

SHEET METAL - WAGE SCHEDULES
AMARILLO/LUBBOCK/WEST TEXAS
June 1, 2025 - May 31, 2026



		Pre-App	Apprentices								
		50%	55%	60%	65%	70%	75%	80%	85%	90%	
Journeyman:			1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	
Base	\$ 28.58	\$ 14.29	\$ 15.72	\$ 17.15	\$ 18.58	\$ 20.01	\$ 21.44	\$ 22.86	\$ 24.29	\$ 25.72	
H&W	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	
Natl Pens*	\$ 5.78	\$ 0.29	\$ 3.18	\$ 3.47	\$ 3.76	\$ 4.05	\$ 4.34	\$ 4.62	\$ 4.91	\$ 5.20	
401(K)	\$ 0.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Lcl Appr	\$ 1.06	\$ 1.06	\$ 1.06	\$ 1.06	\$ 1.06	\$ 1.06	\$ 1.06	\$ 1.06	\$ 1.06	\$ 1.06	
ITI	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	
SMOHI	\$ 0.02	\$ 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	\$ 0.03	
Total	\$ 41.26	\$ 20.98	\$ 25.30	\$ 27.02	\$ 28.73	\$ 30.45	\$ 32.17	\$ 33.89	\$ 35.61	\$ 37.32	

Union Check off

\$ 1.52	\$ 0.87	\$ 0.94	\$ 1.00	\$ 1.07	\$ 1.13	\$ 1.19	\$ 1.26	\$ 1.32	\$ 1.39
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Foreman Rates

Foreman (6 or fewer Journeymen)	\$2.75 additional base rate
General Foreman (7 or more Journeymen)	\$3.25 additional base rate
Shop Foreman	same as General Foreman

***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.

Hazard Premium

Per Article VI, Section 5 10% of base rate of pay

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ZONE 2

		Pre-App	Apprentices							
		50%	55%	60%	65%	70%	75%	80%	85%	90%
Journeyman:			1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5
Base	\$ 40.13	\$ 20.07	\$ 22.07	\$ 24.08	\$ 26.08	\$ 28.09	\$ 30.10	\$ 32.10	\$ 34.11	\$ 36.12
H&W	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17
Natl Pens*	\$ 5.78	\$ 0.29	\$ 3.18	\$ 3.47	\$ 3.76	\$ 4.05	\$ 4.34	\$ 4.62	\$ 4.91	\$ 5.20
401(K)	\$ 0.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lcl Appr	\$ 1.06	\$ 1.06	\$ 1.06	\$ 1.06	\$ 1.06	\$ 1.06	\$ 1.06	\$ 1.06	\$ 1.06	\$ 1.06
ITI	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
SMOHI	\$ 0.02	\$ 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	\$ 0.03
Total	\$ 52.81	\$ 26.76	\$ 25.30	\$ 33.95	\$ 36.24	\$ 24.85	\$ 40.83	\$ 43.13	\$ 45.42	\$ 47.72

Union Check off

\$ 2.04	\$ 1.13	\$ 1.22	\$ 1.31	\$ 1.40	\$ 1.49	\$ 1.58	\$ 1.67	\$ 1.76	\$ 1.86
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		Pre-App	Apprentices							
		50%	55%	60%	65%	70%	75%	80%	85%	90%
Journeyman:			1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5
Base	\$ 29.21	\$ 14.61	\$ 16.07	\$ 17.53	\$ 18.99	\$ 20.45	\$ 21.91	\$ 23.37	\$ 24.83	\$ 26.29
H&W*	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17
Natl Pens	\$ 5.90	\$ 0.30	\$ 3.25	\$ 3.54	\$ 3.84	\$ 4.13	\$ 4.43	\$ 4.72	\$ 5.02	\$ 5.31
401(K)	\$ 0.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lcl Appr	\$ 1.17	\$ 1.17	\$ 1.17	\$ 1.17	\$ 1.17	\$ 1.17	\$ 1.17	\$ 1.17	\$ 1.17	\$ 1.17
ITI	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
SMOHI	\$ 0.02	\$ 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	\$ 0.03
Total	\$ 42.12	\$ 21.42	\$ 25.82	\$ 27.58	\$ 29.33	\$ 31.09	\$ 32.84	\$ 34.60	\$ 36.35	\$ 38.11

