



SMART Local 219/SMACNA Northern IL Wage Rates June 1, 2024 - May 31, 2025

Wage, Payroll Deductions & Fringe Benefit Contributions	2024 Changes	Journeyman						A, B and C Apprentices								A & B App	
		Bldg Trades Jman	Fore man	Sup't	Resid. Jman	Indust. Worker	Pre-App.	1st Year 1st Half	1st Year 2nd Half	2nd Year 1st Half	2nd Year 2nd Half	3rd Year 1st Half	3rd Year 2nd Half	4th Year 1st Half	4th Year 2nd Half	5th Year 1st Half	5th Year 2nd Half
Foreman/Sup't base wages are 15%/20% above Jman gross taxable. Resid Jman, Indust, Pre-app & App base wages are % of Jman Base wage (gross taxable less SMPPI).			115%	120%	75%	40%	30%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%
Gross Taxable Wage	2.01	52.14	61.41	64.02	39.47	21.73	16.66	21.73	24.26	26.80	29.33	31.86	34.40	36.93	39.47	42.00	44.54
OVERTIME/DOUBLE TIME RATES ARE BASED ON TOTAL GROSS TAXABLE WAGE																	
Payroll Deductions																	
SMPPI Deduction <i>Scholarship (0.12) Market Recovery (0.95) PAC (0.18) IA Per Cap (0.20)</i>	0.02	1.45	1.45	1.45	1.45	1.45	1.45	1.45	1.45	1.45	1.45	1.45	1.45	1.45	1.45	1.45	1.45
Working Assess (hourly ~ on fringes)	-	0.94	0.94	0.94	0.79	0.55	0.36	0.59	0.62	0.65	0.67	0.70	0.73	0.76	0.79	0.82	0.85
Working Assess (% of Gross Wages)	-	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
Fringe Benefits																	
<i>Based on Hours Paid: Benefits on Overtime/Doubletime Hours paid at Overtime/Doubletime Rates</i>																	
National Pension Fund	-	8.18	8.18	8.18	6.14	3.27	0.41	3.27	3.68	4.09	4.50	4.91	5.32	5.73	6.14	6.54	6.95
Retirement Savings Plan	0.70	15.38	15.38	15.38	11.54	6.15	-	6.15	6.92	7.69	8.46	9.23	10.00	10.77	11.54	12.30	13.07
Training Fund	0.15	1.25	1.25	1.25	1.25	-	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25
Employee Benefit Fund	1.00	10.70	10.70	10.70	10.70	10.70	10.70	10.70	10.70	10.70	10.70	10.70	10.70	10.70	10.70	10.70	10.70
<i>Based on Hours Worked: Benefits on all hours paid at Regular Rate</i>																	
Retiree Subsidy Fund	0.18	0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80	0.80
Health Reimbursement Account	0.40	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
BT (0.06) PFR (0.05)		0.11	0.11	0.11	0.11	-	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11
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	0.17	0.17	0.17	0.17	0.17
Subtotal	4.44	89.73	99.00	101.61	71.18	43.82	31.10	45.18	48.89	52.61	56.32	60.03	63.75	67.46	71.18	74.87	78.59
<i>Based on Hours Worked: Benefits on all hours paid at Regular Rate</i>																	
Industry Fund	0.02	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47	0.47
Total Contractual Exp.	4.46	90.20	99.47	102.08	71.65	44.29	31.57	45.65	49.36	53.08	56.79	60.50	64.22	67.93	71.65	75.34	79.06

Future adjustments to Contractual Expense

June 1, 2025 increase \$ 4.69
 June 1, 2026 increase \$ 4.93

May 31, 2027 contract expiration

2024-2025 Holidays

Independence Day **July 4, 2024**
 Labor Day **Sept 2, 2024**
 Thanksgiving Day **Nov 28, 2024**
 Day after Thanksgiving **Nov 29, 2024**
 Christmas Day **Dec 25, 2024**
 New Year's Day **Jan 1, 2025**
 Memorial Day **May 26, 2025**
 * Paid at Double Time

Contribution reports and payments

Due on the **15th** of each month
 Considered delinquent on the 20th

Local Report & Remittance
<https://ecommerce.issisystems.com/iremit246/eremit.dtl/24601/logine.asp>
 National Report & Remittance
<https://secure.smnbf.org/EmployerSite/Auth/Login?returnUrl=/EmployerSite>