



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

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
July 3, 2017 through July 1, 2018

BAY AREA CHAPTER



HOBENWAY SAN FRANCISCO GRANDE OMBANO
SAN ANSELMO 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.
\$44.68	\$8.00	\$4.41	\$57.09	\$0.00	\$0.00	\$6.34	\$14.18	\$19.60	\$1.23	\$0.05	\$2.02	\$0.17	\$0.71	\$101.39

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$44.68	\$57.09	\$0.00	\$0.00
2	\$43.68	\$56.09	\$1.00	\$0.00
3	\$42.68	\$55.09	\$2.00	\$0.00
4	\$41.68	\$54.09	\$3.00	\$0.00
5	\$40.68	\$53.09	\$4.00	\$0.00
6	\$39.68	\$52.09	\$5.00	\$0.00
7	\$38.68	\$51.09	\$6.00	\$0.00
8	\$37.68	\$50.09	\$7.00	\$0.00
9	\$36.68	\$49.09	\$8.00	\$0.00
10	\$35.68	\$48.09	\$9.00	\$0.00
11	\$34.68	\$47.09	\$10.00	\$0.00
12	\$32.18	\$44.59	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$43.68	\$56.09	\$0.00	\$1.00
26	\$42.68	\$55.09	\$1.00	\$1.00
27	\$41.68	\$54.09	\$2.00	\$1.00
28	\$40.68	\$53.09	\$3.00	\$1.00
29	\$39.68	\$52.09	\$4.00	\$1.00
30	\$38.68	\$51.09	\$5.00	\$1.00
31	\$37.68	\$50.09	\$6.00	\$1.00
32	\$36.68	\$49.09	\$7.00	\$1.00
33	\$35.68	\$48.09	\$8.00	\$1.00
34	\$34.68	\$47.09	\$9.00	\$1.00
35	\$33.68	\$46.09	\$10.00	\$1.00
36	\$31.18	\$43.59	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$44.18	\$56.59	\$0.00	\$0.50
14	\$43.18	\$55.59	\$1.00	\$0.50
15	\$42.18	\$54.59	\$2.00	\$0.50
16	\$41.18	\$53.59	\$3.00	\$0.50
17	\$40.18	\$52.59	\$4.00	\$0.50
18	\$39.18	\$51.59	\$5.00	\$0.50
19	\$38.18	\$50.59	\$6.00	\$0.50
20	\$37.18	\$49.59	\$7.00	\$0.50
21	\$36.18	\$48.59	\$8.00	\$0.50
22	\$35.18	\$47.59	\$9.00	\$0.50
23	\$34.18	\$46.59	\$10.00	\$0.50
24	\$31.68	\$44.09	\$12.50	\$0.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$42.18	\$54.59	\$0.00	\$2.50
38	\$41.18	\$53.59	\$1.00	\$2.50
39	\$40.18	\$52.59	\$2.00	\$2.50
40	\$39.18	\$51.59	\$3.00	\$2.50
41	\$38.18	\$50.59	\$4.00	\$2.50
42	\$37.18	\$49.59	\$5.00	\$2.50
43	\$36.18	\$48.59	\$6.00	\$2.50
44	\$35.18	\$47.59	\$7.00	\$2.50
45	\$34.18	\$46.59	\$8.00	\$2.50
46	\$33.18	\$45.59	\$9.00	\$2.50
47	\$32.18	\$44.59	\$10.00	\$2.50
48	\$29.68	\$42.09	\$12.50	\$2.50

C, H-N= \$42.37 hourly rate.
(including straight time, overtime,
and double time)

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

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

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

See pg. 2 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA BUILDING TRADES JOURNEYPERSON (0-10 years)
July 3, 2017 through July 1, 2018

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.
\$69.23	\$12.00	\$4.41	\$85.64	\$0.00	\$0.00	\$9.51	\$14.18	\$19.60	\$1.23	\$0.05	\$2.02	\$0.17	\$0.71	\$133.11

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$69.23	\$85.64	\$0.00	\$0.00
2	\$67.73	\$84.14	\$1.50	\$0.00
3	\$66.23	\$82.64	\$3.00	\$0.00
4	\$64.73	\$81.14	\$4.50	\$0.00
5	\$63.23	\$79.64	\$6.00	\$0.00
6	\$61.73	\$78.14	\$7.50	\$0.00
7	\$60.23	\$76.64	\$9.00	\$0.00
8	\$58.73	\$75.14	\$10.50	\$0.00
9	\$57.23	\$73.64	\$12.00	\$0.00
10	\$55.73	\$72.14	\$13.50	\$0.00
11	\$54.23	\$70.64	\$15.00	\$0.00
12	\$50.48	\$66.89	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$68.48	\$84.89	\$0.00	\$0.75
14	\$66.98	\$83.39	\$1.50	\$0.75
15	\$65.48	\$81.89	\$3.00	\$0.75
16	\$63.98	\$80.39	\$4.50	\$0.75
17	\$62.48	\$78.89	\$6.00	\$0.75
18	\$60.98	\$77.39	\$7.50	\$0.75
19	\$59.48	\$75.89	\$9.00	\$0.75
20	\$57.98	\$74.39	\$10.50	\$0.75
21	\$56.48	\$72.89	\$12.00	\$0.75
22	\$54.98	\$71.39	\$13.50	\$0.75
23	\$53.48	\$69.89	\$15.00	\$0.75
24	\$49.73	\$66.14	\$18.75	\$0.75

C, H-N= \$42.37 hourly rate.
 (including straight time, overtime,
 and double time)

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

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$67.73	\$84.14	\$0.00	\$1.50
26	\$66.23	\$82.64	\$1.50	\$1.50
27	\$64.73	\$81.14	\$3.00	\$1.50
28	\$63.23	\$79.64	\$4.50	\$1.50
29	\$61.73	\$78.14	\$6.00	\$1.50
30	\$60.23	\$76.64	\$7.50	\$1.50
31	\$58.73	\$75.14	\$9.00	\$1.50
32	\$57.23	\$73.64	\$10.50	\$1.50
33	\$55.73	\$72.14	\$12.00	\$1.50
34	\$54.23	\$70.64	\$13.50	\$1.50
35	\$52.73	\$69.14	\$15.00	\$1.50
36	\$48.98	\$65.39	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$65.48	\$81.89	\$0.00	\$3.75
38	\$63.98	\$80.39	\$1.50	\$3.75
39	\$62.48	\$78.89	\$3.00	\$3.75
40	\$60.98	\$77.39	\$4.50	\$3.75
41	\$59.48	\$75.89	\$6.00	\$3.75
42	\$57.98	\$74.39	\$7.50	\$3.75
43	\$56.48	\$72.89	\$9.00	\$3.75
44	\$54.98	\$71.39	\$10.50	\$3.75
45	\$53.48	\$69.89	\$12.00	\$3.75
46	\$51.98	\$68.39	\$13.50	\$3.75
47	\$50.48	\$66.89	\$15.00	\$3.75
48	\$46.73	\$63.14	\$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.
\$93.77	\$16.00	\$4.41	\$114.18	\$0.00	\$0.00	\$12.68	\$14.18	\$19.60	\$1.23	\$0.05	\$2.02	\$0.17	\$0.71	\$164.82

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$93.77	\$114.18	\$0.00	\$0.00
2	\$91.77	\$112.18	\$2.00	\$0.00
3	\$89.77	\$110.18	\$4.00	\$0.00
4	\$87.77	\$108.18	\$6.00	\$0.00
5	\$85.77	\$106.18	\$8.00	\$0.00
6	\$83.77	\$104.18	\$10.00	\$0.00
7	\$81.77	\$102.18	\$12.00	\$0.00
8	\$79.77	\$100.18	\$14.00	\$0.00
9	\$77.77	\$98.18	\$16.00	\$0.00
10	\$75.77	\$96.18	\$18.00	\$0.00
11	\$73.77	\$94.18	\$20.00	\$0.00
12	\$68.77	\$89.18	\$25.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$92.77	\$113.18	\$0.00	\$1.00
14	\$90.77	\$111.18	\$2.00	\$1.00
15	\$88.77	\$109.18	\$4.00	\$1.00
16	\$86.77	\$107.18	\$6.00	\$1.00
17	\$84.77	\$105.18	\$8.00	\$1.00
18	\$82.77	\$103.18	\$10.00	\$1.00
19	\$80.77	\$101.18	\$12.00	\$1.00
20	\$78.77	\$99.18	\$14.00	\$1.00
21	\$76.77	\$97.18	\$16.00	\$1.00
22	\$74.77	\$95.18	\$18.00	\$1.00
23	\$72.77	\$93.18	\$20.00	\$1.00
24	\$67.77	\$88.18	\$25.00	\$1.00

C, H-N= \$42.37 hourly rate.
 (including straight time, overtime,
 and double time)

