

**SMART Sheet Metal Workers Local 49  
Los Alamos National Labs - Davis Bacon  
January 1, 2026**

<b>Journeyman</b>		<b>Apprentice</b>							
		1st Year		2nd Year		3rd Year		4th Year	
		50%	55%	60%	65%	70%	75%	80%	85%
LANS		1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5
Base Rate of Pay	\$ 44.81	\$ 23.69	\$ 25.80	\$ 27.91	\$ 30.03	\$ 32.14	\$ 34.25	\$ 36.36	\$ 38.47
Family Health Plan	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17
National Pension *	\$ 9.58	\$ 4.79	\$ 5.27	\$ 5.75	\$ 6.23	\$ 6.71	\$ 7.19	\$ 7.66	\$ 8.14
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
Local 49 DCP (401-K)	\$ 0.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SASMI	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!
Total Package	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!
Union Check Off	\$ 2.28	\$ 1.33	\$ 1.42	\$ 1.52	\$ 1.61	\$ 1.71	\$ 1.80	\$ 1.90	\$ 1.99

<b>Hazard Premium</b>	
Article VI, Section 6	10% of Base Wage

<b>Foreman Premium</b>	
Low Foreman ( 5 or fewer workers)	\$3.00
High Foreman ( 6 or more workers)	\$4.50
General Foreman	\$5.00

\* National Pension: Base wage will be adjusted to cover up to 7% required increase; any required increase over 7% will reopen CBA negotiations for this point only.