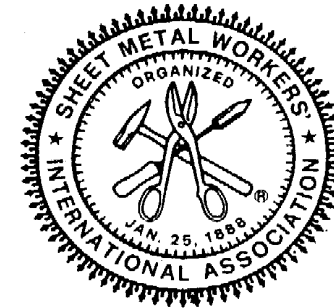


**SHEET METAL WORKERS LOCAL #103**  
**Montana NON-SMACNA**  
**Wage Schedule A**  
 Effective July 1, 2024 to June 30, 2025



	Journey Men	Foremen	General Foremen	Residential Journeyman	Classified Level 1	Classified Level 2	Classified Level 3
<b>Wages</b>	<b>\$38.14</b>	<b>\$41.95</b>	<b>\$45.01</b>	<b>\$34.33</b>	<b>\$26.70</b>	<b>\$30.51</b>	<b>\$34.33</b>
Health & Welfare	\$10.53	\$10.53	\$10.53	\$10.53	\$10.53	\$10.53	\$10.53
Northwest VEBA	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Northwest Pension	\$5.43	\$5.43	\$5.43	\$5.43	\$5.43	\$5.43	\$5.43
401 (k)	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
National Pension	\$1.38	\$1.38	\$1.38	\$1.38	\$1.38	\$1.38	\$1.38
SASMI	\$1.57	\$1.57	\$1.57	\$1.57	\$1.57	\$1.57	\$1.57
JATC	\$2.03	\$2.03	\$2.03	\$2.03	\$2.03	\$2.03	\$2.03
ITI	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12
NEMI	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
SMOHI	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
I.P. (MT SMACNA)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>	<b>\$59.75</b>	<b>\$63.56</b>	<b>\$66.62</b>	<b>\$55.94</b>	<b>\$48.31</b>	<b>\$52.12</b>	<b>\$55.94</b>
<b>NWDC Deductions</b>	<b>\$1.63</b>	<b>\$1.63</b>	<b>\$1.63</b>	<b>\$1.54</b>	<b>\$1.36</b>	<b>\$1.45</b>	<b>\$1.54</b>

Apprentices	First Year		Second Year		Third Year		Fourth Year	
	1st Half	2nd Half	1st Half	2nd Half	1st Half	2nd Half	1st Half	2nd Half
<b>Wages</b>	<b>\$22.88</b>	<b>\$24.79</b>	<b>\$26.70</b>	<b>\$28.61</b>	<b>\$30.51</b>	<b>\$32.42</b>	<b>\$34.33</b>	<b>\$36.23</b>
Health & Welfare	\$10.53	\$10.53	\$10.53	\$10.53	\$10.53	\$10.53	\$10.53	\$10.53
Northwest VEBA	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Northwest Pension	\$3.26	\$3.53	\$3.80	\$4.07	\$4.34	\$4.62	\$4.89	\$5.16
401 (k)	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
National Pension	\$0.83	\$0.90	\$0.97	\$1.04	\$1.10	\$1.17	\$1.24	\$1.31
SASMI	\$1.01	\$1.07	\$1.13	\$1.19	\$1.26	\$1.32	\$1.38	\$1.44
JATC	\$2.03	\$2.03	\$2.03	\$2.03	\$2.03	\$2.03	\$2.03	\$2.03
ITI	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12
NEMI	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
SMOHI	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
I.P. (MT SMACNA)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total</b>	<b>\$41.21</b>	<b>\$43.52</b>	<b>\$45.83</b>	<b>\$48.14</b>	<b>\$50.44</b>	<b>\$52.76</b>	<b>\$55.07</b>	<b>\$57.37</b>
<b>NWDC Deductions</b>	<b>\$1.19</b>	<b>\$1.24</b>	<b>\$1.30</b>	<b>\$1.36</b>	<b>\$1.41</b>	<b>\$1.47</b>	<b>\$1.52</b>	<b>\$1.58</b>

Provisional	Mechanical Helper
<b>\$32.42</b>	<b>\$22.88</b>
	\$10.53
	\$0.27
	\$1.01
	\$0.12
	\$0.03
	\$0.02
\$32.42	\$34.86
<b>\$0.98</b>	<b>\$1.04</b>

NWDC Deductions = 2.4% Total Package + \$0.20 IA per capita per hour worked from taxable

- Classified Worker Level 1 shall be 70% of Journeyman plus all benefits
- Classified Worker Level 2 shall be 80% of Journeyman plus all benefits
- Classified Worker Level 3 shall be at 90% of Journeyman plus all benefits
- After completion of 3rd JATC class, Classified Workers shall be advanced to journeyman status