	\$0.00	\$0.67	\$14.23	\$1.09	\$1.01	\$0.05	\$0.43	\$0.17	\$0.15	\$39.36

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$19.02	\$21.56	\$0.00	\$0.00
2	\$18.02	\$20.56	\$1.00	\$0.00
3	\$17.02	\$19.56	\$2.00	\$0.00
4	\$16.02	\$18.56	\$3.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$18.52	\$21.06	\$0.00	\$0.50
14	\$17.52	\$20.06	\$1.00	\$0.50
15	\$16.52	\$19.06	\$2.00	\$0.50
16	\$15.52	\$18.06	\$3.00	\$0.50

C, H-N= \$18.67 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	\$18.02	\$20.56	\$0.00	\$1.00
26	\$17.02	\$19.56	\$1.00	\$1.00
27	\$16.02	\$18.56	\$2.00	\$1.00
28	\$15.02	\$17.56	\$3.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$16.52	\$19.06	\$0.00	\$2.50
38	\$15.52	\$18.06	\$1.00	\$2.50
39	\$14.52	\$17.06	\$2.00	\$2.50
40	\$13.52	\$16.06	\$3.00	\$2.50

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

Page 87-88 Straight Time
Page 89-90 Overtime
Page 91-92 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
Residential 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



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.
\$22.11	\$1.00	\$1.54	\$24.65	\$0.00	\$0.00	\$0.76	\$14.23	\$1.09	\$1.01	\$0.05	\$0.43	\$0.17	\$0.15	\$42.54

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$22.11	\$24.65	\$0.00	\$0.00
2	\$21.11	\$23.65	\$1.00	\$0.00
3	\$20.11	\$22.65	\$2.00	\$0.00
4	\$19.11	\$21.65	\$3.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$21.61	\$24.15	\$0.00	\$0.50
14	\$20.61	\$23.15	\$1.00	\$0.50
15	\$19.61	\$22.15	\$2.00	\$0.50
16	\$18.61	\$21.15	\$3.00	\$0.50

C, H-N= \$18.67 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	\$21.11	\$23.65	\$0.00	\$1.00
26	\$20.11	\$22.65	\$1.00	\$1.00
27	\$19.11	\$21.65	\$2.00	\$1.00
28	\$18.11	\$20.65	\$3.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$19.61	\$22.15	\$0.00	\$2.50
38	\$18.61	\$21.15	\$1.00	\$2.50
39	\$17.61	\$20.15	\$2.00	\$2.50
40	\$16.61	\$19.15	\$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.
\$23.65	\$1.00	\$1.54	\$26.19	\$0.00	\$0.00	\$0.81	\$14.23	\$1.09	\$1.01	\$0.05	\$0.43	\$0.17	\$0.15	\$44.13

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$23.65	\$26.19	\$0.00	\$0.00
2	\$22.65	\$25.19	\$1.00	\$0.00
3	\$21.65	\$24.19	\$2.00	\$0.00
4	\$20.65	\$23.19	\$3.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$23.15	\$25.69	\$0.00	\$0.50
14	\$22.15	\$24.69	\$1.00	\$0.50
15	\$21.15	\$23.69	\$2.00	\$0.50
16	\$20.15	\$22.69	\$3.00	\$0.50

C, H-N= \$18.67 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	\$22.65	\$25.19	\$0.00	\$1.00
26	\$21.65	\$24.19	\$1.00	\$1.00
27	\$20.65	\$23.19	\$2.00	\$1.00
28	\$19.65	\$22.19	\$3.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$21.15	\$23.69	\$0.00	\$2.50
38	\$20.15	\$22.69	\$1.00	\$2.50
39	\$19.15	\$21.69	\$2.00	\$2.50
40	\$18.15	\$20.69	\$3.00	\$2.50


 SMW Local 104
 50'
 SMACNA

** Contribution payment submitted directly to National Fund

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



Residential 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.
\$26.19	\$0.00	\$1.54	\$27.73	\$0.00	\$0.00	\$0.86	\$14.23	\$0.00	\$1.01	\$0.05	\$0.43	\$0.17	\$0.15	\$44.63

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$26.19	\$27.73	\$0.00	\$0.00
2	\$24.69	\$26.23	\$1.50	\$0.00
3	\$23.19	\$24.73	\$3.00	\$0.00
4	\$21.69	\$23.23	\$4.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$25.44	\$26.98	\$0.00	\$0.75
14	\$23.94	\$25.48	\$1.50	\$0.75
15	\$22.44	\$23.98	\$3.00	\$0.75
16	\$20.94	\$22.48	\$4.50	\$0.75

C, H-N= \$17.58 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	\$24.69	\$26.23	\$0.00	\$1.50
26	\$23.19	\$24.73	\$1.50	\$1.50
27	\$21.69	\$23.23	\$3.00	\$1.50
28	\$20.19	\$21.73	\$4.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$22.44	\$23.98	\$0.00	\$3.75
38	\$20.94	\$22.48	\$1.50	\$3.75
39	\$19.44	\$20.98	\$3.00	\$3.75
40	\$17.94	\$19.48	\$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.
\$29.30	\$1.50	\$1.54	\$32.34	\$0.00	\$0.00	\$1.01	\$14.23	\$1.09	\$1.01	\$0.05	\$0.43	\$0.17	\$0.15	\$50.48

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$29.30	\$32.34	\$0.00	\$0.00
2	\$27.80	\$30.84	\$1.50	\$0.00
3	\$26.30	\$29.34	\$3.00	\$0.00
4	\$24.80	\$27.84	\$4.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$28.55	\$31.59	\$0.00	\$0.75
14	\$27.05	\$30.09	\$1.50	\$0.75
15	\$25.55	\$28.59	\$3.00	\$0.75
16	\$24.05	\$27.09	\$4.50	\$0.75

C, H-N= \$18.67 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	\$27.80	\$30.84	\$0.00	\$1.50
26	\$26.30	\$29.34	\$1.50	\$1.50
27	\$24.80	\$27.84	\$3.00	\$1.50
28	\$23.30	\$26.34	\$4.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$25.55	\$28.59	\$0.00	\$3.75
38	\$24.05	\$27.09	\$1.50	\$3.75
39	\$22.55	\$25.59	\$3.00	\$3.75
40	\$21.05	\$24.09	\$4.50	\$3.75

Page 87-88 Straight Time
Page 89-90 Overtime
Page 91-92 Double Time

SMW Local 104

50'

SMACNA

** Contribution payment submitted directly to National Fund



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



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.
\$33.94	\$1.50	\$1.54	\$36.98	\$0.00	\$0.00	\$1.14	\$14.23	\$1.09	\$1.01	\$0.05	\$0.43	\$0.17	\$0.15	\$55.25

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$33.94	\$36.98	\$0.00	\$0.00
2	\$32.44	\$35.48	\$1.50	\$0.00
3	\$30.94	\$33.98	\$3.00	\$0.00
4	\$29.44	\$32.48	\$4.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$33.19	\$36.23	\$0.00	\$0.75
14	\$31.69	\$34.73	\$1.50	\$0.75
15	\$30.19	\$33.23	\$3.00	\$0.75
16	\$28.69	\$31.73	\$4.50	\$0.75

C, H-N= \$18.67 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	\$32.44	\$35.48	\$0.00	\$1.50
26	\$30.94	\$33.98	\$1.50	\$1.50
27	\$29.44	\$32.48	\$3.00	\$1.50
28	\$27.94	\$30.98	\$4.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$30.19	\$33.23	\$0.00	\$3.75
38	\$28.69	\$31.73	\$1.50	\$3.75
39	\$27.19	\$30.23	\$3.00	\$3.75
40	\$25.69	\$28.73	\$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.
\$36.24	\$1.50	\$1.54	\$39.28	\$0.00	\$0.00	\$1.22	\$14.23	\$1.09	\$1.01	\$0.05	\$0.43	\$0.17	\$0.15	\$57.63

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$36.24	\$39.28	\$0.00	\$0.00
2	\$34.74	\$37.78	\$1.50	\$0.00
3	\$33.24	\$36.28	\$3.00	\$0.00
4	\$31.74	\$34.78	\$4.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$35.49	\$38.53	\$0.00	\$0.75
14	\$33.99	\$37.03	\$1.50	\$0.75
15	\$32.49	\$35.53	\$3.00	\$0.75
16	\$30.99	\$34.03	\$4.50	\$0.75

C, H-N= \$18.67 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	\$34.74	\$37.78	\$0.00	\$1.50
26	\$33.24	\$36.28	\$1.50	\$1.50
27	\$31.74	\$34.78	\$3.00	\$1.50
28	\$30.24	\$33.28	\$4.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$32.49	\$35.53	\$0.00	\$3.75
38	\$30.99	\$34.03	\$1.50	\$3.75
39	\$29.49	\$32.53	\$3.00	\$3.75
40	\$27.99	\$31.03	\$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

