

**SMART Sheet Metal Workers Local 49  
New Mexico Building Trades  
January 1, 2026**

<b>Journeyman</b>			
	Zone 1	Zone 2	Zone 3
Base Rate of Pay	\$ 40.74	\$ 41.74	\$ 42.74
Family Health Plan*	\$ 5.17	\$ 5.17	\$ 5.17
National Pension	\$ 9.58	\$ 9.58	\$ 9.58
SMOHIT	\$ 0.02	\$ 0.02	\$ 0.02
NEMI	\$ 0.03	\$ 0.03	\$ 0.03
National Training (ITI)	\$ 0.12	\$ 0.12	\$ 0.12
Local Training	\$ 1.72	\$ 1.72	\$ 1.72
Local Industry	\$ 0.40	\$ 0.40	\$ 0.40
National Industry	\$ 0.17	\$ 0.17	\$ 0.17
Local 49 DCP (401-K)	\$ 0.50	\$ 0.50	\$ 0.50
SASMI	\$ 1.58	\$ 1.58	\$ 1.58
<b>Total Package</b>	<b>\$ 60.03</b>	<b>\$ 61.03</b>	<b>\$ 62.03</b>
<b>Union Check Off</b>	<b>\$ 2.09</b>	<b>\$ 2.14</b>	<b>\$ 2.18</b>

<b>Apprentice</b>	<b>Zone 1 Wages</b> (apprentice fringe package the same for all zones)									
	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	\$ 20.37	\$ 22.41	\$ 24.44	\$ 26.48	\$ 28.52	\$ 30.56	\$ 32.59	\$ 34.63		
Family Health Plan*	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17		
National Pension	\$ 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		
NEMI	\$ 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		
Local Training	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72		
Local Industry	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40		
National Industry	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17		
Local 49 DCP (401-K)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
SASMI	\$ 0.86	\$ 0.93	\$ 1.00	\$ 1.07	\$ 1.14	\$ 1.21	\$ 1.28	\$ 1.35		
<b>Total Package</b>	<b>\$ 33.65</b>	<b>\$ 36.24</b>	<b>\$ 38.82</b>	<b>\$ 41.41</b>	<b>\$ 44.00</b>	<b>\$ 46.59</b>	<b>\$ 49.16</b>	<b>\$ 51.75</b>		
<b>Union Check Off</b>	<b>\$ 1.18</b>	<b>\$ 1.27</b>	<b>\$ 1.36</b>	<b>\$ 1.45</b>	<b>\$ 1.54</b>	<b>\$ 1.64</b>	<b>\$ 1.73</b>	<b>\$ 1.82</b>		

<b>Preapprentice</b>	
	40.5%
Base Rate of Pay	\$ 16.50
Family Health Plan*	\$ 5.17
National Pension	\$ 0.48
SMOHIT	\$ 0.02
NEMI	\$ 0.03
National Training (ITI)	\$ 0.12
Local Training	\$ 1.33
National Industry	\$ 0.17
<b>Total Package</b>	<b>\$ 23.82</b>
<b>Union Check Off</b>	<b>\$ 1.00</b>

<b>Classified Worker</b>	Step 1	Step 2	Step 3	Step 4	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
	35%	36%	43%	52%	
Base Rate of Pay	\$ 14.26	\$ 14.67	\$ 17.52	\$ 21.18	
Family Health Plan*	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	
National Pension	\$ 3.35	\$ 3.45	\$ 4.12	\$ 4.98	
SMOHIT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	
NEMI	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	
National Training (ITI)	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	
Local Training	\$ 1.33	\$ 1.33	\$ 1.33	\$ 1.33	
National Industry	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	
<b>Total Package</b>	<b>\$ 24.45</b>	<b>\$ 24.96</b>	<b>\$ 28.48</b>	<b>\$ 33.00</b>	
<b>Union Check Off</b>	<b>\$ 0.90</b>	<b>\$ 0.92</b>	<b>\$ 1.05</b>	<b>\$ 1.21</b>	

<b>Material Handler</b>	1st 500	2nd 500	Over 1000
		35%	40%
Base Rate of Pay	**	\$ 14.26	\$ 16.30
Family Health Plan	\$ 5.17	\$ 5.17	\$ 5.17
SMOHIT	\$ 0.02	\$ 0.02	\$ 0.02
NEMI	\$ 0.03	\$ 0.03	\$ 0.03
National Training (ITI)	\$ 0.12	\$ 0.12	\$ 0.12
National Industry	\$ 0.17	\$ 0.17	\$ 0.17
<b>Total Package</b>	<b>***</b>	<b>\$ 19.77</b>	<b>\$ 21.81</b>
<b>Union Check Off</b>	<b>\$ 0.63</b>	<b>\$ 0.90</b>	<b>\$ 0.99</b>

