

# SMART LOCAL 36 WAGE AND FRINGE BENEFITS

**08/01/2019-07/31/2020**

## JOURNEYMEN

REGULAR RATE OF PAY				
10% Type Code	Journeyman J	Foreman F	General Foreman GF	Superintendent SI
Hourly Wage	\$ 39.65	\$ 41.65	\$ 42.15	\$ 42.65
Vacation (10%)	3.96	4.17	4.22	4.27
<b>Taxable Wage:</b>	<b>\$ 43.61</b>	<b>\$ 45.82</b>	<b>\$ 46.37</b>	<b>\$ 46.92</b>
401(k)	0.50	0.50	0.50	0.50
Welfare	9.34	9.34	9.34	9.34
<b>Pension</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>
National Pension	1.00	1.00	1.00	1.00
<b>SASMI**</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>
SASMI B (HCRA B)	0.25	0.25	0.25	0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17
Apprentice Fund	0.73	0.73	0.73	0.73
Mandatory Drug Program	0.01	0.01	0.01	0.01
<b>Total Package:</b>	<b>\$ 67.49</b>	<b>\$ 69.70</b>	<b>\$ 70.25</b>	<b>\$ 70.80</b>
<b>EOPR Deduction*:</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>

\*This amount is deducted from hourly wage and remitted to Local 36's Educational Building and Educational, Organizational and Public Relations Funds.

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SASMI B- new hourly contribution.

# SMART LOCAL 36 WAGE AND FRINGE BENEFITS

08/01/2019-07/31/2020

## JOURNEYMEN

<b>TIME AND ONE-HALF: ONE AND ONE-HALF (1.5) TIMES REGULAR RATE OF PAY</b>				
10% Type Code	Journeyman J	Foreman F	General Foreman GF	Superintendent SI
Hourly Wage	\$ 59.47	\$ 62.48	\$ 63.23	\$ 63.98
Vacation (10%)	5.95	6.25	6.32	6.40
<b>Taxable Wage:</b>	<b>\$ 65.42</b>	<b>\$ 68.73</b>	<b>\$ 69.55</b>	<b>\$ 70.38</b>
401(k)	0.50	0.50	0.50	0.50
Welfare	9.34	9.34	9.34	9.34
<b>Pension</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>
National Pension	1.00	1.00	1.00	1.00
<b>SASMI**</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>
SASMI B (HCRA B)	0.25	0.25	0.25	0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17
Apprentice Fund	0.73	0.73	0.73	0.73
Mandatory Drug Program	0.01	0.01	0.01	0.01
<b>Total Package:</b>	<b>\$ 89.30</b>	<b>\$ 92.61</b>	<b>\$ 93.43</b>	<b>\$ 94.26</b>
<b>EOPR Deduction*:</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>

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# SMART LOCAL 36 WAGE AND FRINGE BENEFITS

08/01/2019-07/31/2020

## JOURNEYMEN

<b>DOUBLE TIME: TWO (2) TIMES REGULAR RATE OF PAY</b>				
10% Type Code	Journeyman J	Foreman F	General Foreman GF	Superintendent SI
Hourly Wage	\$ 79.30	\$ 83.30	\$ 84.30	\$ 85.30
Vacation (10%)	\$ 7.93	\$ 8.33	\$ 8.43	\$ 8.53
<b>Taxable Wage:</b>	<b>\$ 87.23</b>	<b>\$ 91.63</b>	<b>\$ 92.73</b>	<b>\$ 93.83</b>
401(k)	0.50	0.50	0.50	0.50
Welfare	9.34	9.34	9.34	9.34
<b>Pension</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>
National Pension	1.00	1.00	1.00	1.00
<b>SASMI**</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>
SASMI B (HCRA B)	0.25	0.25	0.25	0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17
Apprentice Fund	0.73	0.73	0.73	0.73
Mandatory Drug Program	0.01	0.01	0.01	0.01
<b>Total Package:</b>	<b>\$ 111.11</b>	<b>\$ 115.51</b>	<b>\$ 116.61</b>	<b>\$ 117.71</b>
<b>EOPR Deduction*:</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>

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SASMI B- new hourly contribution.