Union Check off

\$ 1.54	\$ 0.89	\$ 0.95	\$ 1.02	\$ 1.08	\$ 1.15	\$ 1.22	\$ 1.28	\$ 1.35	\$ 1.41
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		Pre-App	Apprentices							
		50%	55%	60%	65%	70%	75%	80%	85%	90%
Journeyman:			1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5
Base	\$ 41.64	\$ 20.82	\$ 22.90	\$ 24.98	\$ 27.07	\$ 29.15	\$ 31.23	\$ 33.31	\$ 35.39	\$ 37.48
H&W*	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17
Natl Pens	\$ 5.90	\$ 0.30	\$ 3.25	\$ 3.54	\$ 3.84	\$ 4.13	\$ 4.43	\$ 4.72	\$ 5.02	\$ 5.31
401(K)	\$ 0.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lcl Appr	\$ 1.17	\$ 1.17	\$ 1.17	\$ 1.17	\$ 1.17	\$ 1.17	\$ 1.17	\$ 1.17	\$ 1.17	\$ 1.17
ITI	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12
SMOHI	\$ 0.02	\$ 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	\$ 0.03
Total	\$ 54.55	\$ 27.63	\$ 32.66	\$ 35.03	\$ 37.41	\$ 24.85	\$ 42.17	\$ 44.54	\$ 46.92	\$ 49.30

Union Check off

\$ 2.10	\$ 1.17	\$ 1.26	\$ 1.35	\$ 1.45	\$ 1.54	\$ 1.64	\$ 1.73	\$ 1.82	\$ 1.92
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June 1, 2027 - May 31, 2028



		Pre-App	Apprentices								
		50%	55%	60%	65%	70%	75%	80%	85%	90%	
Journeyman:			1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	
Base	\$ 29.88	\$ 14.94	\$ 16.43	\$ 17.93	\$ 19.42	\$ 20.92	\$ 22.41	\$ 23.90	\$ 25.40	\$ 26.89	
H&W*	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	
Natl Pens	\$ 5.90	\$ 0.30	\$ 3.25	\$ 3.54	\$ 3.84	\$ 4.13	\$ 4.43	\$ 4.72	\$ 5.02	\$ 5.31	
401(K)	\$ 0.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Lcl Appr	\$ 1.38	\$ 1.38	\$ 1.38	\$ 1.38	\$ 1.38	\$ 1.38	\$ 1.38	\$ 1.38	\$ 1.38	\$ 1.38	
ITI	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	
SMOHI	\$ 0.02	\$ 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	\$ 0.03	
Total	\$ 43.00	\$ 21.96	\$ 26.40	\$ 28.19	\$ 29.98	\$ 31.77	\$ 33.56	\$ 35.34	\$ 37.13	\$ 38.92	

Union Check off

\$ 1.57	\$ 0.90	\$ 0.97	\$ 1.04	\$ 1.10	\$ 1.17	\$ 1.24	\$ 1.31	\$ 1.37	\$ 1.44
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Journeyman:			1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	
Base	\$ 41.64	\$ 20.82	\$ 22.90	\$ 24.98	\$ 27.07	\$ 29.15	\$ 31.23	\$ 33.31	\$ 35.39	\$ 37.48	
H&W*	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	\$ 5.17	
Natl Pens	\$ 5.90	\$ 0.30	\$ 3.25	\$ 3.54	\$ 3.84	\$ 4.13	\$ 4.43	\$ 4.72	\$ 5.02	\$ 5.31	
401(K)	\$ 0.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Lcl Appr	\$ 1.38	\$ 1.38	\$ 1.38	\$ 1.38	\$ 1.38	\$ 1.38	\$ 1.38	\$ 1.38	\$ 1.38	\$ 1.38	
ITI	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	\$ 0.12	
SMOHI	\$ 0.02	\$ 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	\$ 0.03	
Total	\$ 54.76	\$ 27.84	\$ 32.87	\$ 35.24	\$ 37.62	\$ 24.85	\$ 42.38	\$ 44.75	\$ 47.13	\$ 49.51	

Union Check off

\$ 2.10	\$ 1.17	\$ 1.26	\$ 1.35	\$ 1.45	\$ 1.54	\$ 1.64	\$ 1.73	\$ 1.82	\$ 1.92
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