

RESIDENTIAL ADDENDA

to the

**STANDARD FORM OF UNION AGREEMENT
between**

**INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL AND
TRANSPORTATION WORKERS, LOCAL UNION NO. 16**



And

SMACNA – OREGON & SW WASHINGTON

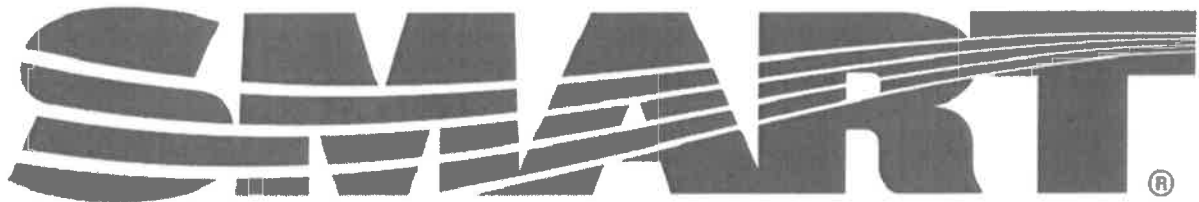
July 1, 2020 - June 30, 2023

RESIDENTIAL ADDENDA

to the

STANDARD FORM OF UNION AGREEMENT
between

INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL AND
TRANSPORTATION WORKERS, LOCAL UNION NO.16



And

SMACNA – OREGON & SW WASHINGTON

July 1, 2020 - June 30, 2023

Contents

RESIDENTIAL ADDENDA TO THE.....	2
ARTICLE I EMPLOYEES COVERED.....	2
ARTICLE II WORK COVERED.....	2
ARTICLE III CLASSIFICATION.....	2
ARTICLE IV HOURS OF WORK	2
ARTICLE V TRAVEL	3
ARTICLE VI WAGES.....	3
ARTICLE VII TRAINEE AND SPECIALIST FOR ONLY AREAS 1, 2 AND 3.....	4
ARTICLE VIII RATIOS.....	5
ARTICLE IX FRINGES	5
ARTICLE X UNION SECURITY.....	6
ARTICLE XI SHIFT PAY.....	6
ARTICLE XII DURATION OF AGREEMENT	7
ARTICLE XIII ADDENDA CHANGES	7
SMACNA – OREGON & SW WASHINGTON	7
Wage Sheets	8

**RESIDENTIAL ADDENDA
TO THE
STANDARD FORM OF UNION AGREEMENT**

ARTICLE I EMPLOYEES COVERED

This Addenda covers the rates of pay and conditions of employment of all employees of the Employer engaged in the fabrication, erection, installation, repairing, servicing and replacement of all residential heating and air conditioning systems including solar heating and cooling systems in their entirety, residential exhaust systems, metal fireplaces, and the architectural sheet metal including skylights on such residences.

This Agreement amends the Standard Form of Union Agreement, hereinafter "SFUA", only to the extent specifically stated and all other Articles, Sections and Addendums shall remain in full force and effect without modification or exceptions. All firms' signatory hereto are bound to the SFUA.

ARTICLE II WORK COVERED

Residential is defined as applying to work on any single family dwelling or multiple family housing where each individual family unit is conditioned by a separate and independent unit or system, or mixed use defined as tenant on the first floor with multiple family housing above.

ARTICLE III CLASSIFICATION

The Employer agrees that none but building trades journeymen, residential journeymen, building trades apprentices, residential trainees, residential specialists and classified sheet metal workers shall be employed on any work described in Article I of this Addenda.

ARTICLE IV HOURS OF WORK

Section 1. The workweek shall consist of a forty (40) hour work week running on consecutive days from Monday through Saturday. The workday shall consist of up to twelve (12) hours, exclusive of the lunch period, starting 7:00 a.m. and ending at 7:00 p.m. However, the regular hours may be adjusted for inclement weather conditions and by mutual consent of the parties to this Addenda (see Special Shift, Standard Form of Union Agreement).

Section 2. All work performed after the first forty (40) hours during the regular work week, or after twelve hours in one day shall be compensated for at one and one-half (1-1/2) times the basic hourly residential wage rate.

Section 3. All work performed on Sundays and holidays shall be compensated for at two (2) times the basic hourly residential wage rate.