# SMART LOCAL 36 WAGE AND FRINGE BENEFITS

08/01/2019-07/31/2020

## JOURNEYMEN -VOLUNTARY VACATION 15%

<b>Regular Rate of Pay</b>				
15% Type Code	Journeyman J	Foreman F	General Foreman GF	Superintendent SI
Hourly Wage	\$ 37.92	\$ 39.84	\$ 40.32	\$ 40.80
Vacation (15%)	5.69	5.98	6.05	6.12
<b>Taxable Wage:</b>	<b>\$ 43.61</b>	<b>\$ 45.82</b>	<b>\$ 46.37</b>	<b>\$ 46.92</b>
401(k)	0.50	0.50	0.50	0.50
Welfare	9.34	9.34	9.34	9.34
<b>Pension</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>
National Pension	1.00	1.00	1.00	1.00
<b>SASMI**</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>
SASMI B (HCRA B)	0.25	0.25	0.25	0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17
Apprentice Fund	0.73	0.73	0.73	0.73
Mandatory Drug Program	0.01	0.01	0.01	0.01
<b>Total Package:</b>	<b>\$ 67.49</b>	<b>\$ 69.70</b>	<b>\$ 70.25</b>	<b>\$ 70.80</b>
<b>EOPR Deduction*:</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>

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# SMART LOCAL 36 WAGE AND FRINGE BENEFITS

08/01/2019-07/31/2020

## JOURNEYMEN -VOLUNTARY VACATION 15%

<b>TIME AND ONE-HALF: ONE AND ONE-HALF (1.5) TIMES REGULAR RATE OF PAY</b>				
15% Type Code	Journeyman J	Foreman F	General Foreman GF	Superintendent SI
Hourly Wage	\$ 56.89	\$ 59.77	\$ 60.48	\$ 61.20
Vacation (15%)	8.53	8.96	9.07	9.18
<b>Taxable Wage:</b>	<b>\$ 65.42</b>	<b>\$ 68.73</b>	<b>\$ 69.55</b>	<b>\$ 70.38</b>
401(k)	0.50	0.50	0.50	0.50
Welfare	9.34	9.34	9.34	9.34
<b>Pension</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>
National Pension	1.00	1.00	1.00	1.00
<b>SASMI**</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>
SASMI B (HCRA B)	0.25	0.25	0.25	0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17
Apprentice Fund	0.73	0.73	0.73	0.73
Mandatory Drug Program	0.01	0.01	0.01	0.01
<b>Total Package:</b>	<b>\$ 89.30</b>	<b>\$ 92.61</b>	<b>\$ 93.43</b>	<b>\$ 94.26</b>
<b>EOPR Deduction*:</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>

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# SMART LOCAL 36 WAGE AND FRINGE BENEFITS

08/01/2019-07/31/2020

## JOURNEYMEN -VOLUNTARY VACATION 15%

<b>DOUBLE TIME: TWO (2) TIMES REGULAR RATE OF PAY</b>				
15% Type Code	Journeyman J	Foreman F	General Foreman GF	Superintendent SI
Hourly Wage	\$ 75.85	\$ 79.68	\$ 80.64	\$ 81.59
15% vacation	11.38	11.95	12.09	12.24
<b>Taxable Wage:</b>	<b>\$ 87.23</b>	<b>\$ 91.63</b>	<b>\$ 92.73</b>	<b>\$ 93.83</b>
401(k)	0.50	0.50	0.50	0.50
Welfare	9.34	9.34	9.34	9.34
<b>Pension</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>
National Pension	1.00	1.00	1.00	1.00
<b>SASMI**</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>
SASMI B (HCRA B)	0.25	0.25	0.25	0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17
Apprentice Fund	0.73	0.73	0.73	0.73
Mandatory Drug Program	0.01	0.01	0.01	0.01
<b>Total Package:</b>	<b>\$ 111.11</b>	<b>\$ 115.51</b>	<b>\$ 116.61</b>	<b>\$ 117.71</b>
<b>EOPR Deduction*:</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>

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# SMART LOCAL 36 WAGE AND FRINGE BENEFITS

08/01/2019-07/31/2020

## JOURNEYMEN SHIFT RATES

<b>SHIFT WORK AT 115% OF REGULAR RATE OF PAY</b>				
10% Type Code	Journeyman J	Foreman F	General Foreman GF	Superintendent SI
Hourly Wage	\$ 45.60	\$ 47.90	\$ 48.47	\$ 49.05
Vacation (10%)	4.56	4.79	4.85	4.91
<b>Taxable Wage:</b>	<b>\$ 50.16</b>	<b>\$ 52.69</b>	<b>\$ 53.32</b>	<b>\$ 53.96</b>
401(k)	0.50	0.50	0.50	0.50
Welfare	9.34	9.34	9.34	9.34
<b>Pension</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>
National Pension	1.00	1.00	1.00	1.00
<b>SASMI**</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>
SASMI B (HCRA B)	0.25	0.25	0.25	0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17
Apprentice Fund	0.73	0.73	0.73	0.73
Mandatory Drug Program	0.01	0.01	0.01	0.01
<b>Total Package:</b>	<b>\$ 74.04</b>	<b>\$ 76.57</b>	<b>\$ 77.20</b>	<b>\$ 77.84</b>
<b>EOPR Deduction*:</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>