Residential 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 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.
\$35.44	\$0.00	\$1.54	\$36.98	\$0.00	\$0.00	\$1.14	\$14.23	\$0.00	\$1.01	\$0.05	\$0.43	\$0.17	\$0.15	\$54.16

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$35.44	\$36.98	\$0.00	\$0.00
2	\$33.44	\$34.98	\$2.00	\$0.00
3	\$31.44	\$32.98	\$4.00	\$0.00
4	\$29.44	\$30.98	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$34.44	\$35.98	\$0.00	\$1.00
14	\$32.44	\$33.98	\$2.00	\$1.00
15	\$30.44	\$31.98	\$4.00	\$1.00
16	\$28.44	\$29.98	\$6.00	\$1.00

C, H-N= \$17.58 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	\$33.44	\$34.98	\$0.00	\$2.00
26	\$31.44	\$32.98	\$2.00	\$2.00
27	\$29.44	\$30.98	\$4.00	\$2.00
28	\$27.44	\$28.98	\$6.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$30.44	\$31.98	\$0.00	\$5.00
38	\$28.44	\$29.98	\$2.00	\$5.00
39	\$26.44	\$27.98	\$4.00	\$5.00
40	\$24.44	\$25.98	\$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.
\$39.58	\$2.00	\$1.54	\$43.12	\$0.00	\$0.00	\$1.34	\$14.23	\$1.09	\$1.01	\$0.05	\$0.43	\$0.17	\$0.15	\$61.59

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$39.58	\$43.12	\$0.00	\$0.00
2	\$37.58	\$41.12	\$2.00	\$0.00
3	\$35.58	\$39.12	\$4.00	\$0.00
4	\$33.58	\$37.12	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$38.58	\$42.12	\$0.00	\$1.00
14	\$36.58	\$40.12	\$2.00	\$1.00
15	\$34.58	\$38.12	\$4.00	\$1.00
16	\$32.58	\$36.12	\$6.00	\$1.00

C, H-N= \$18.67 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	\$37.58	\$41.12	\$0.00	\$2.00
26	\$35.58	\$39.12	\$2.00	\$2.00
27	\$33.58	\$37.12	\$4.00	\$2.00
28	\$31.58	\$35.12	\$6.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$34.58	\$38.12	\$0.00	\$5.00
38	\$32.58	\$36.12	\$2.00	\$5.00
39	\$30.58	\$34.12	\$4.00	\$5.00
40	\$28.58	\$32.12	\$6.00	\$5.00

Page 87-88 Straight Time
Page 89-90 Overtime
Page 91-92 Double Time

RW
SMW Local 104

SO'
SMACNA

** Contribution payment submitted directly to National Fund

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

Residential 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.
\$45.76	\$2.00	\$1.54	\$49.30	\$0.00	\$0.00	\$1.52	\$14.23	\$1.09	\$1.01	\$0.05	\$0.43	\$0.17	\$0.15	\$67.95

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$45.76	\$49.30	\$0.00	\$0.00
2	\$43.76	\$47.30	\$2.00	\$0.00
3	\$41.76	\$45.30	\$4.00	\$0.00
4	\$39.76	\$43.30	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$44.76	\$48.30	\$0.00	\$1.00
14	\$42.76	\$46.30	\$2.00	\$1.00
15	\$40.76	\$44.30	\$4.00	\$1.00
16	\$38.76	\$42.30	\$6.00	\$1.00

C, H-N= \$18.67 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	\$43.76	\$47.30	\$0.00	\$2.00
26	\$41.76	\$45.30	\$2.00	\$2.00
27	\$39.76	\$43.30	\$4.00	\$2.00
28	\$37.76	\$41.30	\$6.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$40.76	\$44.30	\$0.00	\$5.00
38	\$38.76	\$42.30	\$2.00	\$5.00
39	\$36.76	\$40.30	\$4.00	\$5.00
40	\$34.76	\$38.30	\$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.
\$48.84	\$2.00	\$1.54	\$52.38	\$0.00	\$0.00	\$1.62	\$14.23	\$1.09	\$1.01	\$0.05	\$0.43	\$0.17	\$0.15	\$71.13

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$48.84	\$52.38	\$0.00	\$0.00
2	\$46.84	\$50.38	\$2.00	\$0.00
3	\$44.84	\$48.38	\$4.00	\$0.00
4	\$42.84	\$46.38	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$47.84	\$51.38	\$0.00	\$1.00
14	\$45.84	\$49.38	\$2.00	\$1.00
15	\$43.84	\$47.38	\$4.00	\$1.00
16	\$41.84	\$45.38	\$6.00	\$1.00

C, H-N= \$18.67 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	\$46.84	\$50.38	\$0.00	\$2.00
26	\$44.84	\$48.38	\$2.00	\$2.00
27	\$42.84	\$46.38	\$4.00	\$2.00
28	\$40.84	\$44.38	\$6.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$43.84	\$47.38	\$0.00	\$5.00
38	\$41.84	\$45.38	\$2.00	\$5.00
39	\$39.84	\$43.38	\$4.00	\$5.00
40	\$37.84	\$41.38	\$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
Residential 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.
\$26.86	\$8.44	\$3.03	\$38.33	\$0.00	\$0.00	\$2.50	\$14.23	\$12.26	\$1.03	\$0.05	\$0.89	\$0.17	\$0.15	\$69.61

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$26.86	\$38.33	\$0.00	\$0.00
2	\$25.86	\$37.33	\$1.00	\$0.00
3	\$24.86	\$36.33	\$2.00	\$0.00
4	\$23.86	\$35.33	\$3.00	\$0.00
5	\$22.86	\$34.33	\$4.00	\$0.00
6	\$21.86	\$33.33	\$5.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$26.36	\$37.83	\$0.00	\$0.50
14	\$25.36	\$36.83	\$1.00	\$0.50
15	\$24.36	\$35.83	\$2.00	\$0.50
16	\$23.36	\$34.83	\$3.00	\$0.50
17	\$22.36	\$33.83	\$4.00	\$0.50
18	\$21.36	\$32.83	\$5.00	\$0.50

C, H-N= \$31.81 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	\$25.86	\$37.33	\$0.00	\$1.00
26	\$24.86	\$36.33	\$1.00	\$1.00
27	\$23.86	\$35.33	\$2.00	\$1.00
28	\$22.86	\$34.33	\$3.00	\$1.00
29	\$21.86	\$33.33	\$4.00	\$1.00
30	\$20.86	\$32.33	\$5.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$24.36	\$35.83	\$0.00	\$2.50
38	\$23.36	\$34.83	\$1.00	\$2.50
39	\$22.36	\$33.83	\$2.00	\$2.50
40	\$21.36	\$32.83	\$3.00	\$2.50
41	\$20.36	\$31.83	\$4.00	\$2.50
42	\$19.36	\$30.83	\$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. 94 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA Residential 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.
\$41.81	\$12.66	\$3.03	\$57.50	\$0.00	\$0.00	\$3.75	\$14.23	\$12.26	\$1.03	\$0.05	\$0.89	\$0.17	\$0.15	\$90.03

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$41.81	\$57.50	\$0.00	\$0.00
2	\$40.31	\$56.00	\$1.50	\$0.00
3	\$38.81	\$54.50	\$3.00	\$0.00
4	\$37.31	\$53.00	\$4.50	\$0.00
5	\$35.81	\$51.50	\$6.00	\$0.00
6	\$34.31	\$50.00	\$7.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$41.06	\$56.75	\$0.00	\$0.75
14	\$39.56	\$55.25	\$1.50	\$0.75
15	\$38.06	\$53.75	\$3.00	\$0.75
16	\$36.56	\$52.25	\$4.50	\$0.75
17	\$35.06	\$50.75	\$6.00	\$0.75
18	\$33.56	\$49.25	\$7.50	\$0.75

C, H-N= \$31.81 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	\$40.31	\$56.00	\$0.00	\$1.50
26	\$38.81	\$54.50	\$1.50	\$1.50
27	\$37.31	\$53.00	\$3.00	\$1.50
28	\$35.81	\$51.50	\$4.50	\$1.50
29	\$34.31	\$50.00	\$6.00	\$1.50
30	\$32.81	\$48.50	\$7.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$38.06	\$53.75	\$0.00	\$3.75
38	\$36.56	\$52.25	\$1.50	\$3.75
39	\$35.06	\$50.75	\$3.00	\$3.75
40	\$33.56	\$49.25	\$4.50	\$3.75
41	\$32.06	\$47.75	\$6.00	\$3.75
42	\$30.56	\$46.25	\$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.
\$56.75	\$16.88	\$3.03	\$76.66	\$0.00	\$0.00	\$5.00	\$14.23	\$12.26	\$1.03	\$0.05	\$0.89	\$0.17	\$0.15	\$110.44