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

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$91.77	\$112.18	\$0.00	\$2.00
26	\$89.77	\$110.18	\$2.00	\$2.00
27	\$87.77	\$108.18	\$4.00	\$2.00
28	\$85.77	\$106.18	\$6.00	\$2.00
29	\$83.77	\$104.18	\$8.00	\$2.00
30	\$81.77	\$102.18	\$10.00	\$2.00
31	\$79.77	\$100.18	\$12.00	\$2.00
32	\$77.77	\$98.18	\$14.00	\$2.00
33	\$75.77	\$96.18	\$16.00	\$2.00
34	\$73.77	\$94.18	\$18.00	\$2.00
35	\$71.77	\$92.18	\$20.00	\$2.00
36	\$66.77	\$87.18	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$88.77	\$109.18	\$0.00	\$5.00
38	\$86.77	\$107.18	\$2.00	\$5.00
39	\$84.77	\$105.18	\$4.00	\$5.00
40	\$82.77	\$103.18	\$6.00	\$5.00
41	\$80.77	\$101.18	\$8.00	\$5.00
42	\$78.77	\$99.18	\$10.00	\$5.00
43	\$76.77	\$97.18	\$12.00	\$5.00
44	\$74.77	\$95.18	\$14.00	\$5.00
45	\$72.77	\$93.18	\$16.00	\$5.00
46	\$70.77	\$91.18	\$18.00	\$5.00
47	\$68.77	\$89.18	\$20.00	\$5.00
48	\$63.77	\$84.18	\$25.00	\$5.00


 SMW Local 104


 SMACNA

** Contribution payment submitted directly to National Fund



CALIFORNIA LOCAL UNION NO. 104

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

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
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 July 3, 2017 through July 1, 2018

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO 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.
\$53.24	\$8.00	\$4.41	\$65.65	\$0.00	\$0.00	\$7.29	\$14.18	\$19.60	\$1.23	\$0.05	\$2.02	\$0.17	\$0.71	\$110.90

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$53.24	\$65.65	\$0.00	\$0.00
2	\$52.24	\$64.65	\$1.00	\$0.00
3	\$51.24	\$63.65	\$2.00	\$0.00
4	\$50.24	\$62.65	\$3.00	\$0.00
5	\$49.24	\$61.65	\$4.00	\$0.00
6	\$48.24	\$60.65	\$5.00	\$0.00
7	\$47.24	\$59.65	\$6.00	\$0.00
8	\$46.24	\$58.65	\$7.00	\$0.00
9	\$45.24	\$57.65	\$8.00	\$0.00
10	\$44.24	\$56.65	\$9.00	\$0.00
11	\$43.24	\$55.65	\$10.00	\$0.00
12	\$40.74	\$53.15	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$52.74	\$65.15	\$0.00	\$0.50
14	\$51.74	\$64.15	\$1.00	\$0.50
15	\$50.74	\$63.15	\$2.00	\$0.50
16	\$49.74	\$62.15	\$3.00	\$0.50
17	\$48.74	\$61.15	\$4.00	\$0.50
18	\$47.74	\$60.15	\$5.00	\$0.50
19	\$46.74	\$59.15	\$6.00	\$0.50
20	\$45.74	\$58.15	\$7.00	\$0.50
21	\$44.74	\$57.15	\$8.00	\$0.50
22	\$43.74	\$56.15	\$9.00	\$0.50
23	\$42.74	\$55.15	\$10.00	\$0.50
24	\$40.24	\$52.65	\$12.50	\$0.50

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$52.24	\$64.65	\$0.00	\$1.00
26	\$51.24	\$63.65	\$1.00	\$1.00
27	\$50.24	\$62.65	\$2.00	\$1.00
28	\$49.24	\$61.65	\$3.00	\$1.00
29	\$48.24	\$60.65	\$4.00	\$1.00
30	\$47.24	\$59.65	\$5.00	\$1.00
31	\$46.24	\$58.65	\$6.00	\$1.00
32	\$45.24	\$57.65	\$7.00	\$1.00
33	\$44.24	\$56.65	\$8.00	\$1.00
34	\$43.24	\$55.65	\$9.00	\$1.00
35	\$42.24	\$54.65	\$10.00	\$1.00
36	\$39.74	\$52.15	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$50.74	\$63.15	\$0.00	\$2.50
38	\$49.74	\$62.15	\$1.00	\$2.50
39	\$48.74	\$61.15	\$2.00	\$2.50
40	\$47.74	\$60.15	\$3.00	\$2.50
41	\$46.74	\$59.15	\$4.00	\$2.50
42	\$45.74	\$58.15	\$5.00	\$2.50
43	\$44.74	\$57.15	\$6.00	\$2.50
44	\$43.74	\$56.15	\$7.00	\$2.50
45	\$42.74	\$55.15	\$8.00	\$2.50
46	\$41.74	\$54.15	\$9.00	\$2.50
47	\$40.74	\$53.15	\$10.00	\$2.50
48	\$38.24	\$50.65	\$12.50	\$2.50

C, H-N= \$42.37 hourly rate.
 (including straight time, overtime,
 and double time)

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

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 International Association of SMART
 SMW Local Union No. 104

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See pg. 4 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA BUILDING TRADES FOREPERSON (0-10 years)
July 3, 2017 through July 1, 2018

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.
\$82.06	\$12.00	\$4.41	\$98.47	\$0.00	\$0.00	\$10.94	\$14.18	\$19.60	\$1.23	\$0.05	\$2.02	\$0.17	\$0.71	\$147.37

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$82.06	\$98.47	\$0.00	\$0.00
2	\$80.56	\$96.97	\$1.50	\$0.00
3	\$79.06	\$95.47	\$3.00	\$0.00
4	\$77.56	\$93.97	\$4.50	\$0.00
5	\$76.06	\$92.47	\$6.00	\$0.00
6	\$74.56	\$90.97	\$7.50	\$0.00
7	\$73.06	\$89.47	\$9.00	\$0.00
8	\$71.56	\$87.97	\$10.50	\$0.00
9	\$70.06	\$86.47	\$12.00	\$0.00
10	\$68.56	\$84.97	\$13.50	\$0.00
11	\$67.06	\$83.47	\$15.00	\$0.00
12	\$63.31	\$79.72	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$81.31	\$97.72	\$0.00	\$0.75
14	\$79.81	\$96.22	\$1.50	\$0.75
15	\$78.31	\$94.72	\$3.00	\$0.75
16	\$76.81	\$93.22	\$4.50	\$0.75
17	\$75.31	\$91.72	\$6.00	\$0.75
18	\$73.81	\$90.22	\$7.50	\$0.75
19	\$72.31	\$88.72	\$9.00	\$0.75
20	\$70.81	\$87.22	\$10.50	\$0.75
21	\$69.31	\$85.72	\$12.00	\$0.75
22	\$67.81	\$84.22	\$13.50	\$0.75
23	\$66.31	\$82.72	\$15.00	\$0.75
24	\$62.56	\$78.97	\$18.75	\$0.75

C, H-N= \$42.37 hourly rate.
 (including straight time, overtime,
 and double time)

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

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$80.56	\$96.97	\$0.00	\$1.50
26	\$79.06	\$95.47	\$1.50	\$1.50
27	\$77.56	\$93.97	\$3.00	\$1.50
28	\$76.06	\$92.47	\$4.50	\$1.50
29	\$74.56	\$90.97	\$6.00	\$1.50
30	\$73.06	\$89.47	\$7.50	\$1.50
31	\$71.56	\$87.97	\$9.00	\$1.50
32	\$70.06	\$86.47	\$10.50	\$1.50
33	\$68.56	\$84.97	\$12.00	\$1.50
34	\$67.06	\$83.47	\$13.50	\$1.50
35	\$65.56	\$81.97	\$15.00	\$1.50
36	\$61.81	\$78.22	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$78.31	\$94.72	\$0.00	\$3.75
38	\$76.81	\$93.22	\$1.50	\$3.75
39	\$75.31	\$91.72	\$3.00	\$3.75
40	\$73.81	\$90.22	\$4.50	\$3.75
41	\$72.31	\$88.72	\$6.00	\$3.75
42	\$70.81	\$87.22	\$7.50	\$3.75
43	\$69.31	\$85.72	\$9.00	\$3.75
44	\$67.81	\$84.22	\$10.50	\$3.75
45	\$66.31	\$82.72	\$12.00	\$3.75
46	\$64.81	\$81.22	\$13.50	\$3.75
47	\$63.31	\$79.72	\$15.00	\$3.75
48	\$59.56	\$75.97	\$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.
\$110.89	\$16.00	\$4.41	\$131.30	\$0.00	\$0.00	\$14.58	\$14.18	\$19.60	\$1.23	\$0.05	\$2.02	\$0.17	\$0.71	\$183.84