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# SMART LOCAL 36 WAGE AND FRINGE BENEFITS

08/01/2019-07/31/2020

## JOURNEYMEN SHIFT RATES

<b>SHIFT WORK AT 115% AT ONE AND ONE-HALF (1 1/2) TIMES SHIFT RATE</b>				
10% Type Code	Journeyman <b>J</b>	Foreman <b>F</b>	General Foreman <b>GF</b>	Superintendent <b>SI</b>
Hourly Wage	\$ 68.40	\$ 71.85	\$ 72.71	\$ 73.58
Vacation (10%)	6.84	7.19	7.27	7.36
<b>Taxable Wage:</b>	<b>\$ 75.24</b>	<b>\$ 79.04</b>	<b>\$ 79.98</b>	<b>\$ 80.94</b>
401(k)	0.50	0.50	0.50	0.50
Welfare	9.34	9.34	9.34	9.34
<b>Pension</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>
National Pension	1.00	1.00	1.00	1.00
<b>SASMI**</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>
SASMI B (HCRA B)	0.25	0.25	0.25	0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17
Apprentice Fund	0.73	0.73	0.73	0.73
Mandatory Drug Program	0.01	0.01	0.01	0.01
<b>Total Package:</b>	<b>\$ 99.12</b>	<b>\$ 102.92</b>	<b>\$ 103.86</b>	<b>\$ 104.82</b>
<b>EOPR Deduction*:</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>

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# SMART LOCAL 36 WAGE AND FRINGE BENEFITS

08/01/2019-07/31/2020

## JOURNEYMEN SHIFT RATES WITH 15% VACATION PAY

<b>SHIFT WORK AT 115% OF REGULAR RATE OF PAY</b>				
15% Type Code	Journeyman J	Foreman F	General Foreman GF	Superintendent SI
Hourly Wage	\$ 43.62	\$ 45.82	\$ 46.36	\$ 46.92
Vacation (15%)	6.54	6.87	6.96	7.04
<b>Taxable Wage:</b>	<b>\$ 50.16</b>	<b>\$ 52.69</b>	<b>\$ 53.32</b>	<b>\$ 53.96</b>
401(k)	0.50	0.50	0.50	0.50
Welfare	9.34	9.34	9.34	9.34
<b>Pension</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>
National Pension	1.00	1.00	1.00	1.00
<b>SASMI**</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>
SASMI B (HCRA B)	0.25	0.25	0.25	0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17
Apprentice Fund	0.73	0.73	0.73	0.73
Mandatory Drug Progr	0.01	0.01	0.01	0.01
<b>Total Package:</b>	<b>\$ 74.04</b>	<b>\$ 76.57</b>	<b>\$ 77.20</b>	<b>\$ 77.84</b>
<b>EOPR Deduction*:</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>

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08/01/2019-07/31/2020

## JOURNEYMEN SHIFT RATES WITH 15% VACATION PAY

<b>SHIFT WORK AT 115% AT ONE AND ONE-HALF (1 1/2) TIMES SHIFT RATE</b>				
15% Type Code	Journeyman <b>J</b>	Foreman <b>F</b>	General Foreman <b>GF</b>	Superintendent <b>SI</b>
Hourly Wage	\$ 65.43	\$ 68.73	\$ 69.55	\$ 70.38
Vacation (15%)	9.81	10.31	10.43	10.56
<b>Taxable Wage:</b>	<b>\$ 75.24</b>	<b>\$ 79.04</b>	<b>\$ 79.98</b>	<b>\$ 80.94</b>
401(k)	0.50	0.50	0.50	0.50
Welfare	9.34	9.34	9.34	9.34
<b>Pension</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>	<b>9.60</b>
National Pension	1.00	1.00	1.00	1.00
<b>SASMI**</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>	<b>1.92</b>
SASMI B (HCRA B)	0.25	0.25	0.25	0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17
Apprentice Fund	0.73	0.73	0.73	0.73
Mandatory Drug Progr	0.01	0.01	0.01	0.01
<b>Total Package:</b>	<b>\$ 99.12</b>	<b>\$ 102.92</b>	<b>\$ 103.86</b>	<b>\$ 104.82</b>
<b>EOPR Deduction*:</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>	<b>\$ 2.95</b>

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**SMART LOCAL 36 WAGE AND FRINGE BENEFITS  
08/01/2019-07/31/2020**