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$56.75	\$76.66	\$0.00	\$0.00
2	\$54.75	\$74.66	\$2.00	\$0.00
3	\$52.75	\$72.66	\$4.00	\$0.00
4	\$50.75	\$70.66	\$6.00	\$0.00
5	\$48.75	\$68.66	\$8.00	\$0.00
6	\$46.75	\$66.66	\$10.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$55.75	\$75.66	\$0.00	\$1.00
14	\$53.75	\$73.66	\$2.00	\$1.00
15	\$51.75	\$71.66	\$4.00	\$1.00
16	\$49.75	\$69.66	\$6.00	\$1.00
17	\$47.75	\$67.66	\$8.00	\$1.00
18	\$45.75	\$65.66	\$10.00	\$1.00

C, H-N= \$31.81 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	\$54.75	\$74.66	\$0.00	\$2.00
26	\$52.75	\$72.66	\$2.00	\$2.00
27	\$50.75	\$70.66	\$4.00	\$2.00
28	\$48.75	\$68.66	\$6.00	\$2.00
29	\$46.75	\$66.66	\$8.00	\$2.00
30	\$44.75	\$64.66	\$10.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$51.75	\$71.66	\$0.00	\$5.00
38	\$49.75	\$69.66	\$2.00	\$5.00
39	\$47.75	\$67.66	\$4.00	\$5.00
40	\$45.75	\$65.66	\$6.00	\$5.00
41	\$43.75	\$63.66	\$8.00	\$5.00
42	\$41.75	\$61.66	\$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
Residential 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.
\$27.42	\$4.70	\$2.64	\$34.76	\$0.00	\$0.00	\$1.50	\$14.23	\$7.68	\$1.03	\$0.05	\$0.89	\$0.17	\$0.15	\$60.46

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$27.42	\$34.76	\$0.00	\$0.00
2	\$26.42	\$33.76	\$1.00	\$0.00
3	\$25.42	\$32.76	\$2.00	\$0.00
4	\$24.42	\$31.76	\$3.00	\$0.00
5	\$23.42	\$30.76	\$4.00	\$0.00
6	\$22.42	\$29.76	\$5.00	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$26.92	\$34.26	\$0.00	\$0.50
14	\$25.92	\$33.26	\$1.00	\$0.50
15	\$24.92	\$32.26	\$2.00	\$0.50
16	\$23.92	\$31.26	\$3.00	\$0.50
17	\$22.92	\$30.26	\$4.00	\$0.50
18	\$21.92	\$29.26	\$5.00	\$0.50

C, H-N= \$26.84 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	\$26.42	\$33.76	\$0.00	\$1.00
26	\$25.42	\$32.76	\$1.00	\$1.00
27	\$24.42	\$31.76	\$2.00	\$1.00
28	\$23.42	\$30.76	\$3.00	\$1.00
29	\$22.42	\$29.76	\$4.00	\$1.00
30	\$21.42	\$28.76	\$5.00	\$1.00

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$24.92	\$32.26	\$0.00	\$2.50
38	\$23.92	\$31.26	\$1.00	\$2.50
39	\$22.92	\$30.26	\$2.00	\$2.50
40	\$21.92	\$29.26	\$3.00	\$2.50
41	\$20.92	\$28.26	\$4.00	\$2.50
42	\$19.92	\$27.26	\$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. 96 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA Residential 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.
\$42.45	\$7.05	\$2.64	\$52.14	\$0.00	\$0.00	\$2.25	\$14.23	\$7.68	\$1.03	\$0.05	\$0.89	\$0.17	\$0.15	\$78.59

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$42.45	\$52.14	\$0.00	\$0.00
2	\$40.95	\$50.64	\$1.50	\$0.00
3	\$39.45	\$49.14	\$3.00	\$0.00
4	\$37.95	\$47.64	\$4.50	\$0.00
5	\$36.45	\$46.14	\$6.00	\$0.00
6	\$34.95	\$44.64	\$7.50	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$41.70	\$51.39	\$0.00	\$0.75
14	\$40.20	\$49.89	\$1.50	\$0.75
15	\$38.70	\$48.39	\$3.00	\$0.75
16	\$37.20	\$46.89	\$4.50	\$0.75
17	\$35.70	\$45.39	\$6.00	\$0.75
18	\$34.20	\$43.89	\$7.50	\$0.75

C, H-N= \$26.84 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	\$40.95	\$50.64	\$0.00	\$1.50
26	\$39.45	\$49.14	\$1.50	\$1.50
27	\$37.95	\$47.64	\$3.00	\$1.50
28	\$36.45	\$46.14	\$4.50	\$1.50
29	\$34.95	\$44.64	\$6.00	\$1.50
30	\$33.45	\$43.14	\$7.50	\$1.50

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$38.70	\$48.39	\$0.00	\$3.75
38	\$37.20	\$46.89	\$1.50	\$3.75
39	\$35.70	\$45.39	\$3.00	\$3.75
40	\$34.20	\$43.89	\$4.50	\$3.75
41	\$32.70	\$42.39	\$6.00	\$3.75
42	\$31.20	\$40.89	\$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.
\$57.48	\$9.40	\$2.64	\$69.52	\$0.00	\$0.00	\$3.00	\$14.23	\$7.68	\$1.03	\$0.05	\$0.89	\$0.17	\$0.15	\$96.72

WFE #	A-BW	D-GT	E-401K	F-HRA
1	\$57.48	\$69.52	\$0.00	\$0.00
2	\$55.48	\$67.52	\$2.00	\$0.00
3	\$53.48	\$65.52	\$4.00	\$0.00
4	\$51.48	\$63.52	\$6.00	\$0.00
5	\$49.48	\$61.52	\$8.00	\$0.00
6	\$47.48	\$59.52	\$10.00	\$0.00

WFE #	A-BW	D-GT	E-401K	F-HRA
13	\$56.48	\$68.52	\$0.00	\$1.00
14	\$54.48	\$66.52	\$2.00	\$1.00
15	\$52.48	\$64.52	\$4.00	\$1.00
16	\$50.48	\$62.52	\$6.00	\$1.00
17	\$48.48	\$60.52	\$8.00	\$1.00
18	\$46.48	\$58.52	\$10.00	\$1.00

C, H-N= \$26.84 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	\$55.48	\$67.52	\$0.00	\$2.00
26	\$53.48	\$65.52	\$2.00	\$2.00
27	\$51.48	\$63.52	\$4.00	\$2.00
28	\$49.48	\$61.52	\$6.00	\$2.00
29	\$47.48	\$59.52	\$8.00	\$2.00
30	\$45.48	\$57.52	\$10.00	\$2.00

WFE #	A-BW	D-GT	E-401K	F-HRA
37	\$52.48	\$64.52	\$0.00	\$5.00
38	\$50.48	\$62.52	\$2.00	\$5.00
39	\$48.48	\$60.52	\$4.00	\$5.00
40	\$46.48	\$58.52	\$6.00	\$5.00
41	\$44.48	\$56.52	\$8.00	\$5.00
42	\$42.48	\$54.52	\$10.00	\$5.00

SMW Local 104

SMACNA



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Residential 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.
\$17.48	\$1.80	\$1.83	\$21.11	\$0.00	\$0.00	\$0.65	\$14.23	\$3.69	\$1.03	\$0.05	\$0.70	\$0.17	\$0.15	\$41.78

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$17.48	\$21.11	\$0.00	\$0.00
2	\$16.48	\$20.11	\$1.00	\$0.00
3	\$15.48	\$19.11	\$2.00	\$0.00
4	\$14.48	\$18.11	\$3.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$16.98	\$20.61	\$0.00	\$0.50
14	\$15.98	\$19.61	\$1.00	\$0.50
15	\$14.98	\$18.61	\$2.00	\$0.50
16	\$13.98	\$17.61	\$3.00	\$0.50

C, H-N= \$21.85 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	\$16.48	\$20.11	\$0.00	\$1.00
26	\$15.48	\$19.11	\$1.00	\$1.00
27	\$14.48	\$18.11	\$2.00	\$1.00
28	\$13.48	\$17.11	\$3.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$14.98	\$18.61	\$0.00	\$2.50
38	\$13.98	\$17.61	\$1.00	\$2.50
39	\$12.98	\$16.61	\$2.00	\$2.50
40	\$11.98	\$15.61	\$3.00	\$2.50

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.
\$22.75	\$1.80	\$1.83	\$26.38	\$0.00	\$0.00	\$0.82	\$14.23	\$3.69	\$1.03	\$0.05	\$0.70	\$0.17	\$0.15	\$47.22

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$22.75	\$26.38	\$0.00	\$0.00
2	\$21.75	\$25.38	\$1.00	\$0.00
3	\$20.75	\$24.38	\$2.00	\$0.00
4	\$19.75	\$23.38	\$3.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$22.25	\$25.88	\$0.00	\$0.50
14	\$21.25	\$24.88	\$1.00	\$0.50
15	\$20.25	\$23.88	\$2.00	\$0.50
16	\$19.25	\$22.88	\$3.00	\$0.50

