

Special Bulletin

Date: June 4, 2021

To: SMACNA Southern California Members and Industry Fund Contributors

From: Kevin O'Dorisio, Executive Director

Subject: SMART Local 105/SMACNA Southern California
July 1, 2021 Wage Package Information

At the May 14, 2021 SMACNA Southern California Ratification Meeting members ratified the Collective Bargaining Agreement (CBA) presented by the SMACNA Negotiations Committee. On May 26, 2021 the SMART Local 105 membership ratified the agreement presented by Labor Bargaining Representatives.

The agreement has a term of 3 years. The total increase for the 3 years is \$9.25.

The package is confirmed, and will increase to \$2.09 per hour on July 1, 2021.

Effective July 1, 2021 the total package breakdown is as follows:

Hourly Wage (Taxable)	= 50.23 (+1.95)
Retiree's Supplemental Health Plan	= .50 (+ .05)
National Pension	= <u>4.36 (+ .09)</u>
	(+2.09)

Please follow the Funds Payment and Remittance Reporting Procedure effective July 1, 2021. This procedure must be followed.

SMACNA
SOUTHERN CALIFORNIA

12070 Telegraph Road - Suite 350 • Santa Fe Springs • CA 90670-8202 • 562/944-6345 • FAX 562/944-7425
e-mail: kevin@smacna-socal.org Administrators for the Sheet Metal Industry Fund of Southern California

55/25 CLARIFICATION:

ADDENDUM NO. 11 FUNDS PAYMENT AND POSTING – Section 10

Section 10 has been revised in order to provide clarity and eliminate future disputes concerning the obligation to remit fringe benefit contributions on behalf of certain employees. Employers who employ 55/25 Rule Employees should compensate such employees on a salaried basis, and consistent with this clause no contributions will be due on their behalf. The revised Section 10 is as follows:

Section 10. Hourly Bargaining Unit Alumni

On behalf of employees who were formerly covered by this Agreement, and who no longer work in a position covered by this Agreement, such as salesmen(woman) and estimator, and who are compensated on an hourly basis, the Employer must report and make contributions for all hours worked, subject to a minimum of 155 hours per month for months in which the employee performs any work, except for the month of hire or termination. However, no contributions are required for hours paid for sick leave, holidays, vacations and bonuses. No contributions are required on behalf of any employees who work in a position not covered by this Agreement, such as salesmen(woman) and estimator, and who are compensated on a salary basis unless such employee is otherwise entitled to the minimum contributions as described in Section 9.

Contract booklets will be sent to all members and industry fund contributors. Refer to the May 7, 2021 contract information sheets provided to member and industry fund contributors on May 14, 2021 for contract changes.

Encl: Wage Package



Local Union 105

DAVID M. SHAVER
FINANCIAL SECRETARY-TREASURER
RECORDING SECRETARY

LUTHER B. MEDINA
PRESIDENT
BUSINESS MANAGER

STEVE HINSON
VICE PRESIDENT
BUSINESS REPRESENTATIVE

June 2, 2021

Los Angeles / Orange Empire Agreement

Pursuant to our Collective Bargaining Agreement, the following wage and fringe package shall be effective **July 1, 2021 through December 31, 2021**. The taxable wage is increased **\$1.95 per hour**, the National Pension is increased **\$0.09 per hour**, and the Retiree's Supplemental Health Plan is increased **\$0.05 per hour**. The total package is increased **\$2.09 per hour**.

Effective **July 1, 2021**, the Local Union 105 - Los Angeles / Orange Empire wage and fringe package shall be as follows:


	Journeyman Wages	Foreman/ Detailer	General Foreman
Hourly Taxable Wage (Increase)	\$50.23	\$57.76	\$60.28
* Savings Plan (Taxable)	-10%	-10%	-10%
* 401(a) Plan - Mandatory	\$1.00	\$1.00	\$1.00
* Retiree's Supplemental Health Plan (Increase)	\$0.50	\$0.50	\$0.50
* Health Plan	\$10.60	\$10.60	\$10.60
* Health Reimbursement Acct. (HRA)	\$0.50	\$0.50	\$0.50
* Local Pension	\$11.82	\$11.82	\$11.82
** Local Training J.A.T.C.	\$0.70	\$0.70	\$0.70
*** National Training ITI	\$0.12	\$0.12	\$0.12
*** National Pension (Increase)	\$4.36	\$4.36	\$4.36
*** NEMI	\$0.03	\$0.03	\$0.03
*** SMOHIT	\$0.02	\$0.02	\$0.02
**** LMCT/FP-ACC	\$0.09	\$0.09	\$0.09
Total Wage Package:	\$79.97	\$87.50	\$90.02
**** Industry Fund	\$0.56	\$0.56	\$0.56
TOTAL:	\$80.53	\$88.06	\$90.58

The mileage rate established is fifty-six cents (\$0.56) per mile. See Zone and Subsistence.

***** **WORKING DUES RATE - NO CHANGE:** Effective July 1, 2021, the dues check-off rate remains at at two dollars and twenty-six cents (\$2.26) per hour worked.

*, **, ***, ****, and *****: Please note that there are changes on the enclosure titled "Funds Payment and Remittance Reporting Procedure effective July 1, 2021" for information regarding remittance payable names and the remittance mailing addresses.