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$110.89	\$131.30	\$0.00	\$0.00
2	\$108.89	\$129.30	\$2.00	\$0.00
3	\$106.89	\$127.30	\$4.00	\$0.00
4	\$104.89	\$125.30	\$6.00	\$0.00
5	\$102.89	\$123.30	\$8.00	\$0.00
6	\$100.89	\$121.30	\$10.00	\$0.00
7	\$98.89	\$119.30	\$12.00	\$0.00
8	\$96.89	\$117.30	\$14.00	\$0.00
9	\$94.89	\$115.30	\$16.00	\$0.00
10	\$92.89	\$113.30	\$18.00	\$0.00
11	\$90.89	\$111.30	\$20.00	\$0.00
12	\$85.89	\$106.30	\$25.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$109.89	\$130.30	\$0.00	\$1.00
14	\$107.89	\$128.30	\$2.00	\$1.00
15	\$105.89	\$126.30	\$4.00	\$1.00
16	\$103.89	\$124.30	\$6.00	\$1.00
17	\$101.89	\$122.30	\$8.00	\$1.00
18	\$99.89	\$120.30	\$10.00	\$1.00
19	\$97.89	\$118.30	\$12.00	\$1.00
20	\$95.89	\$116.30	\$14.00	\$1.00
21	\$93.89	\$114.30	\$16.00	\$1.00
22	\$91.89	\$112.30	\$18.00	\$1.00
23	\$89.89	\$110.30	\$20.00	\$1.00
24	\$84.89	\$105.30	\$25.00	\$1.00

C, H-N= \$42.37 hourly rate.
 (including straight time, overtime,
 and double time)

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

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$108.89	\$129.30	\$0.00	\$2.00
26	\$106.89	\$127.30	\$2.00	\$2.00
27	\$104.89	\$125.30	\$4.00	\$2.00
28	\$102.89	\$123.30	\$6.00	\$2.00
29	\$100.89	\$121.30	\$8.00	\$2.00
30	\$98.89	\$119.30	\$10.00	\$2.00
31	\$96.89	\$117.30	\$12.00	\$2.00
32	\$94.89	\$115.30	\$14.00	\$2.00
33	\$92.89	\$113.30	\$16.00	\$2.00
34	\$90.89	\$111.30	\$18.00	\$2.00
35	\$88.89	\$109.30	\$20.00	\$2.00
36	\$83.89	\$104.30	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$105.89	\$126.30	\$0.00	\$5.00
38	\$103.89	\$124.30	\$2.00	\$5.00
39	\$101.89	\$122.30	\$4.00	\$5.00
40	\$99.89	\$120.30	\$6.00	\$5.00
41	\$97.89	\$118.30	\$8.00	\$5.00
42	\$95.89	\$116.30	\$10.00	\$5.00
43	\$93.89	\$114.30	\$12.00	\$5.00
44	\$91.89	\$112.30	\$14.00	\$5.00
45	\$89.89	\$110.30	\$16.00	\$5.00
46	\$87.89	\$108.30	\$18.00	\$5.00
47	\$85.89	\$106.30	\$20.00	\$5.00
48	\$80.89	\$101.30	\$25.00	\$5.00


 SMW Local 104


 SMACNA

** Contribution payment submitted directly to National Fund



CALIFORNIA LOCAL UNION NO. 104

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

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 July 3, 2017 through July 1, 2018

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GULF OF THE PACIFIC
 SAN MARCO 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/IT/ NEMIC/ ITI**	IPF	Total Pkg.
\$56.10	\$8.00	\$4.41	\$68.51	\$0.00	\$0.00	\$7.61	\$14.18	\$19.60	\$1.23	\$0.05	\$2.02	\$0.17	\$0.71	\$114.08

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$56.10	\$68.51	\$0.00	\$0.00
2	\$55.10	\$67.51	\$1.00	\$0.00
3	\$54.10	\$66.51	\$2.00	\$0.00
4	\$53.10	\$65.51	\$3.00	\$0.00
5	\$52.10	\$64.51	\$4.00	\$0.00
6	\$51.10	\$63.51	\$5.00	\$0.00
7	\$50.10	\$62.51	\$6.00	\$0.00
8	\$49.10	\$61.51	\$7.00	\$0.00
9	\$48.10	\$60.51	\$8.00	\$0.00
10	\$47.10	\$59.51	\$9.00	\$0.00
11	\$46.10	\$58.51	\$10.00	\$0.00
12	\$43.60	\$56.01	\$12.50	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$55.60	\$68.01	\$0.00	\$0.50
14	\$54.60	\$67.01	\$1.00	\$0.50
15	\$53.60	\$66.01	\$2.00	\$0.50
16	\$52.60	\$65.01	\$3.00	\$0.50
17	\$51.60	\$64.01	\$4.00	\$0.50
18	\$50.60	\$63.01	\$5.00	\$0.50
19	\$49.60	\$62.01	\$6.00	\$0.50
20	\$48.60	\$61.01	\$7.00	\$0.50
21	\$47.60	\$60.01	\$8.00	\$0.50
22	\$46.60	\$59.01	\$9.00	\$0.50
23	\$45.60	\$58.01	\$10.00	\$0.50
24	\$43.10	\$55.51	\$12.50	\$0.50

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$55.10	\$67.51	\$0.00	\$1.00
26	\$54.10	\$66.51	\$1.00	\$1.00
27	\$53.10	\$65.51	\$2.00	\$1.00
28	\$52.10	\$64.51	\$3.00	\$1.00
29	\$51.10	\$63.51	\$4.00	\$1.00
30	\$50.10	\$62.51	\$5.00	\$1.00
31	\$49.10	\$61.51	\$6.00	\$1.00
32	\$48.10	\$60.51	\$7.00	\$1.00
33	\$47.10	\$59.51	\$8.00	\$1.00
34	\$46.10	\$58.51	\$9.00	\$1.00
35	\$45.10	\$57.51	\$10.00	\$1.00
36	\$42.60	\$55.01	\$12.50	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$53.60	\$66.01	\$0.00	\$2.50
38	\$52.60	\$65.01	\$1.00	\$2.50
39	\$51.60	\$64.01	\$2.00	\$2.50
40	\$50.60	\$63.01	\$3.00	\$2.50
41	\$49.60	\$62.01	\$4.00	\$2.50
42	\$48.60	\$61.01	\$5.00	\$2.50
43	\$47.60	\$60.01	\$6.00	\$2.50
44	\$46.60	\$59.01	\$7.00	\$2.50
45	\$45.60	\$58.01	\$8.00	\$2.50
46	\$44.60	\$57.01	\$9.00	\$2.50
47	\$43.60	\$56.01	\$10.00	\$2.50
48	\$41.10	\$53.51	\$12.50	\$2.50

C, H-N= \$42.37 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

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

See pg. 6 for overtime rates.

** Contribution payment submitted directly to National Fund

SMACNA BUILDING TRADES GENERAL FOREPERSON (0-10 years)
July 3, 2017 through July 1, 2018

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.
\$86.35	\$12.00	\$4.41	\$102.76	\$0.00	\$0.00	\$11.42	\$14.18	\$19.60	\$1.23	\$0.05	\$2.02	\$0.17	\$0.71	\$152.14

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$86.35	\$102.76	\$0.00	\$0.00
2	\$84.85	\$101.26	\$1.50	\$0.00
3	\$83.35	\$99.76	\$3.00	\$0.00
4	\$81.85	\$98.26	\$4.50	\$0.00
5	\$80.35	\$96.76	\$6.00	\$0.00
6	\$78.85	\$95.26	\$7.50	\$0.00
7	\$77.35	\$93.76	\$9.00	\$0.00
8	\$75.85	\$92.26	\$10.50	\$0.00
9	\$74.35	\$90.76	\$12.00	\$0.00
10	\$72.85	\$89.26	\$13.50	\$0.00
11	\$71.35	\$87.76	\$15.00	\$0.00
12	\$67.60	\$84.01	\$18.75	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$85.60	\$102.01	\$0.00	\$0.75
14	\$84.10	\$100.51	\$1.50	\$0.75
15	\$82.60	\$99.01	\$3.00	\$0.75
16	\$81.10	\$97.51	\$4.50	\$0.75
17	\$79.60	\$96.01	\$6.00	\$0.75
18	\$78.10	\$94.51	\$7.50	\$0.75
19	\$76.60	\$93.01	\$9.00	\$0.75
20	\$75.10	\$91.51	\$10.50	\$0.75
21	\$73.60	\$90.01	\$12.00	\$0.75
22	\$72.10	\$88.51	\$13.50	\$0.75
23	\$70.60	\$87.01	\$15.00	\$0.75
24	\$66.85	\$83.26	\$18.75	\$0.75

C, H-N= \$42.37 hourly rate.
 (including straight time, overtime,
 and double time)