**JOURNEYMEN - INDUSTRIAL ADDENDUM**

10%	<b>Journeyman J</b>
<b>Type Code</b>	<b>J</b>
<b>Hourly Wage</b>	\$ <b>39.65</b>
<b>Vacation (10%)</b>	<b>3.96</b>
<b>Taxable Wage:</b>	\$ <b>43.61</b>
<b>401(k)</b>	0.50
<b>Welfare</b>	9.34
<b>Pension</b>	<b>9.60</b>
<b>National Pension</b>	1.00
<b>SASMI**</b>	<b>1.92</b>
<b>SASMI B (HCRA B)</b>	0.25
<b>MIF-IFUS-PRIDE</b>	0.36
<b>ITI-NEMI-SMOHIT</b>	0.17
<b>Apprentice Fund</b>	0.73
<b>Mandatory Drug Program</b>	0.01
<b>Total Package:</b>	\$ <b>67.49</b>
<b>EOPR Deduction*:</b>	\$ <b>2.95</b>

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**APPRENTICES**

Type Code	0-999 hrs 50% 5A	1000-1999 hrs 52% 5B	2000-2999 hrs 55% 5C	3000-3999 hrs 60% 5D	4000-4999 hrs 65% 5E	5000-5999 hrs 70% 5F	6000-6999 hrs 70% 5G	7000-7999 hrs 80% 5H	8000-8999 hrs 80% 5I	9000-9999 hrs 90% 5J
Hourly Wage	\$ 19.83	\$ 20.62	\$ 21.81	\$ 23.79	\$ 25.77	\$ 27.76	\$ 27.76	\$ 31.72	\$ 31.72	\$ 35.69
Vacation	0.40 2%	0.41 2%	0.65 3%	0.95 4%	1.29 5%	1.67 6%	1.67 6%	2.54 8%	2.54 8%	3.57 10%
<b>Taxable Wage:</b>	<b>\$ 20.23</b>	<b>\$ 21.03</b>	<b>\$ 22.46</b>	<b>\$ 24.74</b>	<b>\$ 27.06</b>	<b>\$ 29.43</b>	<b>\$ 29.43</b>	<b>\$ 34.26</b>	<b>\$ 34.26</b>	<b>\$ 39.26</b>
401(k)	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Welfare	6.45	6.45	6.45	6.45	6.45	6.45	6.45	6.45	6.45	6.45
Pension	-	6.62	6.62	6.62	6.62	6.62	6.62	6.62	6.62	6.62
National Pension	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
SASMI**	-	1.37	1.37	1.37	1.37	1.37	1.37	1.37	1.37	1.37
SASMI B (HCRA B)		0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17
Apprentice Fund	-	0.73	0.73	0.73	0.73	0.73	0.73	0.73	0.73	0.73
<b>Total Package:</b>	<b>\$ 28.38</b>	<b>\$ 38.15</b>	<b>\$ 39.58</b>	<b>\$ 41.86</b>	<b>\$ 44.18</b>	<b>\$ 46.55</b>	<b>\$ 46.55</b>	<b>\$ 51.38</b>	<b>\$ 51.38</b>	<b>\$ 56.38</b>
EOPR Deduction:*	\$ 0.75	\$ 0.77	\$ 1.16	\$ 1.23	\$ 1.32	\$ 1.42	\$ 1.42	\$ 1.85	\$ 1.85	\$ 2.24

\*This amount is deducted from hourly wage and remitted to Local 36's Educational Building and Educational, Organizational and Public Relations Funds.

\*\*SASMI hourly amount is provided for assistance in bidding only. Effective 07/01/12, SASMI is paid based on Members' type code at flat rate listed above. No reduction should be made for any voluntary 401(k) contributions.

SASMI B- new hourly contribution.

**SMART LOCAL 36 WAGE AND FRINGE BENEFITS  
08/01/2019-07/31/2020**

**APPRENTICES 115% SHIFT RATE**

Type Code	0-999 hrs 50% 5A	1000-1999 hrs 52% 5B	2000-2999 hrs 55% 5C	3000-3999 hrs 60% 5D	4000-4999 hrs 65% 5E	5000-5999 hrs 70% 5F	6000-6999 hrs 70% 5G	7000-7999 hrs 80% 5H	8000-8999 hrs 80% 5I	9000-9999 hrs 90% 5J
Hourly Wage	\$ 22.80	\$ 23.71	\$ 25.08	\$ 27.36	\$ 29.64	\$ 31.92	\$ 31.92	\$ 36.48	\$ 36.48	\$ 41.04
Vacation	0.46 2%	0.47 2%	0.75 3%	1.09 4%	1.48 5%	1.92 6%	1.92 6%	2.92 8%	2.92 8%	4.10 10%
<b>Taxable Wage:</b>	<b>\$ 23.26</b>	<b>\$ 24.18</b>	<b>\$ 25.83</b>	<b>\$ 28.45</b>	<b>\$ 31.12</b>	<b>\$ 33.84</b>	<b>\$ 33.84</b>	<b>\$ 39.40</b>	<b>\$ 39.40</b>	<b>\$ 45.14</b>
401(k)	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Welfare	6.45	6.45	6.45	6.45	6.45	6.45	6.45	6.45	6.45	6.45
Pension	-	6.62	6.62	6.62	6.62	6.62	6.62	6.62	6.62	6.62
National Pension	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
SASMI**	-	1.37	1.37	1.37	1.37	1.37	1.37	1.37	1.37	1.37
SASMI B (HCRA B)	-	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17
Apprentice Fund	-	0.73	0.73	0.73	0.73	0.73	0.73	0.73	0.73	0.73
<b>Total Package:</b>	<b>\$ 31.41</b>	<b>\$ 41.30</b>	<b>\$ 42.95</b>	<b>\$ 45.57</b>	<b>\$ 48.24</b>	<b>\$ 50.96</b>	<b>\$ 50.96</b>	<b>\$ 56.52</b>	<b>\$ 56.52</b>	<b>\$ 62.26</b>
EOPR Deduction:*	\$ 0.75	\$ 0.77	\$ 1.16	\$ 1.23	\$ 1.32	\$ 1.42	\$ 1.42	\$ 1.85	\$ 1.85	\$ 2.24