ARTICLE V TRAVEL

Section 1. The Employer shall provide or pay for all necessary transportation for transporting employees, tools, and materials from shop to job, job to job and job to shop during working hours.

Section 2. Employees may be required, when necessary, to use personal transportation to transport themselves and personal hand tools from shop to job, job to job, and job to shop during working hours. However, the Employer will reimburse employees for such personal conveyance at the Internal Revenue Service rate.

Section 3. Travel pay beyond forty-five (45) road miles from the shop, see Addenda I, Item #12 "b".

Section 4. Subsistence on out of town work, see Addenda I, Item #12 "c".

ARTICLE VI WAGES

Section 1. The minimum rate of wages for residential journeymen sheet metal workers covered by this Addenda when employed in a shop or on a job site within the jurisdiction of the Union, to perform any work specified in Article I of this Addenda, shall be at 70% of Building Trades Journeyman rate (see Wage Schedule "A") or as specified in Article VIII, Section 2 and Section 6 of the Standard Form of Union Agreement.

Section 2. Any indentured apprentices or classified workers assigned to residential work shall be paid at the applicable rate as established in Addenda I to the Standard Form of Union Agreement.

Section 3. The Residential Journeyman covered by this Addenda shall attend school as provided, if recommended to do so by the Employer, and the recommendation is concurred with by the Local Joint Examining Committee. In the event that the Residential Journeyman refuses and/or does not attend the provided classes or school, he shall be terminated from employment until such time as he has registered and is attending the required classes.

Section 4. The Employer agrees that no employee shall suffer a reduction in wages or benefits due to the signing of the Addenda. However, Building Trades Journeymen may be voluntarily employed on work covered by this Addenda, under terms and conditions, provided prior written approval is granted by the Union and the Employer agrees that Building Trades Journeyman so employed shall not forfeit or suffer any reduction in any fringe benefits as outlined in the Standard Form of Union Agreement. It is understood that a building trades member who has been approved to work under this Addenda at the wage rates set forth herein, may also perform work on commercial projects at the Standard Form of Union Agreement rates (**not new hire rate**).

Section 5. For only areas 1, 2 and 3 this agreement allows for a new hire journeyman wage rate of eighty percent (80%) the first six (6) months and for ninety percent (90%) for the second six (6) months of the residential journeyman rate.

Section 6. Should the Employer wish to promote a Classified Worker to Residential Journeyman status, the employee must appear before the Local Joint Examining Committee and show conclusive proof of six (6) years (1500 hours per year) experience as a Residential Sheet Metal Worker.

ARTICLE VII TRAINEE AND SPECIALIST FOR ONLY AREAS 1, 2 AND 3

Section 1. All trainees shall be under the supervision and control of the Joint Apprenticeship and Training Committee. Said Joint Committee shall formulate and make operative such rules and regulations as they may deem necessary and which do not conflict with the specific terms of this Addenda to govern eligibility, registration, education, transfer and the operation of an adequate training system to meet the needs and requirements of the residential trade. Trainees may work unsupervised; however, they must not supervise any other workers. Such rules and regulations, when formulated and adopted by the parties hereto, shall be recognized as a part of this Addenda.

Section 2. The Joint Training Committee designated above shall serve according to the Joint Apprenticeship and Training Rules, and vacancies therein shall be filled in accordance with the terms of said rules. It is hereby mutually agreed by and between the parties hereto that they will individually and collectively cooperate to the extent that duly qualified trainees be given every opportunity to secure proper technical and practical educational experience in the residential trade, under the supervision of the Joint Apprenticeship and Training Committee.

Section 3. It is hereby agreed that the Employer shall be entitled to apply to the Joint Apprenticeship and Training Committee on the basis of one (1) residential trainee or one (1) residential specialist, for each residential Journeymen regularly employed throughout theyear. Said ratio shall govern the consideration and granting of trainees by the Joint Apprenticeship and Training Committee.

Section 4. A graduated wage scale for trainees is herein established and maintained on the following percentage basis of the established wage rate of Residential Journeymen Sheet Metal Workers (see Wage Schedule "A"). The Trainee shall receive a wage increase each six (6) months from date of hire, providing a training class has been completed with a passing grade of "C" or higher.