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

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$84.85	\$101.26	\$0.00	\$1.50
26	\$83.35	\$99.76	\$1.50	\$1.50
27	\$81.85	\$98.26	\$3.00	\$1.50
28	\$80.35	\$96.76	\$4.50	\$1.50
29	\$78.85	\$95.26	\$6.00	\$1.50
30	\$77.35	\$93.76	\$7.50	\$1.50
31	\$75.85	\$92.26	\$9.00	\$1.50
32	\$74.35	\$90.76	\$10.50	\$1.50
33	\$72.85	\$89.26	\$12.00	\$1.50
34	\$71.35	\$87.76	\$13.50	\$1.50
35	\$69.85	\$86.26	\$15.00	\$1.50
36	\$66.10	\$82.51	\$18.75	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$82.60	\$99.01	\$0.00	\$3.75
38	\$81.10	\$97.51	\$1.50	\$3.75
39	\$79.60	\$96.01	\$3.00	\$3.75
40	\$78.10	\$94.51	\$4.50	\$3.75
41	\$76.60	\$93.01	\$6.00	\$3.75
42	\$75.10	\$91.51	\$7.50	\$3.75
43	\$73.60	\$90.01	\$9.00	\$3.75
44	\$72.10	\$88.51	\$10.50	\$3.75
45	\$70.60	\$87.01	\$12.00	\$3.75
46	\$69.10	\$85.51	\$13.50	\$3.75
47	\$67.60	\$84.01	\$15.00	\$3.75
48	\$63.85	\$80.26	\$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.
\$116.61	\$16.00	\$4.41	\$137.02	\$0.00	\$0.00	\$15.22	\$14.18	\$19.60	\$1.23	\$0.05	\$2.02	\$0.17	\$0.71	\$190.20

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$116.61	\$137.02	\$0.00	\$0.00
2	\$114.61	\$135.02	\$2.00	\$0.00
3	\$112.61	\$133.02	\$4.00	\$0.00
4	\$110.61	\$131.02	\$6.00	\$0.00
5	\$108.61	\$129.02	\$8.00	\$0.00
6	\$106.61	\$127.02	\$10.00	\$0.00
7	\$104.61	\$125.02	\$12.00	\$0.00
8	\$102.61	\$123.02	\$14.00	\$0.00
9	\$100.61	\$121.02	\$16.00	\$0.00
10	\$98.61	\$119.02	\$18.00	\$0.00
11	\$96.61	\$117.02	\$20.00	\$0.00
12	\$91.61	\$112.02	\$25.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$115.61	\$136.02	\$0.00	\$1.00
14	\$113.61	\$134.02	\$2.00	\$1.00
15	\$111.61	\$132.02	\$4.00	\$1.00
16	\$109.61	\$130.02	\$6.00	\$1.00
17	\$107.61	\$128.02	\$8.00	\$1.00
18	\$105.61	\$126.02	\$10.00	\$1.00
19	\$103.61	\$124.02	\$12.00	\$1.00
20	\$101.61	\$122.02	\$14.00	\$1.00
21	\$99.61	\$120.02	\$16.00	\$1.00
22	\$97.61	\$118.02	\$18.00	\$1.00
23	\$95.61	\$116.02	\$20.00	\$1.00
24	\$90.61	\$111.02	\$25.00	\$1.00

C, H-N= \$42.37 hourly rate.
 (including straight time, overtime,
 and double time)

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

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$114.61	\$135.02	\$0.00	\$2.00
26	\$112.61	\$133.02	\$2.00	\$2.00
27	\$110.61	\$131.02	\$4.00	\$2.00
28	\$108.61	\$129.02	\$6.00	\$2.00
29	\$106.61	\$127.02	\$8.00	\$2.00
30	\$104.61	\$125.02	\$10.00	\$2.00
31	\$102.61	\$123.02	\$12.00	\$2.00
32	\$100.61	\$121.02	\$14.00	\$2.00
33	\$98.61	\$119.02	\$16.00	\$2.00
34	\$96.61	\$117.02	\$18.00	\$2.00
35	\$94.61	\$115.02	\$20.00	\$2.00
36	\$89.61	\$110.02	\$25.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$111.61	\$132.02	\$0.00	\$5.00
38	\$109.61	\$130.02	\$2.00	\$5.00
39	\$107.61	\$128.02	\$4.00	\$5.00
40	\$105.61	\$126.02	\$6.00	\$5.00
41	\$103.61	\$124.02	\$8.00	\$5.00
42	\$101.61	\$122.02	\$10.00	\$5.00
43	\$99.61	\$120.02	\$12.00	\$5.00
44	\$97.61	\$118.02	\$14.00	\$5.00
45	\$95.61	\$116.02	\$16.00	\$5.00
46	\$93.61	\$114.02	\$18.00	\$5.00
47	\$91.61	\$112.02	\$20.00	\$5.00
48	\$86.61	\$107.02	\$25.00	\$5.00


 SMW Local 104


 SMACNA

** Contribution payment submitted directly to National Fund



**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential**

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

July 3, 2017 through July 1, 2018

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SANTA CLARA SAN MATEO SANTIAGO

40% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$19.02	\$3.00	\$2.59	\$24.61	\$0.00	\$0.00	\$0.76	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$46.94

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$19.02	\$24.61	\$0.00	\$0.00
2	\$18.02	\$23.61	\$1.00	\$0.00
3	\$17.02	\$22.61	\$2.00	\$0.00
4	\$16.02	\$21.61	\$3.00	\$0.00
5	\$15.02	\$20.61	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$18.52	\$24.11	\$0.00	\$0.50
14	\$17.52	\$23.11	\$1.00	\$0.50
15	\$16.52	\$22.11	\$2.00	\$0.50
16	\$15.52	\$21.11	\$3.00	\$0.50
17	\$14.52	\$20.11	\$4.00	\$0.50

C, H-N= \$24.16 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	\$23.61	\$0.00	\$1.00
26	\$17.02	\$22.61	\$1.00	\$1.00
27	\$16.02	\$21.61	\$2.00	\$1.00
28	\$15.02	\$20.61	\$3.00	\$1.00
29	\$14.02	\$19.61	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$16.52	\$22.11	\$0.00	\$2.50
38	\$15.52	\$21.11	\$1.00	\$2.50
39	\$14.52	\$20.11	\$2.00	\$2.50
40	\$13.52	\$19.11	\$3.00	\$2.50
41	\$12.52	\$18.11	\$4.00	\$2.50

45% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$22.09	\$3.00	\$2.59	\$27.68	\$0.00	\$0.00	\$0.86	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$50.11

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$22.09	\$27.68	\$0.00	\$0.00
2	\$21.09	\$26.68	\$1.00	\$0.00
3	\$20.09	\$25.68	\$2.00	\$0.00
4	\$19.09	\$24.68	\$3.00	\$0.00
5	\$18.09	\$23.68	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$21.59	\$27.18	\$0.00	\$0.50
14	\$20.59	\$26.18	\$1.00	\$0.50
15	\$19.59	\$25.18	\$2.00	\$0.50
16	\$18.59	\$24.18	\$3.00	\$0.50
17	\$17.59	\$23.18	\$4.00	\$0.50

C, H-N= \$24.16 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	\$21.09	\$26.68	\$0.00	\$1.00
26	\$20.09	\$25.68	\$1.00	\$1.00
27	\$19.09	\$24.68	\$2.00	\$1.00
28	\$18.09	\$23.68	\$3.00	\$1.00
29	\$17.09	\$22.68	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$19.59	\$25.18	\$0.00	\$2.50
38	\$18.59	\$24.18	\$1.00	\$2.50
39	\$17.59	\$23.18	\$2.00	\$2.50
40	\$16.59	\$22.18	\$3.00	\$2.50
41	\$15.59	\$21.18	\$4.00	\$2.50


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

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


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

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule Apprentice-Building Trades, Light Commercial, Residential

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
July 3, 2017 through July 1, 2018



50% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$25.18	\$3.00	\$2.59	\$30.77	\$0.00	\$0.00	\$0.95	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$53.29

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$25.18	\$30.77	\$0.00	\$0.00
2	\$24.18	\$29.77	\$1.00	\$0.00
3	\$23.18	\$28.77	\$2.00	\$0.00
4	\$22.18	\$27.77	\$3.00	\$0.00
5	\$21.18	\$26.77	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$24.68	\$30.27	\$0.00	\$0.50
14	\$23.68	\$29.27	\$1.00	\$0.50
15	\$22.68	\$28.27	\$2.00	\$0.50
16	\$21.68	\$27.27	\$3.00	\$0.50
17	\$20.68	\$26.27	\$4.00	\$0.50

C, H-N= \$24.16 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	\$24.18	\$29.77	\$0.00	\$1.00
26	\$23.18	\$28.77	\$1.00	\$1.00
27	\$22.18	\$27.77	\$2.00	\$1.00
28	\$21.18	\$26.77	\$3.00	\$1.00
29	\$20.18	\$25.77	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$22.68	\$28.27	\$0.00	\$2.50
38	\$21.68	\$27.27	\$1.00	\$2.50
39	\$20.68	\$26.27	\$2.00	\$2.50
40	\$19.68	\$25.27	\$3.00	\$2.50
41	\$18.68	\$24.27	\$4.00	\$2.50

55% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$28.25	\$3.00	\$2.59	\$33.84	\$0.00	\$0.00	\$1.05	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$56.46

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$28.25	\$33.84	\$0.00	\$0.00
2	\$27.25	\$32.84	\$1.00	\$0.00
3	\$26.25	\$31.84	\$2.00	\$0.00
4	\$25.25	\$30.84	\$3.00	\$0.00
5	\$24.25	\$29.84	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$27.75	\$33.34	\$0.00	\$0.50
14	\$26.75	\$32.34	\$1.00	\$0.50
15	\$25.75	\$31.34	\$2.00	\$0.50
16	\$24.75	\$30.34	\$3.00	\$0.50
17	\$23.75	\$29.34	\$4.00	\$0.50

C, H-N= \$24.16 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	\$27.25	\$32.84	\$0.00	\$1.00
26	\$26.25	\$31.84	\$1.00	\$1.00
27	\$25.25	\$30.84	\$2.00	\$1.00
28	\$24.25	\$29.84	\$3.00	\$1.00
29	\$23.25	\$28.84	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$25.75	\$31.34	\$0.00	\$2.50
38	\$24.75	\$30.34	\$1.00	\$2.50
39	\$23.75	\$29.34	\$2.00	\$2.50
40	\$22.75	\$28.34	\$3.00	\$2.50
41	\$21.75	\$27.34	\$4.00	\$2.50

60% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$31.33	\$3.00	\$2.59	\$36.92	\$0.00	\$0.00	\$1.14	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$59.63

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$31.33	\$36.92	\$0.00	\$0.00
2	\$30.33	\$35.92	\$1.00	\$0.00
3	\$29.33	\$34.92	\$2.00	\$0.00
4	\$28.33	\$33.92	\$3.00	\$0.00
5	\$27.33	\$32.92	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$30.83	\$36.42	\$0.00	\$0.50
14	\$29.83	\$35.42	\$1.00	\$0.50
15	\$28.83	\$34.42	\$2.00	\$0.50
16	\$27.83	\$33.42	\$3.00	\$0.50
17	\$26.83	\$32.42	\$4.00	\$0.50

C, H-N= \$24.16 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	\$30.33	\$35.92	\$0.00	\$1.00
26	\$29.33	\$34.92	\$1.00	\$1.00
27	\$28.33	\$33.92	\$2.00	\$1.00
28	\$27.33	\$32.92	\$3.00	\$1.00
29	\$26.33	\$31.92	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$28.83	\$34.42	\$0.00	\$2.50
38	\$27.83	\$33.42	\$1.00	\$2.50
39	\$26.83	\$32.42	\$2.00	\$2.50
40	\$25.83	\$31.42	\$3.00	\$2.50
41	\$24.83	\$30.42	\$4.00	\$2.50

SMW Local 104

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** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 July 3, 2017 through July 1, 2018



65% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$34.40	\$3.00	\$2.59	\$39.99	\$0.00	\$0.00	\$1.24	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$62.80

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$34.40	\$39.99	\$0.00	\$0.00
2	\$33.40	\$38.99	\$1.00	\$0.00
3	\$32.40	\$37.99	\$2.00	\$0.00
4	\$31.40	\$36.99	\$3.00	\$0.00
5	\$30.40	\$35.99	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$33.90	\$39.49	\$0.00	\$0.50
14	\$32.90	\$38.49	\$1.00	\$0.50
15	\$31.90	\$37.49	\$2.00	\$0.50
16	\$30.90	\$36.49	\$3.00	\$0.50
17	\$29.90	\$35.49	\$4.00	\$0.50

C, H-N= \$24.16 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	\$33.40	\$38.99	\$0.00	\$1.00
26	\$32.40	\$37.99	\$1.00	\$1.00
27	\$31.40	\$36.99	\$2.00	\$1.00
28	\$30.40	\$35.99	\$3.00	\$1.00
29	\$29.40	\$34.99	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$31.90	\$37.49	\$0.00	\$2.50
38	\$30.90	\$36.49	\$1.00	\$2.50
39	\$29.90	\$35.49	\$2.00	\$2.50
40	\$28.90	\$34.49	\$3.00	\$2.50
41	\$27.90	\$33.49	\$4.00	\$2.50

70% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$37.48	\$3.00	\$2.59	\$43.07	\$0.00	\$0.00	\$1.33	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$65.97

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$37.48	\$43.07	\$0.00	\$0.00
2	\$36.48	\$42.07	\$1.00	\$0.00
3	\$35.48	\$41.07	\$2.00	\$0.00
4	\$34.48	\$40.07	\$3.00	\$0.00
5	\$33.48	\$39.07	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$36.98	\$42.57	\$0.00	\$0.50
14	\$35.98	\$41.57	\$1.00	\$0.50
15	\$34.98	\$40.57	\$2.00	\$0.50
16	\$33.98	\$39.57	\$3.00	\$0.50
17	\$32.98	\$38.57	\$4.00	\$0.50

C, H-N= \$24.16 hourly rate.
 (including straight time, overtime,
 and double time)

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

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$36.48	\$42.07	\$0.00	\$1.00
26	\$35.48	\$41.07	\$1.00	\$1.00
27	\$34.48	\$40.07	\$2.00	\$1.00
28	\$33.48	\$39.07	\$3.00	\$1.00
29	\$32.48	\$38.07	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$34.98	\$40.57	\$0.00	\$2.50
38	\$33.98	\$39.57	\$1.00	\$2.50
39	\$32.98	\$38.57	\$2.00	\$2.50
40	\$31.98	\$37.57	\$3.00	\$2.50
41	\$30.98	\$36.57	\$4.00	\$2.50

75% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$40.55	\$3.00	\$2.59	\$46.14	\$0.00	\$0.00	\$1.43	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$69.14

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$40.55	\$46.14	\$0.00	\$0.00
2	\$39.55	\$45.14	\$1.00	\$0.00
3	\$38.55	\$44.14	\$2.00	\$0.00
4	\$37.55	\$43.14	\$3.00	\$0.00
5	\$36.55	\$42.14	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$40.05	\$45.64	\$0.00	\$0.50
14	\$39.05	\$44.64	\$1.00	\$0.50
15	\$38.05	\$43.64	\$2.00	\$0.50
16	\$37.05	\$42.64	\$3.00	\$0.50
17	\$36.05	\$41.64	\$4.00	\$0.50

C, H-N= \$24.16 hourly rate.
 (including straight time, overtime,
 and double time)

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

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$39.55	\$45.14	\$0.00	\$1.00
26	\$38.55	\$44.14	\$1.00	\$1.00
27	\$37.55	\$43.14	\$2.00	\$1.00
28	\$36.55	\$42.14	\$3.00	\$1.00
29	\$35.55	\$41.14	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$38.05	\$43.64	\$0.00	\$2.50
38	\$37.05	\$42.64	\$1.00	\$2.50
39	\$36.05	\$41.64	\$2.00	\$2.50
40	\$35.05	\$40.64	\$3.00	\$2.50
41	\$34.05	\$39.64	\$4.00	\$2.50

SMW Local 104

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** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 July 3, 2017 through July 1, 2018



80% Apprentice Straight Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$43.63	\$3.00	\$2.59	\$49.22	\$0.00	\$0.00	\$1.52	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$72.31

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$43.63	\$49.22	\$0.00	\$0.00
2	\$42.63	\$48.22	\$1.00	\$0.00
3	\$41.63	\$47.22	\$2.00	\$0.00
4	\$40.63	\$46.22	\$3.00	\$0.00
5	\$39.63	\$45.22	\$4.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$43.13	\$48.72	\$0.00	\$0.50
14	\$42.13	\$47.72	\$1.00	\$0.50
15	\$41.13	\$46.72	\$2.00	\$0.50
16	\$40.13	\$45.72	\$3.00	\$0.50
17	\$39.13	\$44.72	\$4.00	\$0.50

C, H-N= \$24.16 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	\$42.63	\$48.22	\$0.00	\$1.00
26	\$41.63	\$47.22	\$1.00	\$1.00
27	\$40.63	\$46.22	\$2.00	\$1.00
28	\$39.63	\$45.22	\$3.00	\$1.00
29	\$38.63	\$44.22	\$4.00	\$1.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$41.13	\$46.72	\$0.00	\$2.50
38	\$40.13	\$45.72	\$1.00	\$2.50
39	\$39.13	\$44.72	\$2.00	\$2.50
40	\$38.13	\$43.72	\$3.00	\$2.50
41	\$37.13	\$42.72	\$4.00	\$2.50

SMW Local 104

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** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 July 3, 2017 through July 1, 2018



40% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$29.83	\$4.50	\$2.59	\$36.92	\$0.00	\$0.00	\$1.14	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$59.63

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$29.83	\$36.92	\$0.00	\$0.00
2	\$28.33	\$35.42	\$1.50	\$0.00
3	\$26.83	\$33.92	\$3.00	\$0.00
4	\$25.33	\$32.42	\$4.50	\$0.00
5	\$23.83	\$30.92	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$29.08	\$36.17	\$0.00	\$0.75
14	\$27.58	\$34.67	\$1.50	\$0.75
15	\$26.08	\$33.17	\$3.00	\$0.75
16	\$24.58	\$31.67	\$4.50	\$0.75
17	\$23.08	\$30.17	\$6.00	\$0.75

C, H-N= \$24.16 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	\$28.33	\$35.42	\$0.00	\$1.50
26	\$26.83	\$33.92	\$1.50	\$1.50
27	\$25.33	\$32.42	\$3.00	\$1.50
28	\$23.83	\$30.92	\$4.50	\$1.50
29	\$22.33	\$29.42	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$26.08	\$33.17	\$0.00	\$3.75
38	\$24.58	\$31.67	\$1.50	\$3.75
39	\$23.08	\$30.17	\$3.00	\$3.75
40	\$21.58	\$28.67	\$4.50	\$3.75
41	\$20.08	\$27.17	\$6.00	\$3.75

45% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$34.43	\$4.50	\$2.59	\$41.52	\$0.00	\$0.00	\$1.29	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$64.38

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$34.43	\$41.52	\$0.00	\$0.00
2	\$32.93	\$40.02	\$1.50	\$0.00
3	\$31.43	\$38.52	\$3.00	\$0.00
4	\$29.93	\$37.02	\$4.50	\$0.00
5	\$28.43	\$35.52	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$33.68	\$40.77	\$0.00	\$0.75
14	\$32.18	\$39.27	\$1.50	\$0.75
15	\$30.68	\$37.77	\$3.00	\$0.75
16	\$29.18	\$36.27	\$4.50	\$0.75
17	\$27.68	\$34.77	\$6.00	\$0.75

C, H-N= \$24.16 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	\$32.93	\$40.02	\$0.00	\$1.50
26	\$31.43	\$38.52	\$1.50	\$1.50
27	\$29.93	\$37.02	\$3.00	\$1.50
28	\$28.43	\$35.52	\$4.50	\$1.50
29	\$26.93	\$34.02	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$30.68	\$37.77	\$0.00	\$3.75
38	\$29.18	\$36.27	\$1.50	\$3.75
39	\$27.68	\$34.77	\$3.00	\$3.75
40	\$26.18	\$33.27	\$4.50	\$3.75
41	\$24.68	\$31.77	\$6.00	\$3.75

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** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 July 3, 2017 through July 1, 2018



50% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$39.06	\$4.50	\$2.59	\$46.15	\$0.00	\$0.00	\$1.43	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$69.15

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$39.06	\$46.15	\$0.00	\$0.00
2	\$37.56	\$44.65	\$1.50	\$0.00
3	\$36.06	\$43.15	\$3.00	\$0.00
4	\$34.56	\$41.65	\$4.50	\$0.00
5	\$33.06	\$40.15	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$38.31	\$45.40	\$0.00	\$0.75
14	\$36.81	\$43.90	\$1.50	\$0.75
15	\$35.31	\$42.40	\$3.00	\$0.75
16	\$33.81	\$40.90	\$4.50	\$0.75
17	\$32.31	\$39.40	\$6.00	\$0.75

C, H-N= \$24.16 hourly rate.
 (including straight time, overtime,
 and double time)

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

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$37.56	\$44.65	\$0.00	\$1.50
26	\$36.06	\$43.15	\$1.50	\$1.50
27	\$34.56	\$41.65	\$3.00	\$1.50
28	\$33.06	\$40.15	\$4.50	\$1.50
29	\$31.56	\$38.65	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$35.31	\$42.40	\$0.00	\$3.75
38	\$33.81	\$40.90	\$1.50	\$3.75
39	\$32.31	\$39.40	\$3.00	\$3.75
40	\$30.81	\$37.90	\$4.50	\$3.75
41	\$29.31	\$36.40	\$6.00	\$3.75

55% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$43.67	\$4.50	\$2.59	\$50.76	\$0.00	\$0.00	\$1.58	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$73.91

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$43.67	\$50.76	\$0.00	\$0.00
2	\$42.17	\$49.26	\$1.50	\$0.00
3	\$40.67	\$47.76	\$3.00	\$0.00
4	\$39.17	\$46.26	\$4.50	\$0.00
5	\$37.67	\$44.76	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$42.92	\$50.01	\$0.00	\$0.75
14	\$41.42	\$48.51	\$1.50	\$0.75
15	\$39.92	\$47.01	\$3.00	\$0.75
16	\$38.42	\$45.51	\$4.50	\$0.75
17	\$36.92	\$44.01	\$6.00	\$0.75

C, H-N= \$24.16 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	\$42.17	\$49.26	\$0.00	\$1.50
26	\$40.67	\$47.76	\$1.50	\$1.50
27	\$39.17	\$46.26	\$3.00	\$1.50
28	\$37.67	\$44.76	\$4.50	\$1.50
29	\$36.17	\$43.26	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$39.92	\$47.01	\$0.00	\$3.75
38	\$38.42	\$45.51	\$1.50	\$3.75
39	\$36.92	\$44.01	\$3.00	\$3.75
40	\$35.42	\$42.51	\$4.50	\$3.75
41	\$33.92	\$41.01	\$6.00	\$3.75

60% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$48.29	\$4.50	\$2.59	\$55.38	\$0.00	\$0.00	\$1.71	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$78.66

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$48.29	\$55.38	\$0.00	\$0.00
2	\$46.79	\$53.88	\$1.50	\$0.00
3	\$45.29	\$52.38	\$3.00	\$0.00
4	\$43.79	\$50.88	\$4.50	\$0.00
5	\$42.29	\$49.38	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$47.54	\$54.63	\$0.00	\$0.75
14	\$46.04	\$53.13	\$1.50	\$0.75
15	\$44.54	\$51.63	\$3.00	\$0.75
16	\$43.04	\$50.13	\$4.50	\$0.75
17	\$41.54	\$48.63	\$6.00	\$0.75

C, H-N= \$24.16 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	\$53.88	\$0.00	\$1.50
26	\$45.29	\$52.38	\$1.50	\$1.50
27	\$43.79	\$50.88	\$3.00	\$1.50
28	\$42.29	\$49.38	\$4.50	\$1.50
29	\$40.79	\$47.88	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$44.54	\$51.63	\$0.00	\$3.75
38	\$43.04	\$50.13	\$1.50	\$3.75
39	\$41.54	\$48.63	\$3.00	\$3.75
40	\$40.04	\$47.13	\$4.50	\$3.75
41	\$38.54	\$45.63	\$6.00	\$3.75

SMW Local 104

 SMACNA

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 July 3, 2017 through July 1, 2018



65% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$52.90	\$4.50	\$2.59	\$59.99	\$0.00	\$0.00	\$1.86	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$83.42

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$52.90	\$59.99	\$0.00	\$0.00
2	\$51.40	\$58.49	\$1.50	\$0.00
3	\$49.90	\$56.99	\$3.00	\$0.00
4	\$48.40	\$55.49	\$4.50	\$0.00
5	\$46.90	\$53.99	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$52.15	\$59.24	\$0.00	\$0.75
14	\$50.65	\$57.74	\$1.50	\$0.75
15	\$49.15	\$56.24	\$3.00	\$0.75
16	\$47.65	\$54.74	\$4.50	\$0.75
17	\$46.15	\$53.24	\$6.00	\$0.75

C, H-N= \$24.16 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	\$51.40	\$58.49	\$0.00	\$1.50
26	\$49.90	\$56.99	\$1.50	\$1.50
27	\$48.40	\$55.49	\$3.00	\$1.50
28	\$46.90	\$53.99	\$4.50	\$1.50
29	\$45.40	\$52.49	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$49.15	\$56.24	\$0.00	\$3.75
38	\$47.65	\$54.74	\$1.50	\$3.75
39	\$46.15	\$53.24	\$3.00	\$3.75
40	\$44.65	\$51.74	\$4.50	\$3.75
41	\$43.15	\$50.24	\$6.00	\$3.75

70% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$57.51	\$4.50	\$2.59	\$64.60	\$0.00	\$0.00	\$2.00	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$88.17

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$57.51	\$64.60	\$0.00	\$0.00
2	\$56.01	\$63.10	\$1.50	\$0.00
3	\$54.51	\$61.60	\$3.00	\$0.00
4	\$53.01	\$60.10	\$4.50	\$0.00
5	\$51.51	\$58.60	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$56.76	\$63.85	\$0.00	\$0.75
14	\$55.26	\$62.35	\$1.50	\$0.75
15	\$53.76	\$60.85	\$3.00	\$0.75
16	\$52.26	\$59.35	\$4.50	\$0.75
17	\$50.76	\$57.85	\$6.00	\$0.75