\*This amount is deducted from hourly wage and remitted to Local 36's Educational Building and Educational, Organizational and Public Relations Funds.

\*\*SASMI hourly amount is provided for assistance in bidding only. Effective 07/01/12, SASMI is paid based on Members' type code at flat rate listed above. No reduction should be made for any voluntary 401(k) contributions.

SASMI B- new hourly contribution.

**SMART LOCAL 36 WAGE AND FRINGE BENEFITS**  
**08/01/2019-07/31/2020**

**RESIDENTIAL SERVICE JOURNEYMEN - ADDENDUM**

<b>REGULAR TIME</b>			
10% Type Code	Service Journeyman <b>RJ</b>	Master Journeyman <b>MJ</b>	
Hourly Wage	\$ 32.27	\$ 34.77	
Vacation (10%)	3.23	3.48	
Taxable Wage:	\$ 35.50	\$ 38.25	
401(k)	0.50	0.50	
Welfare	9.10	9.10	
Pension	7.40	7.40	
National Pension	1.74	1.74	
SASMI B (HCRA B)	0.25	0.25	
MIF-IFUS-PRIDE	0.36	0.36	
ITI-NEMI-SMOHIT	0.17	0.17	
Apprentice Fund	0.73	0.73	
Mandatory Drug Program	0.01	0.01	
Total Package:	\$ 55.76	\$ 58.51	
EOPR Deduction:*	\$ 1.97	\$ 1.97	

\*This amount is deducted from hourly wage and remitted to Local 36's Educational Building and Educational, Organizational and Public Relations Funds. [SASMI B- new hourly contribution.](#)

# SMART LOCAL 36 WAGE AND FRINGE BENEFITS

08/01/2019-07/31/2020

## RESIDENTIAL SERVICE JOURNEYMEN - ADDENDUM

<b>TIME AND ONE-HALF = ONE AND ONE-HALF (1.5) TIMES REGULAR RATE OF PAY</b>			
	Service Journeyman <b>RJ</b>	Master Journeyman <b>MJ</b>	
10% Type Code			
Hourly Wage	\$ 48.41	\$ 52.16	
Vacation (10%)	4.84	5.22	
Taxable Wage:	\$ 53.25	\$ 57.38	
401(k)	0.50	0.50	
Welfare	9.10	9.10	
Pension	7.40	7.40	
National Pension	1.74	1.74	
SASMI B (HCRA B)	0.25	0.25	
MIF-IFUS-PRIDE	0.36	0.36	
ITI-NEMI-SMOHIT	0.17	0.17	
Apprentice Fund	0.73	0.73	
Mandatory Drug Program	0.01	0.01	
Total Package:	\$ 73.51	\$ 77.64	
EOPR Deduction:*	\$ 1.97	\$ 1.97	

\*This amount is deducted from hourly wage and remitted to Local 36's Educational Building and Educational, Organizational and Public Relations Funds. [SASMI B- new hourly contribution.](#)

# SMART LOCAL 36 WAGE AND FRINGE BENEFITS

08/01/2019-07/31/2020

## RESIDENTIAL SERVICE APPRENTICES

(For Members who entered the program after August 1, 2006)