First six months -	60%	Second six months	-65%
Third six months -	70%	Fourth six months	- 75%
Fifth six months -	80%	Sixth six months	- 85%
First six (6) months as Journeyman			- 90%

Section 5. When a trainee is hired by an Employer and is later terminated because of a work shortage, the Employer is obligated to take the said trainee back when the work picks up. The Employer will not be allowed to by-pass a laid *off* trainee unless at the time of termination the Employer submits a written statement to the Joint Apprenticeship and Training Committee that the trainee is not capable of performing the required work. The statement must include the Employer's reason for making such a decision.

Section 6. The Employer shall pay a trainee at the rates set forth in Article VI, Section 1 above during the period, if any, that exists prior to registration in the Training Program.

Section 7. A Residential Specialist classification will be included for fieldwork only and may work unsupervised on New construction only. The graduated wage scale shall be in accordance with the percentage of the Residential Journeyman rate set forth in Section 1 above (see Wage Schedule "A").

First six months - 45% Second six months - 50%
Third six months - 55% Fourth six months - 60%
1st day of 25th month - 70%

ARTICLE VIII RATIOS

Section 1. Apprentices shall be at the SFUA Ratios.

Section 2. Classified Workers shall be: four (4) classified for each Building Trades and/or Residential Journeyman. **Example:** One Building Trades and one Residential Journeyman equals eight (8) Classified Workers.

Section 3. Trainees and Specialist: see Article VII, Section 3.

ARTICLE IX FRINGES

Section 1. The Employer agrees to make fringe benefit contributions in the amounts as specified in Schedule "A" attached hereto and made a part hereof.

Section 2. Fringe benefit contributions shall be made for each hour worked by all employees.

Section 3. Explanation of Fringes

The Fringes are a percentage of the SFUA Area Journeyman contribution rates as follows:

Vacation: 70%
Health Care: 100%
HRA: 70%
Local Training: 45% (excl. Specialist)

National Training: 100% (excl. Specialist)
NEMI: 100%
SMOHI: 100%
Industry Find: 60%

Oregon Pension: 70% for Journeyman; and for Trainee and Specialist: 35% of the SFUA Area Journeyman contribution.

National Pension: 60% for Journeyman; and for Trainee and Specialist: 30% of the SFUA Area Journeyman contribution.

ARTICLE X UNION SECURITY

Section 1. The Employer agrees to require membership in the Union as a condition of

continued employment of all Residential Journeymen performing any of the work specified in Article I of this Addenda, within eight (8) days following the beginning of such employment or the effective date of this Addenda, whichever is the later, provided the Employer has reasonable grounds for believing that membership is available to such employees on the same terms and conditions generally applicable to other members and the membership is not denied or terminated for reasons other than the failure of the Employee to tender the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership.

Section 2. The Employer agrees to require each Residential Trainee and/or Specialist to register with the Union within eight (8) days following the beginning of employment or the effective date of this Addenda, whichever is later, if such trainee and/or specialist was not referred by the Local Union or the Training Committee.

Section 3. Should the Employee wish to be promoted from a Residential Journeyman (with a minimum of two (2) years as such) to Building Trades Journeyman status, the employee must appear before the Local Joint Examining Committee after meeting the minimum entry requirements for the apprenticeship to be placed in the apprenticeship program at the start of the third year prior to performing any work coming under the Standard Form of Union Agreement.

ARTICLE XI SHIFT PAY

In the event a second or third shift is necessary, a second shift premium of one dollar (\$1.00) per hour, or a third shift premium of one dollar and twenty-five cents (\$1.25) per hour shall be paid. All other shift requirements shall be governed by the Standard Form of Union Agreement.

ARTICLE XII DURATION OF AGREEMENT


Expiration Date: See Article XVI, Section 1, Standard Form of Union Agreement.

ARTICLE XIII ADDENDA CHANGES

This Addenda changes only those items listed, and any item not covered herein shall be governed by the Standard Form of Union Agreement.


