

SMART Local 49 N3B - MAINTENANCE WAGE SCHEDULE October 5, 2026

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	\$	47.78		\$ 23.89	\$ 26.28	\$ 28.67	\$ 33.45	\$ 35.84	\$ 38.22	\$ 40.61	\$ 43.00
National Pension	\$	9.58		\$ 4.79	\$ 5.27	\$ 5.75	\$ 6.71	\$ 7.19	\$ 7.66	\$ 8.14	\$ 8.62
Health & Welfare	\$	5.67		\$ 5.67	\$ 5.67	\$ 5.67	\$ 5.67	\$ 5.67	\$ 5.67	\$ 5.67	\$ 5.67
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	\$	64.82		\$ 36.14	\$ 39.01	\$ 41.88	\$ 47.62	\$ 50.49	\$ 53.34	\$ 56.21	\$ 59.08

<i>Union Check Off</i>	\$	2.37		\$ 1.30	\$ 1.40	\$ 1.51	\$ 1.73	\$ 1.83	\$ 1.94	\$ 2.05	\$ 2.16
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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%

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

Oct. 2025	Change	Oct. 2026
46.31	1.47	\$ 47.78
9.58	0.00	\$ 9.58
5.17	0.50	\$ 5.67
0.17	0.00	\$ 0.17
1.12	0.00	\$ 1.12
0.50	0.00	\$ 0.50
62.85	1.97	\$ 64.82
Dues Check-Off		
\$ 2.22	0.15	\$ 2.37

\$1.97 3.14% Blended Indices

\$1.97 Wage increase

4.50% Dues Check-off +

0.22 I/A Percap