C, H-N= \$21.85 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	\$21.75	\$25.38	\$0.00	\$1.00
26	\$20.75	\$24.38	\$1.00	\$1.00
27	\$19.75	\$23.38	\$2.00	\$1.00
28	\$18.75	\$22.38	\$3.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$20.25	\$23.88	\$0.00	\$2.50
38	\$19.25	\$22.88	\$1.00	\$2.50
39	\$18.25	\$21.88	\$2.00	\$2.50
40	\$17.25	\$20.88	\$3.00	\$2.50

Page 97-98 Straight Time
Page 99-100 Overtime
Page 101-102 Double Time

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
Residential 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.
\$26.27	\$1.80	\$1.83	\$29.90	\$0.00	\$0.00	\$0.92	\$14.23	\$3.69	\$1.03	\$0.05	\$0.70	\$0.17	\$0.15	\$50.84

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$26.27	\$29.90	\$0.00	\$0.00
2	\$25.27	\$28.90	\$1.00	\$0.00
3	\$24.27	\$27.90	\$2.00	\$0.00
4	\$23.27	\$26.90	\$3.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$25.77	\$29.40	\$0.00	\$0.50
14	\$24.77	\$28.40	\$1.00	\$0.50
15	\$23.77	\$27.40	\$2.00	\$0.50
16	\$22.77	\$26.40	\$3.00	\$0.50

C, H-N= \$21.85 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	\$25.27	\$28.90	\$0.00	\$1.00
26	\$24.27	\$27.90	\$1.00	\$1.00
27	\$23.27	\$26.90	\$2.00	\$1.00
28	\$22.27	\$25.90	\$3.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$23.77	\$27.40	\$0.00	\$2.50
38	\$22.77	\$26.40	\$1.00	\$2.50
39	\$21.77	\$25.40	\$2.00	\$2.50
40	\$20.77	\$24.40	\$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.
\$29.79	\$1.80	\$1.83	\$33.42	\$0.00	\$0.00	\$1.03	\$14.23	\$3.69	\$1.03	\$0.05	\$0.70	\$0.17	\$0.15	\$54.47

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$29.79	\$33.42	\$0.00	\$0.00
2	\$28.79	\$32.42	\$1.00	\$0.00
3	\$27.79	\$31.42	\$2.00	\$0.00
4	\$26.79	\$30.42	\$3.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$29.29	\$32.92	\$0.00	\$0.50
14	\$28.29	\$31.92	\$1.00	\$0.50
15	\$27.29	\$30.92	\$2.00	\$0.50
16	\$26.29	\$29.92	\$3.00	\$0.50

C, H-N= \$21.85 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	\$28.79	\$32.42	\$0.00	\$1.00
26	\$27.79	\$31.42	\$1.00	\$1.00
27	\$26.79	\$30.42	\$2.00	\$1.00
28	\$25.79	\$29.42	\$3.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$27.29	\$30.92	\$0.00	\$2.50
38	\$26.29	\$29.92	\$1.00	\$2.50
39	\$25.29	\$28.92	\$2.00	\$2.50
40	\$24.29	\$27.92	\$3.00	\$2.50

SMW Local 104

SMACNA

** Contribution payment submitted directly to National Fund

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



Residential 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 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.
\$27.13	\$2.70	\$1.83	\$31.66	\$0.00	\$0.00	\$0.98	\$14.23	\$3.69	\$1.03	\$0.05	\$0.70	\$0.17	\$0.15	\$52.66

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$27.13	\$31.66	\$0.00	\$0.00
2	\$25.63	\$30.16	\$1.50	\$0.00
3	\$24.13	\$28.66	\$3.00	\$0.00
4	\$22.63	\$27.16	\$4.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$26.38	\$30.91	\$0.00	\$0.75
14	\$24.88	\$29.41	\$1.50	\$0.75
15	\$23.38	\$27.91	\$3.00	\$0.75
16	\$21.88	\$26.41	\$4.50	\$0.75

C, H-N= \$21.85 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	\$25.63	\$30.16	\$0.00	\$1.50
26	\$24.13	\$28.66	\$1.50	\$1.50
27	\$22.63	\$27.16	\$3.00	\$1.50
28	\$21.13	\$25.66	\$4.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$23.38	\$27.91	\$0.00	\$3.75
38	\$21.88	\$26.41	\$1.50	\$3.75
39	\$20.38	\$24.91	\$3.00	\$3.75
40	\$18.88	\$23.41	\$4.50	\$3.75

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.
\$35.04	\$2.70	\$1.83	\$39.57	\$0.00	\$0.00	\$1.23	\$14.23	\$3.69	\$1.03	\$0.05	\$0.70	\$0.17	\$0.15	\$60.82

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$35.04	\$39.57	\$0.00	\$0.00
2	\$33.54	\$38.07	\$1.50	\$0.00
3	\$32.04	\$36.57	\$3.00	\$0.00
4	\$30.54	\$35.07	\$4.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$34.29	\$38.82	\$0.00	\$0.75
14	\$32.79	\$37.32	\$1.50	\$0.75
15	\$31.29	\$35.82	\$3.00	\$0.75
16	\$29.79	\$34.32	\$4.50	\$0.75

C, H-N= \$21.85 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	\$33.54	\$38.07	\$0.00	\$1.50
26	\$32.04	\$36.57	\$1.50	\$1.50
27	\$30.54	\$35.07	\$3.00	\$1.50
28	\$29.04	\$33.57	\$4.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$31.29	\$35.82	\$0.00	\$3.75
38	\$29.79	\$34.32	\$1.50	\$3.75
39	\$28.29	\$32.82	\$3.00	\$3.75
40	\$26.79	\$31.32	\$4.50	\$3.75

Page 97-98 Straight Time
Page 99-100 Overtime
Page 101-102 Double Time

SMW Local 104

50'
SMACNA

See pg. 101 for double time rates.

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Residential 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 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.
\$40.32	\$2.70	\$1.83	\$44.85	\$0.00	\$0.00	\$1.38	\$14.23	\$3.69	\$1.03	\$0.05	\$0.70	\$0.17	\$0.15	\$66.25

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$40.32	\$44.85	\$0.00	\$0.00
2	\$38.82	\$43.35	\$1.50	\$0.00
3	\$37.32	\$41.85	\$3.00	\$0.00
4	\$35.82	\$40.35	\$4.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$39.57	\$44.10	\$0.00	\$0.75
14	\$38.07	\$42.60	\$1.50	\$0.75
15	\$36.57	\$41.10	\$3.00	\$0.75
16	\$35.07	\$39.60	\$4.50	\$0.75

C, H-N= \$21.85 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	\$38.82	\$43.35	\$0.00	\$1.50
26	\$37.32	\$41.85	\$1.50	\$1.50
27	\$35.82	\$40.35	\$3.00	\$1.50
28	\$34.32	\$38.85	\$4.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$36.57	\$41.10	\$0.00	\$3.75
38	\$35.07	\$39.60	\$1.50	\$3.75
39	\$33.57	\$38.10	\$3.00	\$3.75
40	\$32.07	\$36.60	\$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.
\$45.60	\$2.70	\$1.83	\$50.13	\$0.00	\$0.00	\$1.55	\$14.23	\$3.69	\$1.03	\$0.05	\$0.70	\$0.17	\$0.15	\$71.70

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$45.60	\$50.13	\$0.00	\$0.00
2	\$44.10	\$48.63	\$1.50	\$0.00
3	\$42.60	\$47.13	\$3.00	\$0.00
4	\$41.10	\$45.63	\$4.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$44.85	\$49.38	\$0.00	\$0.75
14	\$43.35	\$47.88	\$1.50	\$0.75
15	\$41.85	\$46.38	\$3.00	\$0.75
16	\$40.35	\$44.88	\$4.50	\$0.75

C, H-N= \$21.85 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	\$44.10	\$48.63	\$0.00	\$1.50
26	\$42.60	\$47.13	\$1.50	\$1.50
27	\$41.10	\$45.63	\$3.00	\$1.50
28	\$39.60	\$44.13	\$4.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$41.85	\$46.38	\$0.00	\$3.75
38	\$40.35	\$44.88	\$1.50	\$3.75
39	\$38.85	\$43.38	\$3.00	\$3.75
40	\$37.35	\$41.88	\$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



Residential 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.
\$36.79	\$3.60	\$1.83	\$42.22	\$0.00	\$0.00	\$1.30	\$14.23	\$3.69	\$1.03	\$0.05	\$0.70	\$0.17	\$0.15	\$63.54

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$36.79	\$42.22	\$0.00	\$0.00
2	\$34.79	\$40.22	\$2.00	\$0.00
3	\$32.79	\$38.22	\$4.00	\$0.00
4	\$30.79	\$36.22	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$35.79	\$41.22	\$0.00	\$1.00
14	\$33.79	\$39.22	\$2.00	\$1.00
15	\$31.79	\$37.22	\$4.00	\$1.00
16	\$29.79	\$35.22	\$6.00	\$1.00