**SMACNA – OREGON & SW
WASHINGTON**

**International Association of Sheet Metal,
Air, Rail and Transportation Workers
Local Union No. 16**



SMACNA REPRESENTATIVE
6-4-2020

Date



SMART LOCAL 16 REPRESENTATIVE
6-4-2020

Date

Wage Sheets

SMART Local No. 16

Telephone: (503) 254-0123 * Fax: (503) 254-0157

Residential

Area 1--Counties: OREGON: Benton, Clackamas, Clatsop, Columbia, Gilliam, Grant, Hood River, Lincoln, Linn, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Wheeler, Yamhill

WASHINGTON: Clark and Skamania

Wage-Fringe Schedule Building Trades

Effective 7/1/20. New wage sheets will become available for the remaining years on June 1st of every year.

	Base Wage	Vacation	Y to Y	Gross Taxable Wage	Oregon Pension		National Pension	Health Care	HRA	Drug Testing	Local Training	National Training	NEMIC	SMO/ HIT	Industry Fund	Total Benefits	Total Cost
					Oregon Pension	Off Benefit											
Res. Journeyman	\$ 29.61	\$ 0.84	\$ -	\$ 30.45	\$ 4.70	\$ 2.03	\$ 1.62	\$ 7.38	\$ 0.70	\$ -	\$ 0.46	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.33	\$ 17.39	\$ 47.84
Res. Foreman	\$ 32.57	\$ 0.84	\$ -	\$ 33.41	\$ 4.70	\$ 2.03	\$ 1.62	\$ 7.38	\$ 0.70	\$ -	\$ 0.46	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.33	\$ 17.39	\$ 50.80
Res. New Hire 90%	\$ 26.65	\$ 0.50	\$ -	\$ 27.15	\$ 4.70	\$ 2.03	\$ 1.62	\$ 7.38	\$ 0.70	\$ -	\$ 0.46	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.33	\$ 17.39	\$ 44.54
Res. New Hire 80%	\$ 23.69	\$ 0.50	\$ -	\$ 24.19	\$ 4.70	\$ 2.03	\$ 1.62	\$ 7.38	\$ 0.70	\$ -	\$ 0.46	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.33	\$ 17.39	\$ 41.58
60% Trainee	\$ 17.77	\$ 0.50	\$ -	\$ 18.27	\$ 2.35	\$ 1.02	\$ 0.81	\$ 7.38	\$ 0.70	\$ -	\$ 0.46	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.33	\$ 13.22	\$ 31.49
65% Trainee	\$ 19.25	\$ 0.50	\$ -	\$ 19.75	\$ 2.35	\$ 1.02	\$ 0.81	\$ 7.38	\$ 0.70	\$ -	\$ 0.46	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.33	\$ 13.22	\$ 32.97
70% Trainee	\$ 20.73	\$ 0.50	\$ -	\$ 21.23	\$ 2.35	\$ 1.02	\$ 0.81	\$ 7.38	\$ 0.70	\$ -	\$ 0.46	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.33	\$ 13.22	\$ 34.45
75% Trainee	\$ 22.21	\$ 0.50	\$ -	\$ 22.71	\$ 2.35	\$ 1.02	\$ 0.81	\$ 7.38	\$ 0.70	\$ -	\$ 0.46	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.33	\$ 13.22	\$ 35.93
80% Trainee	\$ 23.69	\$ 0.50	\$ -	\$ 24.19	\$ 2.35	\$ 1.02	\$ 0.81	\$ 7.38	\$ 0.70	\$ -	\$ 0.46	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.33	\$ 13.22	\$ 37.41
85% Trainee	\$ 25.17	\$ 0.50	\$ -	\$ 25.67	\$ 2.35	\$ 1.02	\$ 0.81	\$ 7.38	\$ 0.70	\$ -	\$ 0.46	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.33	\$ 13.22	\$ 38.89
45% Specialist	\$ 13.32	\$ 0.50	\$ -	\$ 13.82	\$ 2.35	\$ 1.02	\$ 0.81	\$ 7.38	\$ 0.70	\$ -	\$ -	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.33	\$ 12.76	\$ 26.58
50% Specialist	\$ 14.81	\$ 0.50	\$ -	\$ 15.31	\$ 2.35	\$ 1.02	\$ 0.81	\$ 7.38	\$ 0.70	\$ -	\$ -	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.33	\$ 12.76	\$ 28.07
55% Specialist	\$ 16.29	\$ 0.50	\$ -	\$ 16.79	\$ 2.35	\$ 1.02	\$ 0.81	\$ 7.38	\$ 0.70	\$ -	\$ -	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.33	\$ 12.76	\$ 29.55
60% Specialist	\$ 17.77	\$ 0.50	\$ -	\$ 18.27	\$ 2.35	\$ 1.02	\$ 0.81	\$ 7.38	\$ 0.70	\$ -	\$ -	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.33	\$ 12.76	\$ 31.03
70% Specialist	\$ 20.73	\$ 0.50	\$ -	\$ 21.23	\$ 2.35	\$ 1.02	\$ 0.81	\$ 7.38	\$ 0.70	\$ -	\$ -	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.33	\$ 12.76	\$ 33.99

