

**SMART Local 206 Wage and Benefit Schedule  
Journeyman**

Effective January 1, 2026

**Journeyman - Class 1-A**

Taxable Wages	Working Dues	Local Training Fund	National Pension Fund	ITI, NEMI SMOHIT SMWSF	So Cal Pension	Health Benefits Plan A	401(a) Plan	HRA	Industry Fund	Total Package
54.32	(2.13)	1.07	6.19	0.18	11.82	10.91	0.25	1.00	0.70	86.44

**Journeyman - Class 1-A (Second Shift)**

Taxable Wages	Working Dues	Local Training Fund	National Pension Fund	ITI, NEMI SMOHIT SMWSF	So Cal Pension	Health Benefits Plan A	401(a) Plan	HRA	Industry Fund	Total Package
58.39	(2.13)	1.07	6.19	0.18	11.82	10.91	0.25	1.00	0.70	90.51

**Journeyman - Class 1-A (Third Shift)**

Taxable Wages	Working Dues	Local Training Fund	National Pension Fund	ITI, NEMI SMOHIT SMWSF	So Cal Pension	Health Benefits Plan A	401(a) Plan	HRA	Industry Fund	Total Package
62.47	(2.13)	1.07	6.19	0.18	11.82	10.91	0.25	1.00	0.70	94.59

**Journeyman Classifications 2 Through 16**

	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9	Class 10	Class 11	Class 12	Class 13	Class 14	Class 15	Class 16
Taxable Wage	54.07	53.82	53.57	53.07	52.57	51.57	50.57	49.57	48.57	47.57	46.57	45.57	44.57	43.57	42.57
401(a) Plan	0.50	0.75	1.00	1.50	2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	11.00	12.00

**Journeyman Classifications B through J**

	Class B	Class C	Class D	Class E	Class F	Class G	Class H	Class I	Class J
Taxable Wage	54.07	53.82	53.57	53.07	52.57	51.57	50.57	49.57	48.57
HRA	1.25	1.50	1.75	2.25	2.75	3.75	4.75	5.75	6.75

*All Journeyman fringe benefit contributions, other than those for the 401(a) Plan and HRA, remain the same as Class 1-A Journeyman Rates for Foremen, General Foremen, Detailers and all overtime rates shall be based on Class 1-A Journeyman Taxable Rates.*

**SMART Local 206 Wage and Benefit Schedule  
Journeyman - Camp Pendleton Rates**

Effective January 1, 2026

**Journeyman - Class 1-A - Camp Pendleton Rates**

Taxable Wages	Working Dues	Local Training Fund	National Pension Fund	ITI, NEMI SMOHIT SMWSF	So Cal Pension	Health Benefits Plan A	401(a) Plan	HRA	Industry Fund	Total Package
56.32	(2.13)	1.07	6.19	0.18	11.82	10.91	0.25	1.00	0.70	88.44

**Journeyman - Class 1-A (Second Shift) - Camp Pendleton Rates**

Taxable Wages	Working Dues	Local Training Fund	National Pension Fund	ITI, NEMI SMOHIT SMWSF	So Cal Pension	Health Benefits Plan A	401(a) Plan	HRA	Industry Fund	Total Package
60.54	(2.13)	1.07	6.19	0.18	11.82	10.91	0.25	1.00	0.70	92.66

**Journeyman - Class 1-A (Third Shift) - Camp Pendleton Rates**

Taxable Wages	Working Dues	Local Training Fund	National Pension Fund	ITI, NEMI SMOHIT SMWSF	So Cal Pension	Health Benefits Plan A	401(a) Plan	HRA	Industry Fund	Total Package
64.77	(2.13)	1.07	6.19	0.18	11.82	10.91	0.25	1.00	0.70	96.89