<b>Material Handler - ADM</b>	40%
Base Rate of Pay	\$ 16.30
Family Health Plan	\$ 5.17
SMOHIT	\$ 0.02
NEMI	\$ 0.03
National Training (ITI)	\$ 0.12
National Industry	\$ 0.17
Local 49 DCP (401-K)	\$ 0.50
Local Training	\$ 1.72
<b>Total Package</b>	<b>\$ 24.03</b>
<b>Union Check Off</b>	<b>\$ 0.99</b>

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

<b>Intermediate Journeyman</b>	
	65% Rate
Base Rate of Pay	\$ 26.48
Family Health Plan*	\$ 5.17
National Pension	\$ 7.86
SMOHIT	\$ 0.02
NEMI	\$ 0.03
National Training (ITI)	\$ 0.12
Local Training	\$ 1.72
Local Industry	\$ 0.40
National Industry	\$ 0.17
Local 49 DCP (401-K)	\$ 0.33
SASMI	\$ 1.13
<b>Total Package</b>	<b>\$ 43.42</b>
<b>Union Check Off</b>	<b>\$ 1.45</b>

\*\* minimum wage per jurisdiction  
\*\*\* minimum wage per jurisdiction + \$ 5.51

**Intermediate Journeyman**

- Successfully completed a sheet metal apprenticeship program registered with the Bureau of Apprenticeship & training or the State Apprenticeship Council but do not have a current New Mexico Certificate of Competence (NMJSM)
- Have four (4) years and six-thousand (6,000) hours of actual practical working experience for a licensed contractor but do not have a current New Mexico Certificate of Competence (NMJSM). Organized members may become journeymen by obtaining 500 hours under this agreement and obtaining a current New Mexico Certificate of Competence (NMJSM).
- Current members of the SMART who transfer into the local union from other areas will be elevated to journeyman status once they obtain their New Mexico Certificate of Competence (NMJSM).

**\*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.

**SMART Sheet Metal Workers Local 49  
New Mexico Building Trades - Zone 2  
January 1, 2026**

<b>Journeyman</b>			<b>Apprentice</b>	<b>Zone 2 Wages</b> (apprentice fringe package the same for all zones)							
				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	Zone 2	\$ 41.74	Base Rate of Pay	\$ 20.87	\$ 22.96	\$ 25.04	\$ 27.13	\$ 29.22	\$ 31.31	\$ 33.39	\$ 35.48
Family Health Plan*		\$ 5.17	Family Health Plan*	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17
National Pension		\$ 9.58	National Pension	\$ 4.79	\$ 5.27	\$ 5.75	\$ 6.23	\$ 6.71	\$ 7.19	\$ 7.66	\$ 8.14
SMOHIT		\$ 0.02	SMOHIT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
NEMI		\$ 0.03	NEMI	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03
National Training (ITI)		\$ 0.12	National Training (ITI)	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
Local Training		\$ 1.72	Local Training	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72
Local Industry		\$ 0.40	Local Industry	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40
National Industry		\$ 0.17	National Industry	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17
Local 49 DCP (401-K)		\$ 0.50	Local 49 DCP (401-K)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SASMI		\$ 1.58	SASMI	\$ 0.86	\$ 0.93	\$ 1.00	\$ 1.07	\$ 1.14	\$ 1.21	\$ 1.28	\$ 1.35
Total Package		\$ 61.03	Total Package	\$ 34.15	\$ 36.79	\$ 39.42	\$ 42.06	\$ 44.70	\$ 47.34	\$ 49.96	\$ 52.60
Union Check Off		\$ 2.14	Union Check Off	\$ 1.20	\$ 1.29	\$ 1.39	\$ 1.48	\$ 1.57	\$ 1.67	\$ 1.76	\$ 1.86

<b>Preapprentice</b>			<b>Classified Worker</b>				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
			Step 1	Step 2	Step 3	Step 4	
			35%	36%	43%	52%	
Base Rate of Pay	40.5%	\$ 16.90	Base Rate of Pay	\$ 14.61	\$ 15.03	\$ 17.95	\$ 21.70
Family Health Plan*		\$ 5.17	Family Health Plan*	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17
National Pension		\$ 0.48	National Pension	\$ 3.35	\$ 3.45	\$ 4.12	\$ 4.98
SMOHIT		\$ 0.02	SMOHIT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
NEMI		\$ 0.03	NEMI	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03
National Training (ITI)		\$ 0.12	National Training (ITI)	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
Local Training		\$ 1.33	Local Training	\$ 1.33	\$ 1.33	\$ 1.33	\$ 1.33
National Industry		\$ 0.17	National Industry	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17
Total Package		\$ 24.22	Total Package	\$ 24.80	\$ 25.32	\$ 28.91	\$ 33.52
Union Check Off		\$ 1.02	Union Check Off	\$ 0.92	\$ 0.94	\$ 1.07	\$ 1.24