C, H-N= \$21.85 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	\$34.79	\$40.22	\$0.00	\$2.00
26	\$32.79	\$38.22	\$2.00	\$2.00
27	\$30.79	\$36.22	\$4.00	\$2.00
28	\$28.79	\$34.22	\$6.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$31.79	\$37.22	\$0.00	\$5.00
38	\$29.79	\$35.22	\$2.00	\$5.00
39	\$27.79	\$33.22	\$4.00	\$5.00
40	\$25.79	\$31.22	\$6.00	\$5.00

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.
\$47.33	\$3.60	\$1.83	\$52.76	\$0.00	\$0.00	\$1.64	\$14.23	\$3.69	\$1.03	\$0.05	\$0.70	\$0.17	\$0.15	\$74.42

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$47.33	\$52.76	\$0.00	\$0.00
2	\$45.33	\$50.76	\$2.00	\$0.00
3	\$43.33	\$48.76	\$4.00	\$0.00
4	\$41.33	\$46.76	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$46.33	\$51.76	\$0.00	\$1.00
14	\$44.33	\$49.76	\$2.00	\$1.00
15	\$42.33	\$47.76	\$4.00	\$1.00
16	\$40.33	\$45.76	\$6.00	\$1.00

C, H-N= \$21.85 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	\$45.33	\$50.76	\$0.00	\$2.00
26	\$43.33	\$48.76	\$2.00	\$2.00
27	\$41.33	\$46.76	\$4.00	\$2.00
28	\$39.33	\$44.76	\$6.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$42.33	\$47.76	\$0.00	\$5.00
38	\$40.33	\$45.76	\$2.00	\$5.00
39	\$38.33	\$43.76	\$4.00	\$5.00
40	\$36.33	\$41.76	\$6.00	\$5.00

Page 97-98 Straight Time
Page 99-100 Overtime
Page 101-102 Double Time

RW
SMW Local 104

SO'
SMACNA

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Residential 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 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.
\$54.37	\$3.60	\$1.83	\$59.80	\$0.00	\$0.00	\$1.84	\$14.23	\$3.69	\$1.03	\$0.05	\$0.70	\$0.17	\$0.15	\$81.66

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$54.37	\$59.80	\$0.00	\$0.00
2	\$52.37	\$57.80	\$2.00	\$0.00
3	\$50.37	\$55.80	\$4.00	\$0.00
4	\$48.37	\$53.80	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$53.37	\$58.80	\$0.00	\$1.00
14	\$51.37	\$56.80	\$2.00	\$1.00
15	\$49.37	\$54.80	\$4.00	\$1.00
16	\$47.37	\$52.80	\$6.00	\$1.00

C, H-N= \$21.85 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	\$52.37	\$57.80	\$0.00	\$2.00
26	\$50.37	\$55.80	\$2.00	\$2.00
27	\$48.37	\$53.80	\$4.00	\$2.00
28	\$46.37	\$51.80	\$6.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$49.37	\$54.80	\$0.00	\$5.00
38	\$47.37	\$52.80	\$2.00	\$5.00
39	\$45.37	\$50.80	\$4.00	\$5.00
40	\$43.37	\$48.80	\$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.
\$61.41	\$3.60	\$1.83	\$66.84	\$0.00	\$0.00	\$2.06	\$14.23	\$3.69	\$1.03	\$0.05	\$0.70	\$0.17	\$0.15	\$88.92

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$61.41	\$66.84	\$0.00	\$0.00
2	\$59.41	\$64.84	\$2.00	\$0.00
3	\$57.41	\$62.84	\$4.00	\$0.00
4	\$55.41	\$60.84	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$60.41	\$65.84	\$0.00	\$1.00
14	\$58.41	\$63.84	\$2.00	\$1.00
15	\$56.41	\$61.84	\$4.00	\$1.00
16	\$54.41	\$59.84	\$6.00	\$1.00

C, H-N= \$21.85 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	\$59.41	\$64.84	\$0.00	\$2.00
26	\$57.41	\$62.84	\$2.00	\$2.00
27	\$55.41	\$60.84	\$4.00	\$2.00
28	\$53.41	\$58.84	\$6.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$56.41	\$61.84	\$0.00	\$5.00
38	\$54.41	\$59.84	\$2.00	\$5.00
39	\$52.41	\$57.84	\$4.00	\$5.00
40	\$50.41	\$55.84	\$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
Residential 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.
\$29.51	\$4.30	\$2.64	\$36.45	\$0.00	\$0.00	\$1.60	\$14.23	\$7.68	\$1.03	\$0.05	\$0.89	\$0.17	\$0.15	\$62.25

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$29.51	\$36.45	\$0.00	\$0.00
2	\$28.51	\$35.45	\$1.00	\$0.00
3	\$27.51	\$34.45	\$2.00	\$0.00
4	\$26.51	\$33.45	\$3.00	\$0.00
5	\$25.51	\$32.45	\$4.00	\$0.00
6	\$24.51	\$31.45	\$5.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$29.01	\$35.95	\$0.00	\$0.50
14	\$28.01	\$34.95	\$1.00	\$0.50
15	\$27.01	\$33.95	\$2.00	\$0.50
16	\$26.01	\$32.95	\$3.00	\$0.50
17	\$25.01	\$31.95	\$4.00	\$0.50
18	\$24.01	\$30.95	\$5.00	\$0.50

C, H-N= \$26.84 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
26	\$28.51	\$35.45	\$0.00	\$1.00
26	\$27.51	\$34.45	\$1.00	\$1.00
27	\$26.51	\$33.45	\$2.00	\$1.00
28	\$25.51	\$32.45	\$3.00	\$1.00
29	\$24.51	\$31.45	\$4.00	\$1.00
30	\$23.51	\$30.45	\$5.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$27.01	\$33.95	\$0.00	\$2.50
38	\$26.01	\$32.95	\$1.00	\$2.50
39	\$25.01	\$31.95	\$2.00	\$2.50
40	\$24.01	\$30.95	\$3.00	\$2.50
41	\$23.01	\$29.95	\$4.00	\$2.50
42	\$22.01	\$28.95	\$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. 104 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA Residential 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/ ITI**	IPF	Total Pkg.
\$45.59	\$6.45	\$2.64	\$54.68	\$0.00	\$0.00	\$2.40	\$14.23	\$7.68	\$1.03	\$0.05	\$0.89	\$0.17	\$0.15	\$81.28

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$45.59	\$54.68	\$0.00	\$0.00
2	\$44.09	\$53.18	\$1.50	\$0.00
3	\$42.59	\$51.68	\$3.00	\$0.00
4	\$41.09	\$50.18	\$4.50	\$0.00
5	\$39.59	\$48.68	\$6.00	\$0.00
6	\$38.09	\$47.18	\$7.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$44.84	\$53.93	\$0.00	\$0.75
14	\$43.34	\$52.43	\$1.50	\$0.75
15	\$41.84	\$50.93	\$3.00	\$0.75
16	\$40.34	\$49.43	\$4.50	\$0.75
17	\$38.84	\$47.93	\$6.00	\$0.75
18	\$37.34	\$46.43	\$7.50	\$0.75

C, H-N= \$26.84 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
26	\$44.09	\$53.18	\$0.00	\$1.50
26	\$42.59	\$51.68	\$1.50	\$1.50
27	\$41.09	\$50.18	\$3.00	\$1.50
28	\$39.59	\$48.68	\$4.50	\$1.50
29	\$38.09	\$47.18	\$6.00	\$1.50
30	\$36.59	\$45.68	\$7.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$41.84	\$50.93	\$0.00	\$3.75
38	\$40.34	\$49.43	\$1.50	\$3.75
39	\$38.84	\$47.93	\$3.00	\$3.75
40	\$37.34	\$46.43	\$4.50	\$3.75
41	\$35.84	\$44.93	\$6.00	\$3.75
42	\$34.34	\$43.43	\$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.
\$61.66	\$8.60	\$2.64	\$72.90	\$0.00	\$0.00	\$3.20	\$14.23	\$7.68	\$1.03	\$0.05	\$0.89	\$0.17	\$0.15	\$100.30

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$61.66	\$72.90	\$0.00	\$0.00
2	\$59.66	\$70.90	\$2.00	\$0.00
3	\$57.66	\$68.90	\$4.00	\$0.00
4	\$55.66	\$66.90	\$6.00	\$0.00
5	\$53.66	\$64.90	\$8.00	\$0.00
6	\$51.66	\$62.90	\$10.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$60.66	\$71.90	\$0.00	\$1.00
14	\$58.66	\$69.90	\$2.00	\$1.00
15	\$56.66	\$67.90	\$4.00	\$1.00
16	\$54.66	\$65.90	\$6.00	\$1.00
17	\$52.66	\$63.90	\$8.00	\$1.00
18	\$50.66	\$61.90	\$10.00	\$1.00