**Journeyman Classifications 2 Through 16 - Camp Pendleton Rates**

	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9	Class 10	Class 11	Class 12	Class 13	Class 14	Class 15	Class 16
Taxable Wage	56.07	55.82	55.57	55.07	54.57	53.57	52.57	51.57	50.57	49.57	48.57	47.57	46.57	45.57	44.57
401(a) Plan	0.50	0.75	1.00	1.50	2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	11.00	12.00

**Journeyman Classifications B through J - Camp Pendleton Rates**

	Class B	Class C	Class D	Class E	Class F	Class G	Class H	Class I	Class J
Taxable Wage	56.07	55.82	55.57	55.07	54.57	53.57	52.57	51.57	50.57
HRA	1.25	1.50	1.75	2.25	2.75	3.75	4.75	5.75	6.75

*All Journeyman fringe benefit contributions, other than those for the 401(a) Plan and HRA, remain the same as Class 1-A Journeyman Rates for Foremen, General Foremen, Detailers and all overtime rates shall be based on Class 1-A Journeyman Taxable Rates.*

Effective January 1, 2026

**APPRENTICE RATES (Journeyman Taxable Rate of \$54.32)**

Period	Percent of Journeyman Rate	Taxable Rate	Local Training Fund	Working Dues	Health Benefits Plan A	Health Benefits Plan B	So Cal Pension Fund	National Pension Fund	ITI, NEMI SMOHIT SMWSF	HRA	401(a) Plan	Industry Fund	Total Package
1	50%	27.16	1.04	(0.70)		7.78	0.50	3.10	0.18	0.40	0.25	0.70	41.11
2	53%	28.79	1.04	(0.70)		7.78	0.50	3.28	0.18	0.40	0.25	0.70	42.92
3	56%	30.42	1.04	(0.75)		7.78	0.50	3.47	0.18	0.40	0.25	0.70	44.74
4	59%	32.05	1.04	(0.75)		7.78	0.50	3.65	0.18	0.40	0.25	0.70	46.55
5	62%	33.68	1.04	(0.80)		7.78	0.50	3.84	0.18	0.40	0.25	0.70	48.37
6	65%	35.31	1.04	(0.80)		7.78	0.50	4.02	0.18	0.40	0.25	0.70	50.18
7	68%	36.94	1.04	(0.85)	10.91		0.50	4.21	0.18	0.40	0.25	0.70	55.13
8	71%	38.57	1.04	(0.85)	10.91		0.50	4.39	0.18	0.40	0.25	0.70	56.94
9	74%	40.20	1.04	(0.90)	10.91		0.50	4.58	0.18	0.40	0.25	0.70	58.76
10	79%	42.91	1.04	(0.90)	10.91		0.50	4.89	0.18	0.40	0.25	0.70	61.78

**APPRENTICE RATES WORKING at CAMP PENDLETON (Journeyman Taxable Rate of \$56.32)**

Period	Percent of Journeyman Rate	Taxable Rate	Local Training Fund	Working Dues	Health Benefits Plan A	So Cal Health Plan B	So Cal Pension Fund	National Pension Fund	ITI, NEMI SMOHIT SMWSF	HRA	401(a) Plan	Industry Fund	Total Package
1	50%	28.16	1.04	(0.70)		7.78	0.50	3.10	0.18	0.40	0.25	0.70	42.11
2	53%	29.85	1.04	(0.70)		7.78	0.50	3.28	0.18	0.40	0.25	0.70	43.98
3	56%	31.54	1.04	(0.75)		7.78	0.50	3.47	0.18	0.40	0.25	0.70	45.86
4	59%	33.23	1.04	(0.75)		7.78	0.50	3.65	0.18	0.40	0.25	0.70	47.73
5	62%	34.92	1.04	(0.80)		7.78	0.50	3.84	0.18	0.40	0.25	0.70	49.61
6	65%	36.61	1.04	(0.80)		7.78	0.50	4.02	0.18	0.40	0.25	0.70	51.48
7	68%	38.30	1.04	(0.85)	10.91		0.50	4.21	0.18	0.40	0.25	0.70	56.49
8	71%	39.99	1.04	(0.85)	10.91		0.50	4.39	0.18	0.40	0.25	0.70	58.36
9	74%	41.68	1.04	(0.90)	10.91		0.50	4.58	0.18	0.40	0.25	0.70	60.24
10	79%	44.49	1.04	(0.90)	10.91		0.50	4.89	0.18	0.40	0.25	0.70	63.36