<b>Material Handler</b>			<b>Material Handler - ADM</b>		<b>Premium Pay</b>	
			1st 500	2nd 500	40%	
				35%	40%	
Base Rate of Pay	**	\$ 14.61	\$ 16.70	Base Rate of Pay	\$ 16.70	
Family Health Plan		\$ 5.17	\$ 5.17	Family Health Plan	\$ 5.17	
SMOHIT		\$ 0.02	\$ 0.02	SMOHIT	\$ 0.02	
NEMI		\$ 0.03	\$ 0.03	NEMI	\$ 0.03	
National Training (ITI)		\$ 0.12	\$ 0.12	National Training (ITI)	\$ 0.12	
National Industry		\$ 0.17	\$ 0.17	National Industry	\$ 0.17	
				Local 49 DCP (401-K)	\$ 0.50	
Total Package	***	\$ 20.12	\$ 22.21	Local Training	\$ 1.72	
Union Check Off		\$ 0.63	\$ 0.92	\$ 1.01	Total Package	\$ 24.43
				Union Check Off	\$ 1.01	
					<b>Foreman Premium</b>	
					Low Foreman (5 or fewer workers)	\$3.00
					High Foreman (6 or more workers)	\$4.50
					General Foreman	\$5.00
					<b>Welding Premium</b>	
					Certified JM welding hours	\$2.50
					ITI Certified Apprentice welding hours	JM wage
					<b>TABB Premium</b>	
					Certified TABB, NEBB, AABC Tech T&B hours	\$2.50
					<b>Hazard Premium</b>	10% of base rate of pay

<b>Intermediate Journeyman</b>			
		65%	
		Rate	
Base Rate of Pay		\$ 27.13	
Family Health Plan*		\$ 5.17	
National Pension		\$ 7.86	
SMOHIT		\$ 0.02	
NEMI		\$ 0.03	
National Training (ITI)		\$ 0.12	
Local Training		\$ 1.72	
Local Industry		\$ 0.40	
National Industry		\$ 0.17	
Local 49 DCP (401-K)		\$ 0.33	
SASMI		\$ 1.13	
Total Package		\$ 44.07	
Union Check Off		\$ 1.48	

\*\* minimum wage per jurisdiction  
\*\*\* minimum wage per jurisdiction + \$ 5.51

**Intermediate Journeyman**

- Successfully completed a sheet metal apprenticeship program registered with the Bureau of Apprenticeship & training or the State Apprenticeship Council but do not have a current New Mexico Certificate of Competence (NMJSM)
- Have four (4) years and six-thousand (6,000) hours of actual practical working experience for a licensed contractor but do not have a current New Mexico Certificate of Competence (NMJSM). Organized members may become journeymen by obtaining 500 hours under this agreement and obtaining a current New Mexico Certificate of Competence (NMJSM).
- Current members of the SMART who transfer into the local union from other areas will be elevated to journeymen status once they obtain their New Mexico Certificate of Competence (NMJSM).

**\*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.

**SMART Sheet Metal Workers Local 49  
New Mexico Building Trades - Zone 3  
January 1, 2026**

<b>Journeyman</b>			<b>Apprentice</b>		<b>Zone 3 Wages</b> (apprentice fringe package the same for all zones)							
					1st Year		2nd Year		3rd Year		4th Year	
					50%	55%	60%	65%	70%	75%	80%	85%
	Zone 3				1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5
Base Rate of Pay	\$ 42.74				\$ 21.37	\$ 23.51	\$ 25.64	\$ 27.78	\$ 29.92	\$ 32.06	\$ 34.19	\$ 36.33
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 Industry	\$ 0.40				\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40
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)	\$ 0.50				\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SASMI	\$ 1.58				\$ 0.86	\$ 0.93	\$ 1.00	\$ 1.07	\$ 1.14	\$ 1.21	\$ 1.28	\$ 1.35
Total Package	\$ 62.03				\$ 34.65	\$ 37.34	\$ 40.02	\$ 42.71	\$ 45.40	\$ 48.09	\$ 50.76	\$ 53.45
Union Check Off	\$ 2.18				\$ 1.22	\$ 1.32	\$ 1.41	\$ 1.51	\$ 1.61	\$ 1.70	\$ 1.80	\$ 1.89

<b>Preapprentice</b>			<b>Classified Worker</b>				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%
Base Rate of Pay	\$ 17.31				\$ 14.96	\$ 15.39	\$ 18.38	\$ 22.22
Family Health Plan*	\$ 5.17				\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17
National Pension	\$ 0.48				\$ 3.35	\$ 3.45	\$ 4.12	\$ 4.98
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				\$ 1.33	\$ 1.33	\$ 1.33	\$ 1.33
National Industry	\$ 0.17				\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17
Total Package	\$ 24.63				\$ 25.15	\$ 25.68	\$ 29.34	\$ 34.04
Union Check Off	\$ 1.04				\$ 0.93	\$ 0.95	\$ 1.09	\$ 1.26