Swing Shift Differential: Add One Dollar (\$1.00) per hour

Graveyard Shift Differential: Add One Dollar and Twenty-Five Cents (\$1.25) per hour

Working Dues: All Journeyman, Apprentices, Pre-Apprentices and Classified Workers at a rate of 3.75% of base wage for all hours worked. Overtime - 1 1/2 times or 2 times (when required) the base wage. Vacation and Fringe Benefits remain at the straight time rate.

SMART Local No. 16

Telephone: (503) 254-0123 * Fax: (503) 254-0157

Schedule A-Lt. Com./Residential

Area 2--Counties: Douglas and Lane

Wage-Fringe Schedule Building Trades

Effective 7/1/20. New wage sheets will become available for the remaining years on June 1st of every year.

	Base Wage	Vacation	Y to Y	Gross Taxable Wage		Oregon Pension		National Pension	Health Care	HRA	Drug Testing	Local Training	National Training	NEMIC	SMO/HT	Industry Fund	Total Benefits	Total Cost
				Oregon Pension	Off Benefit													
Res. Journeyman	\$ 24.49	\$ -	\$ -	\$ 24.49	\$ 4.24	\$ 1.74	\$ 1.62	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 16.48	\$ 40.97	
Res. Foreman	\$ 26.94	\$ -	\$ -	\$ 26.94	\$ 4.28	\$ 1.74	\$ 1.62	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 16.52	\$ 43.46	
Res. New Hire 90%	\$ 22.04	\$ -	\$ -	\$ 22.04	\$ 4.28	\$ 1.74	\$ 1.62	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 16.52	\$ 38.56	
Res. New Hire 80%	\$ 19.59	\$ -	\$ -	\$ 19.59	\$ 4.28	\$ 1.74	\$ 1.62	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 16.52	\$ 36.11	
60% Trainee	\$ 14.69	\$ -	\$ -	\$ 14.69	\$ 2.12	\$ 0.87	\$ 0.82	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 12.69	\$ 27.38	
65% Trainee	\$ 15.92	\$ -	\$ -	\$ 15.92	\$ 2.12	\$ 0.87	\$ 0.82	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 12.69	\$ 28.61	
70% Trainee	\$ 17.14	\$ -	\$ -	\$ 17.14	\$ 2.12	\$ 0.87	\$ 0.82	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 12.69	\$ 29.83	
75% Trainee	\$ 18.37	\$ -	\$ -	\$ 18.37	\$ 2.12	\$ 0.87	\$ 0.82	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 12.69	\$ 31.06	
80% Trainee	\$ 19.59	\$ -	\$ -	\$ 19.59	\$ 2.12	\$ 0.87	\$ 0.82	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 12.69	\$ 32.28	
85% Trainee	\$ 20.82	\$ -	\$ -	\$ 20.82	\$ 2.12	\$ 0.87	\$ 0.82	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 12.69	\$ 33.51	
45% Specialist	\$ 11.02	\$ -	\$ -	\$ 11.02	\$ 2.12	\$ 0.87	\$ 0.82	\$ 7.38	\$ 0.70	\$ -	\$ -	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 12.25	\$ 23.27	
50% Specialist	\$ 12.25	\$ -	\$ -	\$ 12.25	\$ 2.12	\$ 0.87	\$ 0.82	\$ 7.38	\$ 0.70	\$ -	\$ -	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 12.25	\$ 24.50	
55% Specialist	\$ 13.47	\$ -	\$ -	\$ 13.47	\$ 2.12	\$ 0.87	\$ 0.82	\$ 7.38	\$ 0.70	\$ -	\$ -	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 12.25	\$ 25.72	
60% Specialist	\$ 14.69	\$ -	\$ -	\$ 14.69	\$ 2.12	\$ 0.87	\$ 0.82	\$ 7.38	\$ 0.70	\$ -	\$ -	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 12.25	\$ 26.94	
70% Specialist	\$ 17.14	\$ -	\$ -	\$ 17.14	\$ 2.12	\$ 0.87	\$ 0.82	\$ 7.38	\$ 0.70	\$ -	\$ -	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.19	\$ 12.25	\$ 29.39	