C, H-N= \$26.84 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
26	\$59.66	\$70.90	\$0.00	\$2.00
26	\$57.66	\$68.90	\$2.00	\$2.00
27	\$55.66	\$66.90	\$4.00	\$2.00
28	\$53.66	\$64.90	\$6.00	\$2.00
29	\$51.66	\$62.90	\$8.00	\$2.00
30	\$49.66	\$60.90	\$10.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$56.66	\$67.90	\$0.00	\$5.00
38	\$54.66	\$65.90	\$2.00	\$5.00
39	\$52.66	\$63.90	\$4.00	\$5.00
40	\$50.66	\$61.90	\$6.00	\$5.00
41	\$48.66	\$59.90	\$8.00	\$5.00
42	\$46.66	\$57.90	\$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
Residential 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.
\$31.31	\$4.30	\$2.64	\$38.25	\$0.00	\$0.00	\$1.60	\$14.23	\$7.68	\$1.03	\$0.05	\$0.89	\$0.17	\$0.15	\$64.05

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$31.31	\$38.25	\$0.00	\$0.00
2	\$30.31	\$37.25	\$1.00	\$0.00
3	\$29.31	\$36.25	\$2.00	\$0.00
4	\$28.31	\$35.25	\$3.00	\$0.00
5	\$27.31	\$34.25	\$4.00	\$0.00
6	\$26.31	\$33.25	\$5.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$30.81	\$37.75	\$0.00	\$0.50
14	\$29.81	\$36.75	\$1.00	\$0.50
15	\$28.81	\$35.75	\$2.00	\$0.50
16	\$27.81	\$34.75	\$3.00	\$0.50
17	\$26.81	\$33.75	\$4.00	\$0.50
18	\$25.81	\$32.75	\$5.00	\$0.50

C, H-N= \$26.84 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	\$30.31	\$37.25	\$0.00	\$1.00
26	\$29.31	\$36.25	\$1.00	\$1.00
27	\$28.31	\$35.25	\$2.00	\$1.00
28	\$27.31	\$34.25	\$3.00	\$1.00
29	\$26.31	\$33.25	\$4.00	\$1.00
30	\$25.31	\$32.25	\$5.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$28.81	\$35.75	\$0.00	\$2.50
38	\$27.81	\$34.75	\$1.00	\$2.50
39	\$26.81	\$33.75	\$2.00	\$2.50
40	\$25.81	\$32.75	\$3.00	\$2.50
41	\$24.81	\$31.75	\$4.00	\$2.50
42	\$23.81	\$30.75	\$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. 106 for overtime rates.

** Contribution payment submitted directly to National Fund

**SMACNA Residential 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.
\$48.29	\$6.45	\$2.64	\$57.38	\$0.00	\$0.00	\$2.40	\$14.23	\$7.68	\$1.03	\$0.05	\$0.89	\$0.17	\$0.15	\$83.98

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$48.29	\$57.38	\$0.00	\$0.00
2	\$46.79	\$55.88	\$1.50	\$0.00
3	\$45.29	\$54.38	\$3.00	\$0.00
4	\$43.79	\$52.88	\$4.50	\$0.00
5	\$42.29	\$51.38	\$6.00	\$0.00
6	\$40.79	\$49.88	\$7.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$47.54	\$56.63	\$0.00	\$0.75
14	\$46.04	\$55.13	\$1.50	\$0.75
15	\$44.54	\$53.63	\$3.00	\$0.75
16	\$43.04	\$52.13	\$4.50	\$0.75
17	\$41.54	\$50.63	\$6.00	\$0.75
18	\$40.04	\$49.13	\$7.50	\$0.75

C, H-N= \$26.84 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	\$46.79	\$55.88	\$0.00	\$1.50
26	\$45.29	\$54.38	\$1.50	\$1.50
27	\$43.79	\$52.88	\$3.00	\$1.50
28	\$42.29	\$51.38	\$4.50	\$1.50
29	\$40.79	\$49.88	\$6.00	\$1.50
30	\$39.29	\$48.38	\$7.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$44.54	\$53.63	\$0.00	\$3.75
38	\$43.04	\$52.13	\$1.50	\$3.75
39	\$41.54	\$50.63	\$3.00	\$3.75
40	\$40.04	\$49.13	\$4.50	\$3.75
41	\$38.54	\$47.63	\$6.00	\$3.75
42	\$37.04	\$46.13	\$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.
\$65.26	\$8.60	\$2.64	\$76.50	\$0.00	\$0.00	\$3.20	\$14.23	\$7.68	\$1.03	\$0.05	\$0.89	\$0.17	\$0.15	\$103.90

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$65.26	\$76.50	\$0.00	\$0.00
2	\$63.26	\$74.50	\$2.00	\$0.00
3	\$61.26	\$72.50	\$4.00	\$0.00
4	\$59.26	\$70.50	\$6.00	\$0.00
5	\$57.26	\$68.50	\$8.00	\$0.00
6	\$55.26	\$66.50	\$10.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$64.26	\$75.50	\$0.00	\$1.00
14	\$62.26	\$73.50	\$2.00	\$1.00
15	\$60.26	\$71.50	\$4.00	\$1.00
16	\$58.26	\$69.50	\$6.00	\$1.00
17	\$56.26	\$67.50	\$8.00	\$1.00
18	\$54.26	\$65.50	\$10.00	\$1.00

C, H-N= \$26.84 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	\$63.26	\$74.50	\$0.00	\$2.00
26	\$61.26	\$72.50	\$2.00	\$2.00
27	\$59.26	\$70.50	\$4.00	\$2.00
28	\$57.26	\$68.50	\$6.00	\$2.00
29	\$55.26	\$66.50	\$8.00	\$2.00
30	\$53.26	\$64.50	\$10.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$60.26	\$71.50	\$0.00	\$5.00
38	\$58.26	\$69.50	\$2.00	\$5.00
39	\$56.26	\$67.50	\$4.00	\$5.00
40	\$54.26	\$65.50	\$6.00	\$5.00
41	\$52.26	\$63.50	\$8.00	\$5.00
42	\$50.26	\$61.50	\$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
Residential 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.
\$27.85	\$5.96	\$2.64	\$36.45	\$0.00	\$0.00	\$2.36	\$14.23	\$13.54	\$1.03	\$0.05	\$0.89	\$0.17	\$0.15	\$68.87

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$27.85	\$36.45	\$0.00	\$0.00
2	\$26.85	\$35.45	\$1.00	\$0.00
3	\$25.85	\$34.45	\$2.00	\$0.00
4	\$24.85	\$33.45	\$3.00	\$0.00
5	\$23.85	\$32.45	\$4.00	\$0.00
6	\$22.85	\$31.45	\$5.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$27.35	\$35.95	\$0.00	\$0.50
14	\$26.35	\$34.95	\$1.00	\$0.50
15	\$25.35	\$33.95	\$2.00	\$0.50
16	\$24.35	\$32.95	\$3.00	\$0.50
17	\$23.35	\$31.95	\$4.00	\$0.50
18	\$22.35	\$30.95	\$5.00	\$0.50

C, H-N= \$32.70 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	\$26.85	\$35.45	\$0.00	\$1.00
26	\$25.85	\$34.45	\$1.00	\$1.00
27	\$24.85	\$33.45	\$2.00	\$1.00
28	\$23.85	\$32.45	\$3.00	\$1.00
29	\$22.85	\$31.45	\$4.00	\$1.00
30	\$21.85	\$30.45	\$5.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$25.35	\$33.95	\$0.00	\$2.50
38	\$24.35	\$32.95	\$1.00	\$2.50
39	\$23.35	\$31.95	\$2.00	\$2.50
40	\$22.35	\$30.95	\$3.00	\$2.50
41	\$21.35	\$29.95	\$4.00	\$2.50
42	\$20.35	\$28.95	\$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. 108 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA Residential 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/ ITI**	IPF	Total Pkg.
\$43.10	\$8.94	\$2.64	\$54.68	\$0.00	\$0.00	\$3.54	\$14.23	\$13.54	\$1.03	\$0.05	\$0.89	\$0.17	\$0.15	\$88.28

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$43.10	\$54.68	\$0.00	\$0.00
2	\$41.60	\$53.18	\$1.50	\$0.00
3	\$40.10	\$51.68	\$3.00	\$0.00
4	\$38.60	\$50.18	\$4.50	\$0.00
5	\$37.10	\$48.68	\$6.00	\$0.00
6	\$35.60	\$47.18	\$7.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$42.35	\$53.93	\$0.00	\$0.75
14	\$40.85	\$52.43	\$1.50	\$0.75
15	\$39.35	\$50.93	\$3.00	\$0.75
16	\$37.85	\$49.43	\$4.50	\$0.75
17	\$36.35	\$47.93	\$6.00	\$0.75
18	\$34.85	\$46.43	\$7.50	\$0.75