<b>Material Handler</b>				<b>Material Handler - ADM</b>		<b>Premium Pay</b>	
1st 500	2nd 500	Over 1000		40%			
	35%	40%					
Base Rate of Pay	**	\$ 14.96	\$ 17.10	\$ 17.10		<b>Foreman Premium</b>	
Family Health Plan	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17		Low Foreman (5 or fewer workers)	\$3.00
SMOHIT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02		High Foreman (6 or more workers)	\$4.50
NEMI	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03		General Foreman	\$5.00
National Training (ITI)	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12		<b>Welding Premium</b>	
National Industry	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17		Certified JM welding hours	\$2.50
						ITI Certified Apprentice welding hours	JM wage
Total Package	***	\$ 20.47	\$ 22.61	\$ 24.83		<b>TABB Premium</b>	
						Certified TABB, NEBB, AABC Tech T&B hours	\$2.50
Union Check Off	\$ 0.63	\$ 0.93	\$ 1.03	\$ 1.03		<b>Hazard Premium</b>	10% of base rate of pay

<b>Intermediate Journeyman</b>	
	65% Rate
Base Rate of Pay	\$ 27.78
Family Health Plan*	\$ 5.17
National Pension	\$ 7.86
SMOHIT	\$ 0.02
NEMI	\$ 0.03
National Training (ITI)	\$ 0.12
Local Training	\$ 1.72
Local Industry	\$ 0.40
National Industry	\$ 0.17
Local 49 DCP (401-K)	\$ 0.33
SASMI	\$ 1.13
Total Package	\$ 44.72
Union Check Off	\$ 1.51

\*\*minimum wage per jurisdiction  
\*\*\*minimum wage per jurisdiction + \$ 5.51

Intermediate Journeyman

- Successfully completed a sheet metal apprenticeship program registered with the Bureau of Apprenticeship & training or the State Apprenticeship Council but do not have a current New Mexico Certificate of Competence (NMJSM)
- Have four (4) years and six-thousand (6,000) hours of actual practical working experience for a licensed contractor but do not have a current New Mexico Certificate of Competence (NMJSM). Organized members may become journeymen by obtaining 500 hours under this agreement and obtaining a current New Mexico Certificate of Competence (NMJSM).
- Current members of the SMART who transfer into the local union from other areas will be elevated to journeymen status once they obtain their New Mexico Certificate of Competence (NMJSM).

**\*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.

**SMART Sheet Metal Workers Local 49**  
**New Mexico HVAC Service & Maintenance MOU**  
**January 1, 2026**

<i>Service Apprenticeship - Administered by Local 49 JATC</i>													
	Service Technician			Service Tradesman	Serviceman	1st Year		2nd Year		3rd Year		4th Year	
						1st period	2nd period	3rd period	4th period	5th period	6th period	7th period	8th period
	Licensed	1 NATE Cert.*	>1 NATE Cert.*	40.50%	82%	50%	55%	60%	65%	70%	75%	80%	85%
					1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	
<b>Base Rate of Pay</b>	\$ 40.74	\$ 41.74	\$ 43.24	\$ 16.50	\$ 33.41	\$ 20.37	\$ 22.41	\$ 24.44	\$ 26.48	\$ 28.52	\$ 30.56	\$ 32.59	\$ 34.63
<b>Family Health Plan**</b>	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17
<b>National Pension</b>	\$ 9.58	\$ 9.58	\$ 9.58	\$ 0.48	\$ 7.86	\$ 4.79	\$ 5.27	\$ 5.75	\$ 6.23	\$ 6.71	\$ 7.19	\$ 7.66	\$ 8.14
<b>SMOHIT</b>	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
<b>NEMI</b>	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03
<b>National Training (ITI)</b>	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
<b>Local Training</b>	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.33	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72
<b>Local Industry</b>	\$ 0.40	\$ 0.40	\$ 0.40	\$ -	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40
<b>National Industry</b>	\$ 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
<b>Local 49 DCP (401-K)</b>	\$ 0.50	\$ 0.50	\$ 0.50	\$ -	\$ 0.41	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>SASMI</b>	\$ 1.58	\$ 1.58	\$ 1.58	\$ -	\$ 1.32	\$ 0.86	\$ 0.93	\$ 1.00	\$ 1.07	\$ 1.14	\$ 1.21	\$ 1.28	\$ 1.35
<b>Total Package</b>	\$ 60.03	\$ 61.03	\$ 62.53	\$ 23.82	\$ 50.63	\$ 33.65	\$ 36.24	\$ 38.82	\$ 41.41	\$ 44.00	\$ 46.59	\$ 49.16	\$ 51.75
<b>Union Check Off</b>	\$ 2.09	\$ 2.14	\$ 2.21	\$ 1.00	\$ 1.76	\$ 1.18	\$ 1.27	\$ 1.36	\$ 1.45	\$ 1.54	\$ 1.63	\$ 1.73	\$ 1.82

**\*Member Note:**

NATE Certifications will be the financial responsibility of the Member, not the Employer.