Swing Shift Differential:

Add One Dollar (\$1.00) per hour

Graveyard Shift Differential:

Add One Dollar and Twenty-Five Cents (\$1.25) per hour

Working Dues: All Journeyman, Apprentices, Pre-Apprentices and Classified Workers at a rate of 3.75% of base wage for all hours worked.
Overtime - 1 1/2 times or 2 times (when required) the base wage. Vacation and Fringe Benefits remain at the straight time rate.

SMART Local No. 16

Telephone: (503) 254-0123 * Fax: (503) 254-0157

Schedule A-Lt. Com./Residential

Area 3--Counties: Coos

Wage-Fringe Schedule Building Trades

Effective 7/1/20. New wage sheets will become available for the remaining years on June 1st of every year.

	Base Wage	Vacation	Y to Y	Gross Taxable Wage	Oregon Pension		Health Care	HRA	Drug Testing	Local Training	National Training	NEMIC	SMOHIT	Industry Fund	Total Benefits	Total Cost
					Oregon Pension	Off Benefit										
Res. Journeyman	\$ 24.71	\$ -	\$ -	\$ 24.71	\$ 4.77	\$ 1.91	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.11	\$ 17.10	\$ 41.81
Res. Foreman	\$ 27.18	\$ -	\$ -	\$ 27.18	\$ 4.77	\$ 1.91	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.11	\$ 17.10	\$ 44.28
Res. New Hire 90%	\$ 22.24	\$ -	\$ -	\$ 22.24	\$ 4.77	\$ 1.91	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.11	\$ 17.10	\$ 39.34
Res. New Hire 80%	\$ 19.77	\$ -	\$ -	\$ 19.77	\$ 4.77	\$ 1.91	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.11	\$ 17.10	\$ 36.87
60% Trainee	\$ 14.83	\$ -	\$ -	\$ 14.83	\$ 2.39	\$ 0.96	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.11	\$ 12.97	\$ 27.80
65% Trainee	\$ 16.06	\$ -	\$ -	\$ 16.06	\$ 2.39	\$ 0.96	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.11	\$ 12.97	\$ 29.03
70% Trainee	\$ 17.30	\$ -	\$ -	\$ 17.30	\$ 2.39	\$ 0.96	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.11	\$ 12.97	\$ 30.27
75% Trainee	\$ 18.53	\$ -	\$ -	\$ 18.53	\$ 2.39	\$ 0.96	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.11	\$ 12.97	\$ 31.50
80% Trainee	\$ 19.77	\$ -	\$ -	\$ 19.77	\$ 2.39	\$ 0.96	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.11	\$ 12.97	\$ 32.74
85% Trainee	\$ 21.00	\$ -	\$ -	\$ 21.00	\$ 2.39	\$ 0.96	\$ 7.38	\$ 0.70	\$ -	\$ 0.44	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.11	\$ 12.97	\$ 33.97
45% Specialist	\$ 11.12	\$ -	\$ -	\$ 11.12	\$ 2.39	\$ 0.96	\$ 7.38	\$ 0.70	\$ -	\$ -	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.11	\$ 12.53	\$ 23.65
50% Specialist	\$ 12.36	\$ -	\$ -	\$ 12.36	\$ 2.39	\$ 0.96	\$ 7.38	\$ 0.70	\$ -	\$ -	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.11	\$ 12.53	\$ 24.89
55% Specialist	\$ 13.59	\$ -	\$ -	\$ 13.59	\$ 2.39	\$ 0.96	\$ 7.38	\$ 0.70	\$ -	\$ -	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.11	\$ 12.53	\$ 26.12
60% Specialist	\$ 14.83	\$ -	\$ -	\$ 14.83	\$ 2.39	\$ 0.96	\$ 7.38	\$ 0.70	\$ -	\$ -	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.11	\$ 12.53	\$ 27.36
70% Specialist	\$ 17.30	\$ -	\$ -	\$ 17.30	\$ 2.39	\$ 0.96	\$ 7.38	\$ 0.70	\$ -	\$ -	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.11	\$ 12.53	\$ 29.83