C, H-N= \$24.16 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	\$56.01	\$63.10	\$0.00	\$1.50
26	\$54.51	\$61.60	\$1.50	\$1.50
27	\$53.01	\$60.10	\$3.00	\$1.50
28	\$51.51	\$58.60	\$4.50	\$1.50
29	\$50.01	\$57.10	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$53.76	\$60.85	\$0.00	\$3.75
38	\$52.26	\$59.35	\$1.50	\$3.75
39	\$50.76	\$57.85	\$3.00	\$3.75
40	\$49.26	\$56.35	\$4.50	\$3.75
41	\$47.76	\$54.85	\$6.00	\$3.75

75% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$62.12	\$4.50	\$2.59	\$69.21	\$0.00	\$0.00	\$2.15	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$92.93

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$62.12	\$69.21	\$0.00	\$0.00
2	\$60.62	\$67.71	\$1.50	\$0.00
3	\$59.12	\$66.21	\$3.00	\$0.00
4	\$57.62	\$64.71	\$4.50	\$0.00
5	\$56.12	\$63.21	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$61.37	\$68.46	\$0.00	\$0.75
14	\$59.87	\$66.96	\$1.50	\$0.75
15	\$58.37	\$65.46	\$3.00	\$0.75
16	\$56.87	\$63.96	\$4.50	\$0.75
17	\$55.37	\$62.46	\$6.00	\$0.75

C, H-N= \$24.16 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	\$60.62	\$67.71	\$0.00	\$1.50
26	\$59.12	\$66.21	\$1.50	\$1.50
27	\$57.62	\$64.71	\$3.00	\$1.50
28	\$56.12	\$63.21	\$4.50	\$1.50
29	\$54.62	\$61.71	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$58.37	\$65.46	\$0.00	\$3.75
38	\$56.87	\$63.96	\$1.50	\$3.75
39	\$55.37	\$62.46	\$3.00	\$3.75
40	\$53.87	\$60.96	\$4.50	\$3.75
41	\$52.37	\$59.46	\$6.00	\$3.75

SMW Local 104

 SMACNA

** Contribution payment submitted directly to National Fund



**Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential**

Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
July 3, 2017 through July 1, 2018



80% Apprentice Overtime

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$66.74	\$4.50	\$2.59	\$73.83	\$0.00	\$0.00	\$2.28	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$97.68

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$66.74	\$73.83	\$0.00	\$0.00
2	\$65.24	\$72.33	\$1.50	\$0.00
3	\$63.74	\$70.83	\$3.00	\$0.00
4	\$62.24	\$69.33	\$4.50	\$0.00
5	\$60.74	\$67.83	\$6.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$65.99	\$73.08	\$0.00	\$0.75
14	\$64.49	\$71.58	\$1.50	\$0.75
15	\$62.99	\$70.08	\$3.00	\$0.75
16	\$61.49	\$68.58	\$4.50	\$0.75
17	\$59.99	\$67.08	\$6.00	\$0.75

C, H-N= \$24.16 hourly rate.
(including straight time, overtime,
and double time)

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

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$65.24	\$72.33	\$0.00	\$1.50
26	\$63.74	\$70.83	\$1.50	\$1.50
27	\$62.24	\$69.33	\$3.00	\$1.50
28	\$60.74	\$67.83	\$4.50	\$1.50
29	\$59.24	\$66.33	\$6.00	\$1.50

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$62.99	\$70.08	\$0.00	\$3.75
38	\$61.49	\$68.58	\$1.50	\$3.75
39	\$59.99	\$67.08	\$3.00	\$3.75
40	\$58.49	\$65.58	\$4.50	\$3.75
41	\$56.99	\$64.08	\$6.00	\$3.75

SMW Local 104

SMACNA

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 July 3, 2017 through July 1, 2018



40% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$40.63	\$6.00	\$2.59	\$49.22	\$0.00	\$0.00	\$1.52	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$72.31

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$40.63	\$49.22	\$0.00	\$0.00
2	\$38.63	\$47.22	\$2.00	\$0.00
3	\$36.63	\$45.22	\$4.00	\$0.00
4	\$34.63	\$43.22	\$6.00	\$0.00
5	\$32.63	\$41.22	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$39.63	\$48.22	\$0.00	\$1.00
14	\$37.63	\$46.22	\$2.00	\$1.00
15	\$35.63	\$44.22	\$4.00	\$1.00
16	\$33.63	\$42.22	\$6.00	\$1.00
17	\$31.63	\$40.22	\$8.00	\$1.00

C, H-N= \$24.16 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	\$38.63	\$47.22	\$0.00	\$2.00
26	\$36.63	\$45.22	\$2.00	\$2.00
27	\$34.63	\$43.22	\$4.00	\$2.00
28	\$32.63	\$41.22	\$6.00	\$2.00
29	\$30.63	\$39.22	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$35.63	\$44.22	\$0.00	\$5.00
38	\$33.63	\$42.22	\$2.00	\$5.00
39	\$31.63	\$40.22	\$4.00	\$5.00
40	\$29.63	\$38.22	\$6.00	\$5.00
41	\$27.63	\$36.22	\$8.00	\$5.00

45% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$46.77	\$6.00	\$2.59	\$55.36	\$0.00	\$0.00	\$1.72	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$78.65

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$46.77	\$55.36	\$0.00	\$0.00
2	\$44.77	\$53.36	\$2.00	\$0.00
3	\$42.77	\$51.36	\$4.00	\$0.00
4	\$40.77	\$49.36	\$6.00	\$0.00
5	\$38.77	\$47.36	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$45.77	\$54.36	\$0.00	\$1.00
14	\$43.77	\$52.36	\$2.00	\$1.00
15	\$41.77	\$50.36	\$4.00	\$1.00
16	\$39.77	\$48.36	\$6.00	\$1.00
17	\$37.77	\$46.36	\$8.00	\$1.00

C, H-N= \$24.16 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	\$44.77	\$53.36	\$0.00	\$2.00
26	\$42.77	\$51.36	\$2.00	\$2.00
27	\$40.77	\$49.36	\$4.00	\$2.00
28	\$38.77	\$47.36	\$6.00	\$2.00
29	\$36.77	\$45.36	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$41.77	\$50.36	\$0.00	\$5.00
38	\$39.77	\$48.36	\$2.00	\$5.00
39	\$37.77	\$46.36	\$4.00	\$5.00
40	\$35.77	\$44.36	\$6.00	\$5.00
41	\$33.77	\$42.36	\$8.00	\$5.00

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

SMW Local 104

 SMACNA

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 July 3, 2017 through July 1, 2018



50% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$52.95	\$6.00	\$2.59	\$61.54	\$0.00	\$0.00	\$1.90	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$85.01

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$52.95	\$61.54	\$0.00	\$0.00
2	\$50.95	\$59.54	\$2.00	\$0.00
3	\$48.95	\$57.54	\$4.00	\$0.00
4	\$46.95	\$55.54	\$6.00	\$0.00
5	\$44.95	\$53.54	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$51.95	\$60.54	\$0.00	\$1.00
14	\$49.95	\$58.54	\$2.00	\$1.00
15	\$47.95	\$56.54	\$4.00	\$1.00
16	\$45.95	\$54.54	\$6.00	\$1.00
17	\$43.95	\$52.54	\$8.00	\$1.00

C, H-N= \$24.16 hourly rate.
 (including straight time, overtime,
 and double time)

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

WFE#	A-BW	D-GT	E-401K	F-HRA
25	\$50.95	\$59.54	\$0.00	\$2.00
26	\$48.95	\$57.54	\$2.00	\$2.00
27	\$46.95	\$55.54	\$4.00	\$2.00
28	\$44.95	\$53.54	\$6.00	\$2.00
29	\$42.95	\$51.54	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$47.95	\$56.54	\$0.00	\$5.00
38	\$45.95	\$54.54	\$2.00	\$5.00
39	\$43.95	\$52.54	\$4.00	\$5.00
40	\$41.95	\$50.54	\$6.00	\$5.00
41	\$39.95	\$48.54	\$8.00	\$5.00

55% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$59.09	\$6.00	\$2.59	\$67.68	\$0.00	\$0.00	\$2.10	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$91.35

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$59.09	\$67.68	\$0.00	\$0.00
2	\$57.09	\$65.68	\$2.00	\$0.00
3	\$55.09	\$63.68	\$4.00	\$0.00
4	\$53.09	\$61.68	\$6.00	\$0.00
5	\$51.09	\$59.68	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$58.09	\$66.68	\$0.00	\$1.00
14	\$56.09	\$64.68	\$2.00	\$1.00
15	\$54.09	\$62.68	\$4.00	\$1.00
16	\$52.09	\$60.68	\$6.00	\$1.00
17	\$50.09	\$58.68	\$8.00	\$1.00