**\*\*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.

**SMART Sheet Metal Workers Local 49  
New Mexico Building Trades  
January 1, 2027**

<b>Journeyman</b>			
	Zone 1	Zone 2	Zone 3
Base Rate of Pay	\$ 42.36	\$ 43.36	\$ 44.36
Family Health Plan*	\$ 5.17	\$ 5.17	\$ 5.17
National Pension	\$ 9.58	\$ 9.58	\$ 9.58
SMOHIT	\$ 0.02	\$ 0.02	\$ 0.02
NEMI	\$ 0.03	\$ 0.03	\$ 0.03
National Training (ITI)	\$ 0.12	\$ 0.12	\$ 0.12
Local Training	\$ 1.72	\$ 1.72	\$ 1.72
Local Industry	\$ 0.40	\$ 0.40	\$ 0.40
National Industry	\$ 0.17	\$ 0.17	\$ 0.17
Local 49 DCP (401-K)	\$ 0.50	\$ 0.50	\$ 0.50
SASMI	\$ 1.58	\$ 1.58	\$ 1.58
<b>Total Package</b>	<b>\$ 61.65</b>	<b>\$ 62.65</b>	<b>\$ 63.65</b>
<b>Union Check Off</b>	<b>\$ 2.18</b>	<b>\$ 2.22</b>	<b>\$ 2.27</b>

<b>Apprentice</b>	<b>Zone 1 Wages</b> (apprentice fringe package the same for all zones)									
	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	\$ 21.18	\$ 23.30	\$ 25.42	\$ 27.53	\$ 29.65	\$ 31.77	\$ 33.89	\$ 36.01		
Family Health Plan*	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17		
National Pension	\$ 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		
NEMI	\$ 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		
Local Training	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72		
Local Industry	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40		
National Industry	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17		
Local 49 DCP (401-K)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
SASMI	\$ 0.86	\$ 0.93	\$ 1.00	\$ 1.07	\$ 1.14	\$ 1.21	\$ 1.28	\$ 1.35		
<b>Total Package</b>	<b>\$ 34.46</b>	<b>\$ 37.13</b>	<b>\$ 39.80</b>	<b>\$ 42.46</b>	<b>\$ 45.13</b>	<b>\$ 47.80</b>	<b>\$ 50.46</b>	<b>\$ 53.13</b>		
<b>Union Check Off</b>	<b>\$ 1.22</b>	<b>\$ 1.32</b>	<b>\$ 1.41</b>	<b>\$ 1.51</b>	<b>\$ 1.60</b>	<b>\$ 1.70</b>	<b>\$ 1.80</b>	<b>\$ 1.89</b>		

<b>Preapprentice</b>	
	40.5%
Base Rate of Pay	\$ 17.16
Family Health Plan*	\$ 5.17
National Pension	\$ 0.48
SMOHIT	\$ 0.02
NEMI	\$ 0.03
National Training (ITI)	\$ 0.12
Local Training	\$ 1.33
National Industry	\$ 0.17
<b>Total Package</b>	<b>\$ 24.48</b>
<b>Union Check Off</b>	<b>\$ 1.04</b>

<b>Classified Worker</b>	Step 1	Step 2	Step 3	Step 4	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
	35%	36%	43%	52%	
Base Rate of Pay	\$ 14.83	\$ 15.25	\$ 18.21	\$ 22.03	
Family Health Plan*	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	
National Pension	\$ 3.35	\$ 3.45	\$ 4.12	\$ 4.98	
SMOHIT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	
NEMI	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	
National Training (ITI)	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	
Local Training	\$ 1.33	\$ 1.33	\$ 1.33	\$ 1.33	
National Industry	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	
<b>Total Package</b>	<b>\$ 25.02</b>	<b>\$ 25.54</b>	<b>\$ 29.17</b>	<b>\$ 33.85</b>	
<b>Union Check Off</b>	<b>\$ 0.94</b>	<b>\$ 0.96</b>	<b>\$ 1.09</b>	<b>\$ 1.26</b>	