C, H-N= \$32.70 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	\$41.60	\$53.18	\$0.00	\$1.50
26	\$40.10	\$51.68	\$1.50	\$1.50
27	\$38.60	\$50.18	\$3.00	\$1.50
28	\$37.10	\$48.68	\$4.50	\$1.50
29	\$35.60	\$47.18	\$6.00	\$1.50
30	\$34.10	\$45.68	\$7.50	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$39.35	\$50.93	\$0.00	\$3.75
38	\$37.85	\$49.43	\$1.50	\$3.75
39	\$36.35	\$47.93	\$3.00	\$3.75
40	\$34.85	\$46.43	\$4.50	\$3.75
41	\$33.35	\$44.93	\$6.00	\$3.75
42	\$31.85	\$43.43	\$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.
\$58.34	\$11.92	\$2.64	\$72.90	\$0.00	\$0.00	\$4.72	\$14.23	\$13.54	\$1.03	\$0.05	\$0.89	\$0.17	\$0.15	\$107.68

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$58.34	\$72.90	\$0.00	\$0.00
2	\$56.34	\$70.90	\$2.00	\$0.00
3	\$54.34	\$68.90	\$4.00	\$0.00
4	\$52.34	\$66.90	\$6.00	\$0.00
5	\$50.34	\$64.90	\$8.00	\$0.00
6	\$48.34	\$62.90	\$10.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$57.34	\$71.90	\$0.00	\$1.00
14	\$55.34	\$69.90	\$2.00	\$1.00
15	\$53.34	\$67.90	\$4.00	\$1.00
16	\$51.34	\$65.90	\$6.00	\$1.00
17	\$49.34	\$63.90	\$8.00	\$1.00
18	\$47.34	\$61.90	\$10.00	\$1.00

C, H-N= \$32.70 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	\$56.34	\$70.90	\$0.00	\$2.00
26	\$54.34	\$68.90	\$2.00	\$2.00
27	\$52.34	\$66.90	\$4.00	\$2.00
28	\$50.34	\$64.90	\$6.00	\$2.00
29	\$48.34	\$62.90	\$8.00	\$2.00
30	\$46.34	\$60.90	\$10.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$53.34	\$67.90	\$0.00	\$5.00
38	\$51.34	\$65.90	\$2.00	\$5.00
39	\$49.34	\$63.90	\$4.00	\$5.00
40	\$47.34	\$61.90	\$6.00	\$5.00
41	\$45.34	\$59.90	\$8.00	\$5.00
42	\$43.34	\$57.90	\$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
(Red Circle) Residential - Utility Worker
 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



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 SubShc	Nor Cal Pension	Local Training	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$18.00	\$0.50	\$1.72	\$20.22	\$0.00	\$14.23	\$3.74	\$0.90	\$0.17	\$0.15	\$39.41

WFE#	A-BW	D-GT	E-HRA
1	\$18.00	\$20.22	\$0.00
13	\$17.50	\$19.72	\$0.50
25	\$17.00	\$19.22	\$1.00
37	\$15.50	\$17.72	\$2.50

C, F-J= \$20.91 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D, E are subject to overtime rates

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 SubShc	Nor Cal Pension	Local Training	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$27.86	\$0.75	\$1.72	\$30.33	\$0.00	\$14.23	\$3.74	\$0.90	\$0.17	\$0.15	\$49.52

WFE#	A-BW	D-GT	E-HRA
1	\$27.86	\$30.33	\$0.00
13	\$27.11	\$29.58	\$0.75
25	\$26.36	\$28.83	\$1.50
37	\$24.11	\$26.58	\$3.75

C, F-J= \$20.91 hourly rate.
 (including straight time, overtime,
 and double time)

A, B, D, E are subject to overtime rates

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 SubShc	Nor Cal Pension	Local Training	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$37.72	\$1.00	\$1.72	\$40.44	\$0.00	\$14.23	\$3.74	\$0.90	\$0.17	\$0.15	\$59.63

WFE#	A-BW	D-GT	E-HRA
1	\$37.72	\$40.44	\$0.00
13	\$36.72	\$39.44	\$1.00
25	\$35.72	\$38.44	\$2.00
37	\$32.72	\$35.44	\$5.00

C, F-J= \$20.91 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
Residential - Utility Worker (Not 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
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.
\$17.82	\$0.50	\$1.23	\$19.55	\$0.00	\$1.00	\$2.00	\$4.50	\$0.90	\$0.17	\$0.15	\$28.27

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$17.82	\$19.55	\$0.00	\$1.00
2	\$16.82	\$18.55	\$1.00	\$1.00
3	\$15.82	\$17.55	\$2.00	\$1.00
4	\$14.82	\$16.55	\$3.00	\$1.00
5	\$13.82	\$15.55	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$17.32	\$19.05	\$0.00	\$1.50
14	\$16.32	\$18.05	\$1.00	\$1.50
15	\$15.32	\$17.05	\$2.00	\$1.50
16	\$14.32	\$16.05	\$3.00	\$1.50
17	\$13.32	\$15.05	\$4.00	\$1.50

C, H-K= \$6.95 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	\$16.82	\$18.55	\$0.00	\$2.00
26	\$15.82	\$17.55	\$1.00	\$2.00
27	\$14.82	\$16.55	\$2.00	\$2.00
28	\$13.82	\$15.55	\$3.00	\$2.00
29	\$12.82	\$14.55	\$4.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$15.32	\$17.05	\$0.00	\$3.50
38	\$14.32	\$16.05	\$1.00	\$3.50
39	\$13.32	\$15.05	\$2.00	\$3.50
40	\$12.32	\$14.05	\$3.00	\$3.50
41	\$11.32	\$13.05	\$4.00	\$3.50

\$1.00 HRA contribution after 90 calendar days from date of hire.

\$2.00 PSP contribution after 180 calendar days from date of hire.

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. 111 for overtime rates.

SMACNA Residential - Utility Worker (Not Red Circle)

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.
\$27.35	\$0.75	\$1.23	\$29.33	\$0.00	\$1.50	\$3.00	\$4.50	\$0.90	\$0.17	\$0.15	\$39.55

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$27.35	\$29.33	\$0.00	\$1.50
2	\$25.85	\$27.83	\$1.50	\$1.50
3	\$24.35	\$26.33	\$3.00	\$1.50
4	\$22.85	\$24.83	\$4.50	\$1.50
5	\$21.35	\$23.33	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$26.60	\$28.58	\$0.00	\$2.25
14	\$25.10	\$27.08	\$1.50	\$2.25
15	\$23.60	\$25.58	\$3.00	\$2.25
16	\$22.10	\$24.08	\$4.50	\$2.25
17	\$20.60	\$22.58	\$6.00	\$2.25

C, H-K= \$6.95 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	\$25.85	\$27.83	\$0.00	\$3.00
26	\$24.35	\$26.33	\$1.50	\$3.00
27	\$22.85	\$24.83	\$3.00	\$3.00
28	\$21.35	\$23.33	\$4.50	\$3.00
29	\$19.85	\$21.83	\$6.00	\$3.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$23.60	\$25.58	\$0.00	\$5.25
38	\$22.10	\$24.08	\$1.50	\$5.25
39	\$20.60	\$22.58	\$3.00	\$5.25
40	\$19.10	\$21.08	\$4.50	\$5.25
41	\$17.60	\$19.58	\$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.
\$36.87	\$1.00	\$1.23	\$39.10	\$0.00	\$2.00	\$4.00	\$4.50	\$0.90	\$0.17	\$0.15	\$50.82

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$36.87	\$39.10	\$0.00	\$2.00
2	\$34.87	\$37.10	\$2.00	\$2.00
3	\$32.87	\$35.10	\$4.00	\$2.00
4	\$30.87	\$33.10	\$6.00	\$2.00
5	\$28.87	\$31.10	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$35.87	\$38.10	\$0.00	\$3.00
14	\$33.87	\$36.10	\$2.00	\$3.00
15	\$31.87	\$34.10	\$4.00	\$3.00
16	\$29.87	\$32.10	\$6.00	\$3.00
17	\$27.87	\$30.10	\$8.00	\$3.00

C, H-K= \$6.95 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	\$34.87	\$37.10	\$0.00	\$4.00
26	\$32.87	\$35.10	\$2.00	\$4.00
27	\$30.87	\$33.10	\$4.00	\$4.00
28	\$28.87	\$31.10	\$6.00	\$4.00
29	\$26.87	\$29.10	\$8.00	\$4.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$31.87	\$34.10	\$0.00	\$7.00
38	\$29.87	\$32.10	\$2.00	\$7.00
39	\$27.87	\$30.10	\$4.00	\$7.00
40	\$25.87	\$28.10	\$6.00	\$7.00
41	\$23.87	\$26.10	\$8.00	\$7.00