Type Code	0-999 hrs 50% AR	1000-1999 hrs 52% BR	2000-2999 hrs 55% CR	3000-3999 hrs 60% DR	4000-4999 hrs 65% ER	5000-5999 hrs 70% FR	6000-6999 hrs 70% GR	7000-7999 hrs 80% HR
Hourly Wage	\$ 16.14	\$ 16.78	\$ 17.75	\$ 19.36	\$ 20.98	\$ 22.59	\$ 22.59	\$ 25.82
Vacation	0.65 <small>4%</small>	0.84 <small>5%</small>	1.07 <small>6%</small>	1.36 <small>7%</small>	1.68 <small>8%</small>	1.92 <small>8.5%</small>	2.09 <small>9.25%</small>	2.45 <small>9.5%</small>
<b>Taxable Wage:</b>	<b>\$ 16.79</b>	<b>\$ 17.62</b>	<b>\$ 18.82</b>	<b>\$ 20.72</b>	<b>\$ 22.66</b>	<b>\$ 24.51</b>	<b>\$ 24.68</b>	<b>\$ 28.27</b>
401(k)	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Welfare	6.10	6.10	6.10	6.10	6.10	6.10	6.10	6.10
Pension	4.96	4.96	4.96	4.96	4.96	4.96	4.96	4.96
National Pension	1.74	1.74	1.74	1.74	1.74	1.74	1.74	1.74
SASMI B (HCRA B)	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17
Apprentice Fund	0.73	0.73	0.73	0.73	0.73	0.73	0.73	0.73
<b>Total Package:</b>	<b>\$ 31.60</b>	<b>\$ 32.43</b>	<b>\$ 33.63</b>	<b>\$ 35.53</b>	<b>\$ 37.47</b>	<b>\$ 39.32</b>	<b>\$ 39.49</b>	<b>\$ 43.08</b>
EOPR Deduction*:	\$ 0.73	\$ 0.75	\$ 0.83	\$ 1.01	\$ 1.13	\$ 1.29	\$ 1.29	\$ 1.45

\*This amount is deducted from this hourly wage and remitted to Local 36's Educational Building and Educational, Organizational and Public Relations Funds. [SASMI B- new hourly contribution.](#)



**SMART LOCAL 36 WAGE AND FRINGE BENEFITS  
08/01/2019-07/31/2020**

**LIGHT COMMERCIAL - RESIDENTIAL SPECIALISTS - SERVICE SPECIALISTS**

Type Code	0-999 hrs 40% <b>L1</b>	1000-1999 hrs 45% <b>L2</b>	2000-2999 hrs 50% <b>L3</b>	3000-3999 hrs 55% <b>L4</b>	4000-4999 hrs 60% <b>L5</b>	5000-5999 hrs 66% <b>L6</b>	6000-6999 hrs 72% <b>L7</b>	7000-7999 hrs 78% <b>L8</b>	8000-8999 hrs 84% <b>L9</b>	9000-9999 hrs 92% <b>LA</b>	10,000+ hrs 100% <b>LB</b>
Hourly Wage	\$ 15.86	\$ 17.84	\$ 19.83	\$ 21.81	\$ 23.79	\$ 23.79	\$ 23.79	\$ 23.79	\$ 23.79	\$ 23.79	\$ 23.79
Vacation**	-	-	-	-	-	-	-	-	-	-	-
<b>Taxable Wage:</b>	<b>\$ 15.86</b>	<b>\$ 17.84</b>	<b>\$ 19.83</b>	<b>\$ 21.81</b>	<b>\$ 23.79</b>	<b>\$ 23.79</b>	<b>\$ 23.79</b>	<b>\$ 23.79</b>	<b>\$ 23.79</b>	<b>\$ 23.79</b>	<b>\$ 23.79</b>
401(k)	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Welfare	<b>6.00</b>	<b>6.00</b>	<b>6.00</b>	<b>6.00</b>	<b>6.00</b>	<b>6.00</b>	<b>6.00</b>	<b>6.00</b>	<b>6.00</b>	<b>6.00</b>	<b>9.34</b>
National Pension	0.54	0.54	0.54	0.54	0.54	0.54	0.54	0.54	0.54	0.54	0.54
<b>SASMI***</b>	<b>0.69</b>	<b>0.75</b>	<b>0.81</b>	<b>0.87</b>	<b>0.92</b>	<b>0.92</b>	<b>0.92</b>	<b>0.92</b>	<b>0.92</b>	<b>0.92</b>	<b>1.03</b>
SASMI B (HCRA B)	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36	0.36
<b>Total Package:</b>	<b>\$ 24.37</b>	<b>\$ 26.41</b>	<b>\$ 28.46</b>	<b>\$ 30.50</b>	<b>\$ 32.53</b>	<b>\$ 32.53</b>	<b>\$ 32.53</b>	<b>\$ 32.53</b>	<b>\$ 32.53</b>	<b>\$ 32.53</b>	<b>\$ 35.98</b>
<b>EOPR Deduction*:</b>	<b>\$ 0.57</b>	<b>\$ 0.66</b>	<b>\$ 0.73</b>	<b>\$ 0.79</b>	<b>\$ 0.84</b>	<b>\$ 0.84</b>	<b>\$ 0.84</b>	<b>\$ 0.84</b>	<b>\$ 0.84</b>	<b>\$ 0.84</b>	<b>\$ 0.84</b>

\*This amount is deducted from this hourly wage and remitted to Local 36's Educational Building and Educational, Organization and Public Relations Funds.