**SMART Local 206 Wage and Benefit Schedule  
Sheet Metal Technicians and Technician Trainees**

Effective January 1, 2026

**Sheet Metal Technician**

Taxable Wages	Working Dues	Local Training Fund	ITI, NEMI SMOHIT SMWSF	So Cal Pension	Health Benefits Plan B	401(a) Plan	HRA	Industry Fund	Total Package
40.80	(1.60)	0.99	0.18	1.00	7.78	0.25	0.40	0.65	52.05

**Sheet Metal Technician (Second Shift)**

Taxable Wages	Working Dues	Local Training Fund	ITI, NEMI SMOHIT SMWSF	So Cal Pension	Health Benefits Plan B	401(a) Plan	HRA	Industry Fund	Total Package
43.86	(1.60)	0.99	0.18	1.00	7.78	0.25	0.40	0.65	55.11

**Sheet Metal Technician (Third Shift)**

Taxable Wages	Working Dues	Local Training Fund	ITI, NEMI SMOHIT SMWSF	So Cal Pension	Health Benefits Plan B	401(a) Plan	HRA	Industry Fund	Total Package
46.92	(1.60)	0.99	0.18	1.00	7.78	0.25	0.40	0.65	58.17

**Sheet Metal Technicians Classifications 2 Through 16**

	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9	Class 10	Class 11	Class 12	Class 13	Class 14	Class 15	Class 16
Taxable Wage	40.55	40.30	40.05	39.55	39.05	38.05	37.05	36.05	35.05	34.05	33.05	32.05	31.05	30.05	29.05
401(a) Plan	0.50	0.75	1.00	1.50	2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	11.00	12.00

**Sheet Metal Technicians Classifications B through J**

	Class B	Class C	Class D	Class E	Class F	Class G	Class H	Class I	Class J
Taxable Wage	40.55	40.30	40.05	39.55	39.05	38.05	37.05	36.05	35.05
HRA	0.65	0.90	1.15	1.65	2.15	3.15	4.15	5.15	6.15

**SMART Local 206 Wage and Benefit Schedule  
Sheet Metal Technicians and Technician Trainees**

**Sheet Metal Technician Trainee "A"**

Taxable Wages	Working Dues	Local Training Fund	ITI, NEMI SMOHIT SMWSF	Health Benefits Plan B	401(a) Plan	HRA	Industry Fund	Total Package
35.45	(1.39)	0.99	0.18	7.78	0.44	0.40	0.65	45.89

**Sheet Metal Technician Trainee "A" Classifications 2 Through 13**

	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9	Class 10	Class 11	Class 12	Class 13	Class 14	Class 15
Taxable Wage	35.20	34.95	34.70	34.20	33.70	32.70	31.70	30.70	29.70	28.70	27.70	26.70	25.70	24.70
401(a) Plan	0.69	0.94	1.19	1.69	2.19	3.19	4.19	5.19	6.19	7.19	8.19	9.19	10.19	11.19

**Sheet Metal Technician Trainee "A" Classifications B through J**

	Class B	Class C	Class D	Class E	Class F	Class G	Class H	Class I	Class J
Taxable Wage	35.20	34.95	34.70	34.20	33.70	32.70	31.70	30.70	29.70
HRA	0.65	0.90	1.15	1.65	2.15	3.15	4.15	5.15	6.15

**Sheet Metal Technician Trainee "B"**

Taxable Wages	Working Dues	Local Training Fund	ITI, NEMI SMOHIT SMWSF	Health Benefits Plan B	401(a) Plan	HRA	Industry Fund	Total Package
29.72	(\$1.18)	0.99	0.18	7.78	0.44	0.40	0.65	40.16