SMW Local 104


SMACNA

** Contribution payment submitted directly to National Fund

Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Residential Material Expediter Class 1



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.
\$16.70	\$1.18	\$1.41	\$19.29	\$0.00	\$0.00	\$0.60	\$13.61	\$2.13	\$0.05	\$0.29	\$0.17	\$0.25	\$36.39

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$16.70	\$19.29	\$0.00	\$0.00
2	\$15.70	\$18.29	\$1.00	\$0.00
3	\$14.70	\$17.29	\$2.00	\$0.00
4	\$13.70	\$16.29	\$3.00	\$0.00
5	\$12.70	\$15.29	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$16.20	\$18.79	\$0.00	\$0.50
14	\$15.20	\$17.79	\$1.00	\$0.50
15	\$14.20	\$16.79	\$2.00	\$0.50
16	\$13.20	\$15.79	\$3.00	\$0.50
17	\$12.20	\$14.79	\$4.00	\$0.50

C, H-M= \$17.91 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	\$15.70	\$18.29	\$0.00	\$1.00
26	\$14.70	\$17.29	\$1.00	\$1.00
27	\$13.70	\$16.29	\$2.00	\$1.00
28	\$12.70	\$15.29	\$3.00	\$1.00
29	\$11.70	\$14.29	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$14.20	\$16.79	\$0.00	\$2.50
38	\$13.20	\$15.79	\$1.00	\$2.50
39	\$12.20	\$14.79	\$2.00	\$2.50
40	\$11.20	\$13.79	\$3.00	\$2.50
41	\$10.20	\$12.79	\$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. 113 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA Residential 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.
\$25.76	\$1.77	\$1.41	\$28.94	\$0.00	\$0.00	\$0.90	\$13.61	\$2.13	\$0.05	\$0.29	\$0.17	\$0.25	\$46.34

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$25.76	\$28.94	\$0.00	\$0.00
2	\$24.26	\$27.44	\$1.50	\$0.00
3	\$22.76	\$25.94	\$3.00	\$0.00
4	\$21.26	\$24.44	\$4.50	\$0.00
5	\$19.76	\$22.94	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$25.01	\$28.19	\$0.00	\$0.75
14	\$23.51	\$26.69	\$1.50	\$0.75
15	\$22.01	\$25.19	\$3.00	\$0.75
16	\$20.51	\$23.69	\$4.50	\$0.75
17	\$19.01	\$22.19	\$6.00	\$0.75

C, H-M= \$17.91 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	\$24.26	\$27.44	\$0.00	\$1.50
26	\$22.76	\$25.94	\$1.50	\$1.50
27	\$21.26	\$24.44	\$3.00	\$1.50
28	\$19.76	\$22.94	\$4.50	\$1.50
29	\$18.26	\$21.44	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$22.01	\$25.19	\$0.00	\$3.75
38	\$20.51	\$23.69	\$1.50	\$3.75
39	\$19.01	\$22.19	\$3.00	\$3.75
40	\$17.51	\$20.69	\$4.50	\$3.75
41	\$16.01	\$19.19	\$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.
\$34.81	\$2.36	\$1.41	\$38.58	\$0.00	\$0.00	\$1.20	\$13.61	\$2.13	\$0.05	\$0.29	\$0.17	\$0.25	\$56.28

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$34.81	\$38.58	\$0.00	\$0.00
2	\$32.81	\$36.58	\$2.00	\$0.00
3	\$30.81	\$34.58	\$4.00	\$0.00
4	\$28.81	\$32.58	\$6.00	\$0.00
5	\$26.81	\$30.58	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$33.81	\$37.58	\$0.00	\$1.00
14	\$31.81	\$35.58	\$2.00	\$1.00
15	\$29.81	\$33.58	\$4.00	\$1.00
16	\$27.81	\$31.58	\$6.00	\$1.00
17	\$25.81	\$29.58	\$8.00	\$1.00

C, H-M= \$17.91 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	\$32.81	\$36.58	\$0.00	\$2.00
26	\$30.81	\$34.58	\$2.00	\$2.00
27	\$28.81	\$32.58	\$4.00	\$2.00
28	\$26.81	\$30.58	\$6.00	\$2.00
29	\$24.81	\$28.58	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$29.81	\$33.58	\$0.00	\$5.00
38	\$27.81	\$31.58	\$2.00	\$5.00
39	\$25.81	\$29.58	\$4.00	\$5.00
40	\$23.81	\$27.58	\$6.00	\$5.00
41	\$21.81	\$25.58	\$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

Residential Material Expediter Class 2

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.
\$15.90	\$1.64	\$1.41	\$18.95	\$0.00	\$0.00	\$0.59	\$13.61	\$2.55	\$0.05	\$0.29	\$0.17	\$0.25	\$36.46

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$15.90	\$18.95	\$0.00	\$0.00
2	\$14.90	\$17.95	\$1.00	\$0.00
3	\$13.90	\$16.95	\$2.00	\$0.00
4	\$12.90	\$15.95	\$3.00	\$0.00
5	\$11.90	\$14.95	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$15.40	\$18.45	\$0.00	\$0.50
14	\$14.40	\$17.45	\$1.00	\$0.50
15	\$13.40	\$16.45	\$2.00	\$0.50
16	\$12.40	\$15.45	\$3.00	\$0.50
17	\$11.40	\$14.45	\$4.00	\$0.50

C, H-M= \$18.33 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	\$14.90	\$17.95	\$0.00	\$1.00
26	\$13.90	\$16.95	\$1.00	\$1.00
27	\$12.90	\$15.95	\$2.00	\$1.00
28	\$11.90	\$14.95	\$3.00	\$1.00
29	\$10.90	\$13.95	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$13.40	\$16.45	\$0.00	\$2.50
38	\$12.40	\$15.45	\$1.00	\$2.50
39	\$11.40	\$14.45	\$2.00	\$2.50
40	\$10.40	\$13.45	\$3.00	\$2.50
41	\$9.40	\$12.45	\$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. 115 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA Residential 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.
\$24.55	\$2.46	\$1.41	\$28.42	\$0.00	\$0.00	\$0.89	\$13.61	\$2.55	\$0.05	\$0.29	\$0.17	\$0.25	\$46.23

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$24.55	\$28.42	\$0.00	\$0.00
2	\$23.05	\$26.92	\$1.50	\$0.00
3	\$21.55	\$25.42	\$3.00	\$0.00
4	\$20.05	\$23.92	\$4.50	\$0.00
5	\$18.55	\$22.42	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$23.80	\$27.67	\$0.00	\$0.75
14	\$22.30	\$26.17	\$1.50	\$0.75
15	\$20.80	\$24.67	\$3.00	\$0.75
16	\$19.30	\$23.17	\$4.50	\$0.75
17	\$17.80	\$21.67	\$6.00	\$0.75

C, H-M= \$18.33 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	\$23.05	\$26.92	\$0.00	\$1.50
26	\$21.55	\$25.42	\$1.50	\$1.50
27	\$20.05	\$23.92	\$3.00	\$1.50
28	\$18.55	\$22.42	\$4.50	\$1.50
29	\$17.05	\$20.92	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$20.80	\$24.67	\$0.00	\$3.75
38	\$19.30	\$23.17	\$1.50	\$3.75
39	\$17.80	\$21.67	\$3.00	\$3.75
40	\$16.30	\$20.17	\$4.50	\$3.75
41	\$14.80	\$18.67	\$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.
\$33.21	\$3.28	\$1.41	\$37.90	\$0.00	\$0.00	\$1.18	\$13.61	\$2.55	\$0.05	\$0.29	\$0.17	\$0.25	\$56.00

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$33.21	\$37.90	\$0.00	\$0.00
2	\$31.21	\$35.90	\$2.00	\$0.00
3	\$29.21	\$33.90	\$4.00	\$0.00
4	\$27.21	\$31.90	\$6.00	\$0.00
5	\$25.21	\$29.90	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$32.21	\$36.90	\$0.00	\$1.00
14	\$30.21	\$34.90	\$2.00	\$1.00
15	\$28.21	\$32.90	\$4.00	\$1.00
16	\$26.21	\$30.90	\$6.00	\$1.00
17	\$24.21	\$28.90	\$8.00	\$1.00

C, H-M= \$18.33 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	\$31.21	\$35.90	\$0.00	\$2.00
26	\$29.21	\$33.90	\$2.00	\$2.00
27	\$27.21	\$31.90	\$4.00	\$2.00
28	\$25.21	\$29.90	\$6.00	\$2.00
29	\$23.21	\$27.90	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$28.21	\$32.90	\$0.00	\$5.00
38	\$26.21	\$30.90	\$2.00	\$5.00
39	\$24.21	\$28.90	\$4.00	\$5.00
40	\$22.21	\$26.90	\$6.00	\$5.00
41	\$20.21	\$24.90	\$8.00	\$5.00


 SMW Local 104


 SMACNA

** Contribution payment submitted directly to National Fund