\*\*After the first 1800 hours, a Specialist will receive one week paid vacation at his then current wage rate.

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**SMART LOCAL 36 WAGE AND FRINGE BENEFITS**  
**08/01/2019-07/31/2020**

**GUTTER TRUCK**

Type Code	Assistant Gutter Truck Classifications				Operator	Journeyman
	0-499 hrs *** GA	500-999 hrs GB	1000-1999 hrs G3	2000-2999 hrs G4	3000+ GTO	GJ
Hourly Wage	\$ 16.00	\$ 18.02	\$ 22.08	\$ 23.69	\$ 26.25	\$ 39.65
Vacation	-	1.08	1.33	1.42	1.58	3.96
		6%	6%	6%	6%	10%
<b>Taxable Wage:</b>	<b>\$ 16.00</b>	<b>\$ 19.10</b>	<b>\$ 23.41</b>	<b>\$ 25.11</b>	<b>\$ 27.83</b>	<b>\$ 43.61</b>
401(k)	-	0.50	0.50	0.50	0.50	0.50
Welfare	-	4.92	4.92	6.10	6.57	9.34
Pension	-	-	-	1.93	1.93	9.60
National Pension	1.25	1.25	1.50	1.50	1.63	1.00
<b>SASMI**</b>	-	-	-	-	-	1.92
SASMI B (HCRA B)						0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17	0.17	0.17
Apprentice Fund	0.25	0.25	0.25	0.25	0.25	0.73
Mandatory Drug Program	0.01	0.01	0.01	0.01	0.01	0.01
<b>Total Package:</b>	<b>\$ 18.04</b>	<b>\$ 26.56</b>	<b>\$ 31.12</b>	<b>\$ 35.93</b>	<b>\$ 39.25</b>	<b>\$ 67.49</b>
<b>EOPR Deduction*:</b>	<b>\$ -</b>	<b>\$ 0.54</b>	<b>\$ 0.54</b>	<b>\$ 0.62</b>	<b>\$ 0.91</b>	<b>\$ 2.95</b>

\*This amount is deducted from hourly wage and remitted to Local 36's Educational Building and Educational,

\*\*SASMI hourly amount is provided for assistance in bidding only. Effective 07/01/12, SASMI is paid based on Members' type code at flat rate listed above. No reduction should be made for any voluntary 401(k) contributions. SASMI B- new hourly contribution.

\*\*\* HIRED AFTER 08/01/2017

# SMART LOCAL 36 WAGE AND FRINGE BENEFITS

## 08/01/2019-07/31/2020

### GUTTER TRUCK Time and 1/2

Type Code	Assistant Gutter Truck Classifications				Operator	Journeyman
	0-499 hrs *** GA	500-999 hrs GB	1000-1999 hrs G3	2000-2999 hrs G4	3000+ GTO	GJ
Hourly Wage	\$ 24.00	\$ 27.03	\$ 33.13	35.54	\$ 39.39	\$ 59.47
Vacation		1.62	1.99	2.13	2.36	5.95
<b>Taxable Wage:</b>	<b>\$ 24.00</b>	<b>\$ 28.65</b>	<b>\$ 35.12</b>	<b>\$ 37.67</b>	<b>\$ 41.75</b>	<b>\$ 65.42</b>
401(k)	-	0.50	0.50	0.50	0.50	0.50
Welfare	-	4.92	4.92	6.10	6.57	9.34
Pension	-	-	-	1.93	1.93	9.60
National Pension	1.25	1.25	1.50	1.50	1.63	1.00
SASMI**	-	-	-	-	-	1.92
SASMI B (HCRA B)						0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17	0.17	0.17
Apprentice Fund	0.25	0.25	0.25	0.25	0.25	0.73
Mandatory Drug Program	0.01	0.01	0.01	0.01	0.01	0.01
<b>Total Package:</b>	<b>\$ 26.04</b>	<b>\$ 36.11</b>	<b>\$ 42.83</b>	<b>\$ 48.49</b>	<b>\$ 53.17</b>	<b>\$ 89.30</b>
<b>EOPR Deduction*:</b>	<b>\$ -</b>	<b>\$ 0.54</b>	<b>\$ 0.54</b>	<b>\$ 0.62</b>	<b>\$ 0.91</b>	<b>\$ 2.95</b>

\*This amount is deducted from hourly wage and remitted to Local 36's Educational Building and Educational,

\*\*SASMI hourly amount is provided for assistance in bidding only. Effective 07/01/12, SASMI is paid based on Members' type code at flat rate listed above. No reduction should be made for any voluntary 401(k) contributions. SASMI B- new hourly contribution.