<b>Material Handler</b>	1st 500	2nd 500	Over 1000
		35%	40%
Base Rate of Pay	**	\$ 14.83	\$ 16.94
Family Health Plan	\$ 5.17	\$ 5.17	\$ 5.17
SMOHIT	\$ 0.02	\$ 0.02	\$ 0.02
NEMI	\$ 0.03	\$ 0.03	\$ 0.03
National Training (ITI)	\$ 0.12	\$ 0.12	\$ 0.12
Local Industry	\$ 0.17	\$ 0.17	\$ 0.17
<b>Total Package</b>	<b>***</b>	<b>\$ 20.34</b>	<b>\$ 22.45</b>
<b>Union Check Off</b>	<b>\$ 0.64</b>	<b>\$ 0.94</b>	<b>\$ 1.03</b>

<b>Material Handler - ADM</b>	40%
Base Rate of Pay	\$ 16.94
Family Health Plan	\$ 5.17
SMOHIT	\$ 0.02
NEMI	\$ 0.03
National Training (ITI)	\$ 0.12
Local Industry	\$ 0.17
Local 49 DCP (401-K)	\$ 0.50
Local Training	\$ 1.72
<b>Total Package</b>	<b>\$ 24.67</b>
<b>Union Check Off</b>	<b>\$ 1.03</b>

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

<b>Intermediate Journeyman</b>	
	65% Rate
Base Rate of Pay	\$ 27.53
Family Health Plan*	\$ 5.17
National Pension	\$ 7.86
SMOHIT	\$ 0.02
NEMI	\$ 0.03
National Training (ITI)	\$ 0.12
Local Training	\$ 1.72
Local Industry	\$ 0.40
National Industry	\$ 0.17
Local 49 DCP (401-K)	\$ 0.33
SASMI	\$ 1.13
<b>Total Package</b>	<b>\$ 44.47</b>
<b>Union Check Off</b>	<b>\$ 1.51</b>

\*\* minimum wage per jurisdiction  
\*\*\* minimum wage per jurisdiction + \$ 5.51

Intermediate Journeyman

- Successfully completed a sheet metal apprenticeship program registered with the Bureau of Apprenticeship & training or the State Apprenticeship Council but do not have a current New Mexico Certificate of Competence (NMJSM)
- Have four (4) years and six-thousand (6,000) hours of actual practical working experience for a licensed contractor but do not have a current New Mexico Certificate of Competence (NMJSM). Organized members may become journeymen by obtaining 500 hours under this agreement and obtaining a current New Mexico Certificate of Competence (NMJSM).
- Current members of the SMART who transfer into the local union from other areas will be elevated to journeyman status once they obtain their New Mexico Certificate of Competence (NMJSM).

**\*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.

**SMART Sheet Metal Workers Local 49  
New Mexico Building Trades - Zone 2  
January 1, 2027**

<b>Journeyman</b>			<b>Apprentice</b>		<b>Zone 2 Wages</b> (apprentice fringe package the same for all zones)							
					1st Year		2nd Year		3rd Year		4th Year	
					50%	55%	60%	65%	70%	75%	80%	85%
	Zone 2				1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5
Base Rate of Pay	\$ 43.36				\$ 21.68	\$ 23.85	\$ 26.02	\$ 28.18	\$ 30.35	\$ 32.52	\$ 34.69	\$ 36.86
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 Industry	\$ 0.40				\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40
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)	\$ 0.50				\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SASMI	\$ 1.58				\$ 0.86	\$ 0.93	\$ 1.00	\$ 1.07	\$ 1.14	\$ 1.21	\$ 1.28	\$ 1.35
Total Package	\$ 62.65				\$ 34.96	\$ 37.68	\$ 40.40	\$ 43.11	\$ 45.83	\$ 48.55	\$ 51.26	\$ 53.98
Union Check Off	\$ 2.22				\$ 1.25	\$ 1.34	\$ 1.44	\$ 1.54	\$ 1.64	\$ 1.73	\$ 1.83	\$ 1.93

<b>Preapprentice</b>			<b>Classified Worker</b>				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	
Base Rate of Pay	\$ 17.56		\$ 15.18	\$ 15.61	\$ 18.64	\$ 22.55	
Family Health Plan*	\$ 5.17		\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	
National Pension	\$ 0.48		\$ 3.35	\$ 3.45	\$ 4.12	\$ 4.98	
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		\$ 1.33	\$ 1.33	\$ 1.33	\$ 1.33	
National Industry	\$ 0.17		\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	
Total Package	\$ 24.88		\$ 25.37	\$ 25.90	\$ 29.60	\$ 34.37	
Union Check Off	\$ 1.06		\$ 0.95	\$ 0.97	\$ 1.11	\$ 1.28	