**Sheet Metal Technician Trainee "B" Classifications 2 Through 11**

	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9	Class 10	Class 11
Taxable Wage	29.47	29.22	28.97	28.47	27.97	26.97	25.97	24.97	23.97	22.97
401(a) Plan	0.69	0.94	1.19	1.69	2.19	3.19	4.19	5.19	6.19	7.19

**Sheet Metal Technician Trainee "B" Classifications B through I**

	Class B	Class C	Class D	Class E	Class F	Class G	Class H	Class I	Class J
Taxable Wage	29.47	29.22	28.97	28.47	27.97	26.97	25.97	24.97	23.97
HRA	0.65	0.90	1.15	1.65	2.15	3.15	4.15	5.15	6.15

**SMART Local 206 Wage and Benefit Schedule  
Sheet Metal Technicians and Technician Trainees**

**Sheet Metal Technician Trainee "C"**

Taxable Wages	Working Dues	Local Training Fund	ITI, NEMI SMOHIT SMWSF	Health Benefits Plan B	401(a) Plan	HRA	Industry Fund	Total Package
24.57	(0.96)	0.99	0.18	7.78	0.44	0.40	0.65	35.01

**Sheet Metal Technician Trainee "C" Classifications 2 Through 6**

	Class 2	Class 3	Class 4	Class 5	Class 6
Taxable Wage	24.32	24.07	23.82	23.32	22.82
401(a) Plan	0.69	0.94	1.19	1.69	2.19

**Sheet Metal Technician Trainee "C" Classifications B through F**

	Class B	Class C	Class D	Class E	Class F
Taxable Wage	24.32	24.07	23.82	23.32	22.82
HRA	0.65	0.90	1.15	1.65	2.15

**Sheet Metal Technician Trainee "D"**

Taxable Wages	Working Dues	Local Training Fund	ITI, NEMI SMOHIT SMWSF	Health Benefits Plan B	401(a) Plan	HRA	Industry Fund	Total Package
<b>21.97</b>	(0.75)	0.99	0.18	7.78	0.44	0.40	0.65	<b>32.41</b>

**Sheet Metal Technician Trainee "D" Classifications 2 Through 4**

	Class 2	Class 3	Class 4
Taxable Wage	<b>21.72</b>	<b>21.47</b>	<b>21.22</b>
401(a) Plan	0.69	0.94	1.19

**Sheet Metal Technician Trainee "D" Classifications B through D**

	Class B	Class C	Class D
Taxable Wage	<b>21.72</b>	<b>21.47</b>	<b>21.22</b>
HRA	0.65	0.90	1.15

*All Technician and Technician Trainee fringe benefit contributions, other than those for the 401(a) Plan & HRA, remain the same as for Class 1-A Technician and Technician Trainees and all overtime shall be based on Class A-1 Technician or Technician Trainee Taxable Rates.*

**SMART Local 206 Wage and Benefit Schedule  
Utility Workers**

Effective January 1, 2026

**Utility Workers**

Taxable Wage	Health Benefits Plan B	Local Training Fund	ITI, NEMI SMOHIT SMWSF	Industry Fund	Total Package
<b>21.97</b>	7.78	0.66	0.18	0.65	<b>31.24</b>

**Utility Workers - Second Shift**

Taxable Wage	Health Benefits Plan B	Local Training Fund	ITI, NEMI SMOHIT SMWSF	Industry Fund	Total Package
<b>23.62</b>	7.78	0.66	0.18	0.65	<b>32.89</b>

**Utility Workers - Third Shift**

Taxable Wage	Health Benefits Plan B	Local Training Fund	ITI, NEMI SMOHIT SMWSF	Industry Fund	Total Package
<b>25.27</b>	7.78	0.66	0.18	0.65	<b>34.54</b>