\*\*\* Hired after 08/01/2017

# SMART LOCAL 36 WAGE AND FRINGE BENEFITS

## 08/01/2019-07/31/2020

### GUTTER TRUCK Double time

Type Code	Assistant Gutter Truck Classifications				Operator	Journeyman
	0-499 hrs *** GA	500-999 GB	1000-1999 hrs G3	2000-2999 hrs G4	3000+ GTO	GJ
Hourly Wage	\$ 32.00	\$ 36.04	44.17	47.38	\$ 52.51	\$ 79.29
Vacation	0	2.16	2.65	2.84	3.15	7.93
<b>Taxable Wage:</b>	<b>\$ 32.00</b>	<b>\$ 38.20</b>	<b>\$ 46.82</b>	<b>\$ 50.22</b>	<b>\$ 55.66</b>	<b>\$ 87.22</b>
401(k)	-	0.50	0.50	0.50	0.50	0.50
Welfare	-	4.92	4.92	6.10	6.57	9.34
Pension	-	-	-	1.93	1.93	9.60
National Pension	1.25	1.25	1.50	1.50	1.63	1.00
SASMI**	-	-	-	-	-	1.92
SASMI B (HCRA B)						0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17	0.17	0.17
Apprentice Fund	0.25	0.25	0.25	0.25	0.25	0.73
Mandatory Drug Program	0.01	0.01	0.01	0.01	0.01	0.01
<b>Total Package:</b>	<b>\$ 34.04</b>	<b>\$ 45.66</b>	<b>\$ 54.53</b>	<b>\$ 61.04</b>	<b>\$ 67.08</b>	<b>\$ 111.10</b>
<b>EOPR Deduction*:</b>	<b>\$ -</b>	<b>\$ 0.54</b>	<b>\$ 0.54</b>	<b>\$ 0.62</b>	<b>\$ 0.91</b>	<b>\$ 2.95</b>

\*This amount is deducted from hourly wage and remitted to Local 36's Educational Building and Educational,

\*\*SASMI hourly amount is provided for assistance in bidding only. Effective 07/01/12, SASMI is paid based on Members' type code at flat rate listed above. No reduction should be made for any voluntary 401(k) contributions. SASMI B- new hourly contribution.

\*\*\*HIRED AFTER 08/01/2017

# SMART LOCAL 36 WAGE AND FRINGE BENEFITS

08/01/2019-07/31/2020

## TARGET AREA JOBS\*\*\*

Type Code	Journeyman TJ	Foreman TF	General Foreman FT	Superintendent TS
Hourly Wage	\$ 33.42	\$ 36.28	\$ 36.77	\$ 37.25
Vacation	1.00	1.00	1.00	1.00
<b>Taxable Wage:</b>	<b>\$ 34.42</b>	<b>\$ 37.28</b>	<b>\$ 37.77</b>	<b>\$ 38.25</b>
401(k)	0.50	0.50	0.50	0.50
Welfare	6.41	6.41	6.41	6.41
Pension	5.96	5.96	5.96	5.96
National Pension	1.00	1.00	1.00	1.00
SASMI**	1.92	1.92	1.92	1.92
SASMI B (HCRA B)	0.25	0.25	0.25	0.25
MIF-IFUS-PRIDE	0.36	0.36	0.36	0.36
ITI-NEMI-SMOHIT	0.17	0.17	0.17	0.17
Apprentice Fund	0.73	0.73	0.73	0.73
Mandatory Drug Program	-	-	-	-
<b>Total Package:</b>	<b>\$ 51.72</b>	<b>\$ 54.58</b>	<b>\$ 55.07</b>	<b>\$ 55.55</b>
<b>EOPR Deduction*:</b>	<b>\$ 1.48</b>	<b>\$ 1.48</b>	<b>\$ 1.48</b>	<b>\$ 1.48</b>

\*This amount is deducted from this hourly wage and remitted to Local 36's Educational Building and Educational, Organization and Public Relations Funds.

\*\*SASMI hourly amount is provided for assistance in bidding only. Effective 07/01/12, SASMI is paid based on Members' type code at flat rate listed above. No reduction should be made for any voluntary 401(k) contributions. ST. LOUIS SASMI RATES ARE PAID ON THESE MEMBERS... RATES HAVE BEEN ADJUSTED ACCORDINGLY. SASMI B- new hourly contribution.

\*\*\*TARGET Areas: Missouri Counties of Clark, Dent, Gasconade, Knox, Lewis, Maries, Montgomery, Phelps and Pulaski. ST LOUIS MEMBER'S WORKING IN THESE AREAS.