

SMART Local 49 N3B - MAINTENANCE WAGE SCHEDULE October 6, 2025

Los Alamos Maintenance

Journeyman	Apprentice: Journeyman	50%	55%	60%	70%	75%	80%	85%	90%
		1st Period (1.0)	2nd Period (1.5)	3rd Period (2.0)	4th Period (2.5)	5th Period (3.0)	6th Period (3.5)	7th Period (4.0)	8th Period (4.5)
Base Rate of Pay	\$ 46.31	\$ 23.16	\$ 25.47	\$ 27.79	\$ 32.42	\$ 34.73	\$ 37.05	\$ 39.36	\$ 41.68
National Pension	\$ 9.58	\$ 4.79	\$ 5.27	\$ 5.75	\$ 6.71	\$ 7.19	\$ 7.66	\$ 8.14	\$ 8.62
Health & Welfare	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17
International Training Institute	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17
Local Training	\$ 1.12	\$ 1.12	\$ 1.12	\$ 1.12	\$ 1.12	\$ 1.12	\$ 1.12	\$ 1.12	\$ 1.12
Local 49 DCP (401-K)	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50	\$ 0.50
Total Package	\$ 62.85	\$ 34.91	\$ 37.70	\$ 40.50	\$ 46.09	\$ 48.88	\$ 51.67	\$ 54.46	\$ 57.26
<i>Union Check Off</i>	\$ 2.30	\$ 1.26	\$ 1.37	\$ 1.47	\$ 1.68	\$ 1.78	\$ 1.89	\$ 1.99	\$ 2.10

Working (low) Foreman	13%	5 or fewer workers
Working (high) Foreman	18%	6 or more workers
Lister	18%	
Designated General Foreman	23%	
Area General Foreman	33%	

***Member Note:** If Family Health Plan Trustees determine it is necessary in order to maintain the FHP, \$.50 may be moved back from the wage to the FHP contribution rate.

The Union, with a thirty (30) day advance notice to the Company, may divert Wages or Fringes.

Oct. 2024	Change	Oct. 2025
44.51	1.80	\$ 46.31
9.39	0.19	\$ 9.58
5.17	0.00	\$ 5.17
0.17	0.00	\$ 0.17
1.12	0.00	\$ 1.12
0.50	0.00	\$ 0.50
60.86	1.99	\$ 62.85
Dues Check-Off		
\$ 2.22	0.08	\$ 2.30

\$1.80 2.96% Blended Indices

\$1.80 Wage increase

4.50% Dues Check-off +

0.22 I/A Percap