<b>Material Handler</b>				<b>Material Handler - ADM</b>		<b>Premium Pay</b>	
	1st 500	2nd 500	Over 1000				
		35%	40%		40%		
Base Rate of Pay	**	\$ 15.18	\$ 17.34	\$ 17.34		<b>Foreman Premium</b>	
Family Health Plan	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17		Low Foreman (5 or fewer workers)	\$3.00
SMOHIT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02		High Foreman (6 or more workers)	\$4.50
NEMI	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03		General Foreman	\$5.00
National Training (ITI)	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12		<b>Welding Premium</b>	
National Industry	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17		Certified JM welding hours	\$2.50
						ITI Certified Apprentice welding hours	JM wage
Total Package	***	\$ 20.69	\$ 22.85	\$ 25.07		<b>TABB Premium</b>	
						Certified TABB, NEBB, AABC Tech T&B hours	\$2.50
Union Check Off	\$ 0.64	\$ 0.95	\$ 1.05	\$ 1.05		<b>Hazard Premium</b>	10% of base rate of pay

<b>Intermediate Journeyman</b>	
	65% Rate
Base Rate of Pay	\$ 28.18
Family Health Plan*	\$ 5.17
National Pension	\$ 7.86
SMOHIT	\$ 0.02
NEMI	\$ 0.03
National Training (ITI)	\$ 0.12
Local Training	\$ 1.72
Local Industry	\$ 0.40
National Industry	\$ 0.17
Local 49 DCP (401-K)	\$ 0.33
SASMI	\$ 1.13
Total Package	\$ 45.12
Union Check Off	\$ 1.54

\*\* minimum wage per jurisdiction  
\*\*\* minimum wage per jurisdiction + \$ 5.51

**Intermediate Journeyman**

- Successfully completed a sheet metal apprenticeship program registered with the Bureau of Apprenticeship & training or the State Apprenticeship Council but do not have a current New Mexico Certificate of Competence (NMJSM)
- Have four (4) years and six-thousand (6,000) hours of actual practical working experience for a licensed contractor but do not have a current New Mexico Certificate of Competence (NMJSM). Organized members may become journeymen by obtaining 500 hours under this agreement and obtaining a current New Mexico Certificate of Competence (NMJSM).
- Current members of the SMART who transfer into the local union from other areas will be elevated to journeymen status once they obtain their New Mexico Certificate of Competence (NMJSM).

**\*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.

**SMART Sheet Metal Workers Local 49  
New Mexico Building Trades - Zone 3  
January 1, 2027**

<b>Journeyman</b>			<b>Apprentice</b>	<b>Zone 3 Wages</b> (apprentice fringe package the same for all zones)							
				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	Zone 3	\$ 44.36	\$ 22.18	\$ 24.40	\$ 26.62	\$ 28.83	\$ 31.05	\$ 33.27	\$ 35.49	\$ 37.71	
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 Industry		\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	
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)		\$ 0.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
SASMI		\$ 1.58	\$ 0.86	\$ 0.93	\$ 1.00	\$ 1.07	\$ 1.14	\$ 1.21	\$ 1.28	\$ 1.35	
<b>Total Package</b>		<b>\$ 63.65</b>	<b>\$ 35.46</b>	<b>\$ 38.23</b>	<b>\$ 41.00</b>	<b>\$ 43.76</b>	<b>\$ 46.53</b>	<b>\$ 49.30</b>	<b>\$ 52.06</b>	<b>\$ 54.83</b>	
<b>Union Check Off</b>		<b>\$ 2.27</b>	<b>\$ 1.27</b>	<b>\$ 1.37</b>	<b>\$ 1.47</b>	<b>\$ 1.57</b>	<b>\$ 1.67</b>	<b>\$ 1.77</b>	<b>\$ 1.87</b>	<b>\$ 1.97</b>	

<b>Preapprentice</b>			<b>Classified Worker</b>				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	
			35%	36%	43%	52%	
Base Rate of Pay		\$ 17.97	\$ 15.53	\$ 15.97	\$ 19.07	\$ 23.07	
Family Health Plan*		\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	
National Pension		\$ 0.48	\$ 3.35	\$ 3.45	\$ 4.12	\$ 4.98	
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	\$ 1.33	\$ 1.33	\$ 1.33	\$ 1.33	
National Industry		\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	
<b>Total Package</b>		<b>\$ 25.29</b>	<b>\$ 25.72</b>	<b>\$ 26.26</b>	<b>\$ 30.03</b>	<b>\$ 34.89</b>	
<b>Union Check Off</b>		<b>\$ 1.08</b>	<b>\$ 0.97</b>	<b>\$ 0.99</b>	<b>\$ 1.13</b>	<b>\$ 1.31</b>	