Swing Shift Differential: Add One Dollar (\$1.00) per hour

Graveyard Shift Differential: Add One Dollar and Twenty-Five Cents (\$1.25) per hour

Working Dues: All Journeyman, Apprentices, Pre-Apprentices and Classified Workers at a rate of 3.75% of base wage for all hours worked.
Overtime - 1 1/2 times or 2 times (when required) the base wage. Vacation and Fringe Benefits remain at the straight time rate.

SMART Local No. 16

Telephone: (503) 254-0123 * Fax: (503) 254-0157

Schedule A-Lt. Com./Residential

Area 4--Counties: Harney, Jackson, Josephine, Klamath, Curry and Lake

Wage-Fringe Schedule Building Trades

Effective 7/1/20. New wage sheets will become available for the remaining years on June 1st of every year.

	Base Wage	Vacation	Y to Y	Gross Taxable Wage	Oregon Pension Off	Oregon Pension Benefit	National Pension	Health Care	HRA	Drug Testing	Local Training	National Training	NEMIC	SMO/HIT	Industry Fund	Total Benefits	Total Cost
Res. Journeyman	\$ 20.82	\$ -	\$ -	\$ 20.82	\$ 3.65	\$ 1.60	\$ 1.62	\$ 7.38	\$ 0.70	\$ -	\$ 0.42	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.10	\$ 15.64	\$ 36.46
Res. Foreman	\$ 22.90	\$ -	\$ -	\$ 22.90	\$ 3.65	\$ 1.60	\$ 1.62	\$ 7.38	\$ 0.70	\$ -	\$ 0.42	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.10	\$ 15.64	\$ 38.54

Swing Shift Differential: Add One Dollar (\$1.00) per hour

Graveyard Shift Differential: Add One Dollar and Twenty-Five Cents (\$1.25) per hour

Working Dues: All Journeyman, Apprentices, Pre-Apprentices and Classified Workers at a rate of 3.75% of base wage for all hours worked.
Overtime - 1 1/2 times or 2 times (when required) the base wage. Vacation and Fringe Benefits remain at the straight time rate.

SMART Local No. 16

Telephone: (503) 254-0123 * Fax: (503) 254-0157

Schedule A-Lt. Com./Residential

Area 5--Counties: Crook, Deschutes and Jefferson

Wage-Fringe Schedule Building Trades

Effective 7/1/20. New wage sheets will become available for the remaining years on June 1st of every year.

	Base Wage	Vacation	Y to Y	Gross Taxable Wage	Oregon Pension	Off Benefit	National Pension	Health Care	HRA	Drug Testing	Local Training	National Training	NEMIC	SMO/HIT	Industry Fund	Total Benefits	Total Cost
Res. Journeyman	\$ 22.86	\$ 0.67	\$ -	\$ 23.53	\$ 3.77	\$ 1.66	\$ 0.82	\$ 7.38	\$ 0.70	\$ -	\$ 0.36	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.25	\$ 15.11	\$ 38.64
Res. Foreman	\$ 25.15	\$ 0.67	\$ -	\$ 25.82	\$ 3.77	\$ 1.66	\$ 0.82	\$ 7.38	\$ 0.70	\$ -	\$ 0.36	\$ 0.12	\$ 0.03	\$ 0.02	\$ 0.25	\$ 15.11	\$ 40.93

Swing Shift Differential: Add One Dollar (\$1.00) per hour
 Graveyard Shift Differential: Add One Dollar and Twenty-Five Cents (\$1.25) per hour

Working Dues: All Journeyman, Apprentices, Pre-Apprentices and Classified Workers at a rate of 3.75% of base wage for all hours worked.
 Overtime - 1 1/2 times or 2 times (when required) the base wage. Vacation and Fringe Benefits remain at the straight time rate.