C, H-N= \$24.16 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	\$57.09	\$65.68	\$0.00	\$2.00
26	\$55.09	\$63.68	\$2.00	\$2.00
27	\$53.09	\$61.68	\$4.00	\$2.00
28	\$51.09	\$59.68	\$6.00	\$2.00
29	\$49.09	\$57.68	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$54.09	\$62.68	\$0.00	\$5.00
38	\$52.09	\$60.68	\$2.00	\$5.00
39	\$50.09	\$58.68	\$4.00	\$5.00
40	\$48.09	\$56.68	\$6.00	\$5.00
41	\$46.09	\$54.68	\$8.00	\$5.00

60% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$65.25	\$6.00	\$2.59	\$73.84	\$0.00	\$0.00	\$2.28	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$97.69

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$65.25	\$73.84	\$0.00	\$0.00
2	\$63.25	\$71.84	\$2.00	\$0.00
3	\$61.25	\$69.84	\$4.00	\$0.00
4	\$59.25	\$67.84	\$6.00	\$0.00
5	\$57.25	\$65.84	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$64.25	\$72.84	\$0.00	\$1.00
14	\$62.25	\$70.84	\$2.00	\$1.00
15	\$60.25	\$68.84	\$4.00	\$1.00
16	\$58.25	\$66.84	\$6.00	\$1.00
17	\$56.25	\$64.84	\$8.00	\$1.00

C, H-N= \$24.16 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	\$63.25	\$71.84	\$0.00	\$2.00
26	\$61.25	\$69.84	\$2.00	\$2.00
27	\$59.25	\$67.84	\$4.00	\$2.00
28	\$57.25	\$65.84	\$6.00	\$2.00
29	\$55.25	\$63.84	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$60.25	\$68.84	\$0.00	\$5.00
38	\$58.25	\$66.84	\$2.00	\$5.00
39	\$56.25	\$64.84	\$4.00	\$5.00
40	\$54.25	\$62.84	\$6.00	\$5.00
41	\$52.25	\$60.84	\$8.00	\$5.00

SMW Local 104

 SMACNA

** Contribution payment submitted directly to National Fund



Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 July 3, 2017 through July 1, 2018



65% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMO HIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$71.39	\$6.00	\$2.59	\$79.98	\$0.00	\$0.00	\$2.48	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$104.03

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$71.39	\$79.98	\$0.00	\$0.00
2	\$69.39	\$77.98	\$2.00	\$0.00
3	\$67.39	\$75.98	\$4.00	\$0.00
4	\$65.39	\$73.98	\$6.00	\$0.00
5	\$63.39	\$71.98	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$70.39	\$78.98	\$0.00	\$1.00
14	\$68.39	\$76.98	\$2.00	\$1.00
15	\$66.39	\$74.98	\$4.00	\$1.00
16	\$64.39	\$72.98	\$6.00	\$1.00
17	\$62.39	\$70.98	\$8.00	\$1.00

C, H-N= \$24.16 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	\$69.39	\$77.98	\$0.00	\$2.00
26	\$67.39	\$75.98	\$2.00	\$2.00
27	\$65.39	\$73.98	\$4.00	\$2.00
28	\$63.39	\$71.98	\$6.00	\$2.00
29	\$61.39	\$69.98	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$66.39	\$74.98	\$0.00	\$5.00
38	\$64.39	\$72.98	\$2.00	\$5.00
39	\$62.39	\$70.98	\$4.00	\$5.00
40	\$60.39	\$68.98	\$6.00	\$5.00
41	\$58.39	\$66.98	\$8.00	\$5.00

70% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMO HIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$77.55	\$6.00	\$2.59	\$86.14	\$0.00	\$0.00	\$2.66	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$110.37

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$77.55	\$86.14	\$0.00	\$0.00
2	\$75.55	\$84.14	\$2.00	\$0.00
3	\$73.55	\$82.14	\$4.00	\$0.00
4	\$71.55	\$80.14	\$6.00	\$0.00
5	\$69.55	\$78.14	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$76.55	\$85.14	\$0.00	\$1.00
14	\$74.55	\$83.14	\$2.00	\$1.00
15	\$72.55	\$81.14	\$4.00	\$1.00
16	\$70.55	\$79.14	\$6.00	\$1.00
17	\$68.55	\$77.14	\$8.00	\$1.00

C, H-N= \$24.16 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	\$75.55	\$84.14	\$0.00	\$2.00
26	\$73.55	\$82.14	\$2.00	\$2.00
27	\$71.55	\$80.14	\$4.00	\$2.00
28	\$69.55	\$78.14	\$6.00	\$2.00
29	\$67.55	\$76.14	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$72.55	\$81.14	\$0.00	\$5.00
38	\$70.55	\$79.14	\$2.00	\$5.00
39	\$68.55	\$77.14	\$4.00	\$5.00
40	\$66.55	\$75.14	\$6.00	\$5.00
41	\$64.55	\$73.14	\$8.00	\$5.00

75% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMO HIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$83.69	\$6.00	\$2.59	\$92.28	\$0.00	\$0.00	\$2.86	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$116.71

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$83.69	\$92.28	\$0.00	\$0.00
2	\$81.69	\$90.28	\$2.00	\$0.00
3	\$79.69	\$88.28	\$4.00	\$0.00
4	\$77.69	\$86.28	\$6.00	\$0.00
5	\$75.69	\$84.28	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$82.69	\$91.28	\$0.00	\$1.00
14	\$80.69	\$89.28	\$2.00	\$1.00
15	\$78.69	\$87.28	\$4.00	\$1.00
16	\$76.69	\$85.28	\$6.00	\$1.00
17	\$74.69	\$83.28	\$8.00	\$1.00

C, H-N= \$24.16 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	\$81.69	\$90.28	\$0.00	\$2.00
26	\$79.69	\$88.28	\$2.00	\$2.00
27	\$77.69	\$86.28	\$4.00	\$2.00
28	\$75.69	\$84.28	\$6.00	\$2.00
29	\$73.69	\$82.28	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$78.69	\$87.28	\$0.00	\$5.00
38	\$76.69	\$85.28	\$2.00	\$5.00
39	\$74.69	\$83.28	\$4.00	\$5.00
40	\$72.69	\$81.28	\$6.00	\$5.00
41	\$70.69	\$79.28	\$8.00	\$5.00

SMW Local 104

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Sheet Metal Workers' Local Union No. 104 Wage and Fringe Schedule
Apprentice-Building Trades, Light Commercial, Residential
 Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa,
 San Francisco, San Mateo, Santa Clara, Solano, Sonoma, and Trinity Counties
 July 3, 2017 through July 1, 2018



80% Apprentice Double Time

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Base Wage	Vac./ Holiday	Dues SVC Fee Init Fee	Total Gross Taxable	401 K	HRA	PSP @ 3%	Health Care SubShc	Nor Cal Pension	Local Training	Scholar Fund	NPF**	SMOHIT/ NEMIC/ ITI**	IPF	Total Pkg.
\$89.85	\$6.00	\$2.59	\$98.44	\$0.00	\$0.00	\$3.04	\$14.18	\$4.06	\$1.23	\$0.05	\$1.17	\$0.17	\$0.71	\$123.05

WFE#	A-BW	D-GT	E-401K	F-HRA
1	\$89.85	\$98.44	\$0.00	\$0.00
2	\$87.85	\$96.44	\$2.00	\$0.00
3	\$85.85	\$94.44	\$4.00	\$0.00
4	\$83.85	\$92.44	\$6.00	\$0.00
5	\$81.85	\$90.44	\$8.00	\$0.00

WFE#	A-BW	D-GT	E-401K	F-HRA
13	\$88.85	\$97.44	\$0.00	\$1.00
14	\$86.85	\$95.44	\$2.00	\$1.00
15	\$84.85	\$93.44	\$4.00	\$1.00
16	\$82.85	\$91.44	\$6.00	\$1.00
17	\$80.85	\$89.44	\$8.00	\$1.00

C, H-N= \$24.16 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	\$87.85	\$96.44	\$0.00	\$2.00
26	\$85.85	\$94.44	\$2.00	\$2.00
27	\$83.85	\$92.44	\$4.00	\$2.00
28	\$81.85	\$90.44	\$6.00	\$2.00
29	\$79.85	\$88.44	\$8.00	\$2.00

WFE#	A-BW	D-GT	E-401K	F-HRA
37	\$84.85	\$93.44	\$0.00	\$5.00
38	\$82.85	\$91.44	\$2.00	\$5.00
39	\$80.85	\$89.44	\$4.00	\$5.00
40	\$78.85	\$87.44	\$6.00	\$5.00
41	\$76.85	\$85.44	\$8.00	\$5.00

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