<b>Material Handler</b>				<b>Material Handler - ADM</b>		<b>Premium Pay</b>	
1st 500	2nd 500	Over 1000		40%			
	35%	40%					
Base Rate of Pay	**	\$ 15.53	\$ 17.74	\$ 17.74		<b>Foreman Premium</b>	
Family Health Plan	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17		Low Foreman (5 or fewer workers)	\$3.00
SMOHIT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02		High Foreman (6 or more workers)	\$4.50
NEMI	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03		General Foreman	\$5.00
National Training (ITI)	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12		<b>Welding Premium</b>	
National Industry	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17		Certified JM welding hours	\$2.50
						ITI Certified Apprentice welding hours	JM wage
<b>Total Package</b>	***	\$ 21.04	\$ 23.25	\$ 25.47		<b>TABB Premium</b>	
						Certified TABB, NEBB, AABC Tech T&B hours	\$2.50
<b>Union Check Off</b>	\$ 0.64	\$ 0.97	\$ 1.07	\$ 1.07		<b>Hazard Premium</b>	10% of base rate of pay

<b>Intermediate Journeyman</b>		**minimum wage per jurisdiction	
		***minimum wage per jurisdiction + \$ 5.51	
		65%	Rate
Base Rate of Pay		\$ 28.83	
Family Health Plan*		\$ 5.17	
National Pension		\$ 7.86	
SMOHIT		\$ 0.02	
NEMI		\$ 0.03	
National Training (ITI)		\$ 0.12	
Local Training		\$ 1.72	
Local Industry		\$ 0.40	
National Industry		\$ 0.17	
Local 49 DCP (401-K)		\$ 0.33	
SASMI		\$ 1.13	
<b>Total Package</b>		<b>\$ 45.77</b>	
<b>Union Check Off</b>		<b>\$ 1.57</b>	

**Intermediate Journeyman**

- Successfully completed a sheet metal apprenticeship program registered with the Bureau of Apprenticeship & training or the State Apprenticeship Council but do not have a current New Mexico Certificate of Competence (NMJSM)
- Have four (4) years and six-thousand (6,000) hours of actual practical working experience for a licensed contractor but do not have a current New Mexico Certificate of Competence (NMJSM). Organized members may become journeymen by obtaining 500 hours under this agreement and obtaining a current New Mexico Certificate of Competence (NMJSM).
- Current members of the SMART who transfer into the local union from other areas will be elevated to journeymen status once they obtain their New Mexico Certificate of Competence (NMJSM).

**\*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.

**SMART Sheet Metal Workers Local 49  
New Mexico HVAC Service & Maintenance MOU  
January 1, 2027**

<b>Service Apprenticeship - Administered by Local 49 JATC</b>													
	Service Technician			Service Tradesman	Serviceman	1st Year		2nd Year		3rd Year		4th Year	
						1st period	2nd period	3rd period	4th period	5th period	6th period	7th period	8th period
	Licensed	1 NATE Cert.*	>1 NATE Cert.*	40.50%	82%	50%	55%	60%	65%	70%	75%	80%	85%
						1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5
<b>Base Rate of Pay</b>	\$ 42.36	\$ 43.36	\$ 44.86	\$ 17.16	\$ 34.74	\$ 21.18	\$ 23.30	\$ 25.42	\$ 27.53	\$ 29.65	\$ 31.77	\$ 33.89	\$ 36.01
<b>Family Health Plan**</b>	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17
<b>National Pension</b>	\$ 9.58	\$ 9.58	\$ 9.58	\$ 0.48	\$ 7.86	\$ 4.79	\$ 5.27	\$ 5.75	\$ 6.23	\$ 6.71	\$ 7.19	\$ 7.66	\$ 8.14
<b>SMOHIT</b>	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
<b>NEMI</b>	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03
<b>National Training (ITI)</b>	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
<b>Local Training</b>	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.33	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72
<b>Local Industry</b>	\$ 0.40	\$ 0.40	\$ 0.40	\$ -	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.40
<b>National Industry</b>	\$ 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
<b>Local 49 DCP (401-K)</b>	\$ 0.50	\$ 0.50	\$ 0.50	\$ -	\$ 0.41	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>SASMI</b>	\$ 1.58	\$ 1.58	\$ 1.58	\$ -	\$ 1.32	\$ 0.86	\$ 0.93	\$ 1.00	\$ 1.07	\$ 1.14	\$ 1.21	\$ 1.28	\$ 1.35
<b>Total Package</b>	\$ 61.65	\$ 62.65	\$ 64.15	\$ 24.48	\$ 51.96	\$ 34.46	\$ 37.13	\$ 39.80	\$ 42.46	\$ 45.13	\$ 47.80	\$ 50.46	\$ 53.13
<b>Union Check Off</b>	\$ 2.18	\$ 2.22	\$ 2.29	\$ 1.04	\$ 1.83	\$ 1.22	\$ 1.32	\$ 1.41	\$ 1.51	\$ 1.60	\$ 1.70	\$ 1.79	\$ 1.89

**\*Member Note:**

NATE Certifications will be the financial responsibility of the Member, not the Employer.

**\*\*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.