

**SMART Sheet Metal Workers Local 49
El Paso Wage Schedule
January 1, 2026**

Journeyman		Apprentice							
		1st Year		2nd Year		3rd Year		4th Year	
		50%	55%	60%	65%	70%	75%	80%	85%
		1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5
Base Rate of Pay	\$ 26.51	\$ 13.26	\$ 14.58	\$ 15.91	\$ 17.23	\$ 18.56	\$ 19.88	\$ 21.21	\$ 22.53
Family Health Plan*	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17
National Pension	\$ 8.18	\$ 4.09	\$ 4.50	\$ 4.91	\$ 5.32	\$ 5.73	\$ 6.14	\$ 6.54	\$ 6.95
SMOHIT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
NEMI	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03
National Training (ITI)	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
Local Training	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72
National Industry	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17
Local 49 DCP (401-K)	\$ 0.25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SASMI	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!
Total Package	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!
Union Check Off	\$ 1.45	\$ 0.86	\$ 0.92	\$ 0.98	\$ 1.04	\$ 1.10	\$ 1.15	\$ 1.21	\$ 1.27

Preapprentice		Classified Worker				Experience in the SM Industry for Classified Worker Step Determination Step 1: No Experience Step 2: After 500 Hours Worked Step 3: After 2000 Hours Worked Step 4: After 6000 Hours Worked
40.5%		Step 1	Step 2	Step 3	Step 4	
		44%	58%	71%	85%	
Base Rate of Pay	\$ 10.74	\$ 11.66	\$ 15.38	\$ 18.82	\$ 22.53	
Family Health Plan*	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	
National Pension	\$ 0.41	\$ 3.60	\$ 4.74	\$ 5.81	\$ 6.95	
SMOHIT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	
NEMI	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	
National Training (ITI)	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	
Local Training	\$ 1.33	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	
National Industry	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	
Total Package	\$ 17.99	\$ 22.49	\$ 27.35	\$ 31.86	\$ 36.71	
Union Check Off	\$ 0.74	\$ 0.78	\$ 0.95	\$ 1.11	\$ 1.27	

Premium Pay	
Foreman Premium	
Low Foreman (5 or fewer workers)	\$3.00
High Foreman (6 or more workers)	\$4.50
General Foreman	\$5.00
Welding Premium	
Certified JM welding hours	\$2.50
ITI Certified Apprentice welding hours	JM wage
TABB Premium	
Certified TABB, NEBB, AABC Tech T&B hours	\$2.50
Hazard Premium	
	10% of base rate of pay

***Member Note:** If Family Health Plan Trustees determine it is necessary in order to maintain the FHP, \$0.50 may be moved back from the wage to the FHP contribution rate.