If you have any questions, please call the union office at (909) 305-2800.


Kevin O'Dorisio, Executive Director
SMACNA Southern California


Luther B. Medina, Business Manager/President
SMART Local Union 105

LBM:lat/LA OE SMACNA 070121 thru 123121
opeiu #537/afl-cio,cl

Business Representatives

Jesse Ayala
Tim Hinson

Donald P. Bennett
Sam F. Hurtado

*Chris Gonzalez
William "Bill" Shaver

Al Hernandez
Joe Whitcher

GLENDORA OFFICE
2120 AUTO CENTRE DRIVE
GLENDORA, CA 91740-0720
(909) 305-2800 • FAX (909) 305-2822

SHEET METAL / AIR / RAIL / TRANSPORTATION WORKERS



*BAKERSFIELD OFFICE
620 ENTERPRISE WAY, STE. A
BAKERSFIELD, CA 93307-0821
(805) 832-1187 • FAX (805) 832-1292

Local Union 105

DAVID M. SHAVER
FINANCIAL SECRETARY-TREASURER
RECORDING SECRETARY

LUTHER B. MEDINA
PRESIDENT
BUSINESS MANAGER

STEVE HINSON
VICE PRESIDENT
BUSINESS REPRESENTATIVE

June 2, 2021

Union Dues Check-Off Reference Chart effective July 1, 2021
for the Los Angeles / Orange Empire Agreement
Building Trades Journeyman (BTJ) Working Dues Rate of \$2.26 per hour.

ALL APPRENTICES EFFECTIVE 07/01/2020										
Current Percentage	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%
Apprentice Hourly Wage	\$20.09	\$22.60	\$25.12	\$27.63	\$30.14	\$32.65	\$35.16	\$37.67	\$40.18	\$42.70
* New Apprentice Union Dues Check-Off (Working Dues)	\$0.90	\$1.02	\$1.13	\$1.24	\$1.36	\$1.47	\$1.58	\$1.70	\$1.81	\$1.92
ALL OTHER CLASSIFICATIONS										
Current Percentage	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%
* Other Classifications Hourly Wage	\$15.07	\$17.58	\$20.09	\$22.60	\$25.12	\$27.63	\$30.14	\$32.65	\$35.16	\$37.67
* Other Classifications Union Dues Check-Off (Working Dues)	\$0.68	\$0.79	\$0.90	\$1.02	\$1.13	\$1.24	\$1.36	\$1.47	\$1.58	\$1.70
Current Percentage	80%	85%	90%	95%	100%					
* Other Classifications Hourly Wage	\$40.18	\$42.70	\$45.21	\$47.72	\$50.23					
* Other Classifications Union Dues Check-Off (Working Dues)	\$1.81	\$1.92	\$2.03	\$2.15	\$2.26					

The gross wage shall include the Union dues check-off monies in the amount shown in the Wage and Fringe schedules. All classifications will be required to pay a Union dues check-off rate equal to their percentage of the journeyman rate of pay multiplied by the journeyman Union dues check-off rate to determine the required hourly rate of Union dues check-off for every hour worked. After normal tax deductions are made from the weekly gross taxable wages, each Employer agrees to withhold the full amount in trust, up to and including the last pay period of the month and shall then remit said check-off monies in such manner and on such report form as provided in the Funds Payment Addendum. All weekly paycheck stubs shall indicate the amount of Union dues check-off monies withheld. Once the check-off monies have been properly remitted per this Agreement, the Employer shall have no further responsibility for same.

It is further agreed that if in the future, there is a need to increase the amount or to expand the use of this dues check-off, the Local Union shall have the control of determining the amounts or uses necessary from this fund.

*** If a merit increase is given to an employee under any classification other than journeyman or apprentice, the employer must pay the Union dues check-off rate that closest coincides with the Union dues check-off rates for the employee's classification as listed on the wage and fringe benefit schedules provided by the Local Union. The rate must coincide with the actual amount the employee is being paid as to ensure the proper Union dues check-off rate is being reported on the employee's behalf. This notification must be in writing by changing the Union dues check-off rate reported to reflect the proper Union dues check-off rate on the fringe benefit remittance form or as a written communication to the dispatcher.**

LBM:DMS:lat/Union Dues Check-Off Reference Chart effective 070121/opeiu #537/afl-cio,clc

Business Representatives

Jesse Ayala
Tim Hinson

Donald P. Bennett
Sam F. Hurtado

*Chris Gonzalez
William "Bill" Shaver

Al Hernandez
Joe Whitcher



**FUNDS PAYMENTS AND REMITTANCE REPORTING
PROCEDURE EFFECTIVE JULY 1, 2021**

***** Please note the highlighted address change below for use when mailing National Benefit Funds reports and remittance checks using overnight mail.**

- * **Local Funds:** The Health Plan, Local Pension, Savings Plan, 401(a) Plan, Retiree's Supplemental Health Plan, and the Health Reimbursement Account (HRA) contributions shall be by separate remittance made payable to "Sheet Metal Workers' Trust Funds" and delivered, along with the report forms, to:

*Sheet Metal Workers' Trust Funds
PO Box 847784
Los Angeles, CA 90084-7784*

- ** The **Local Training JATC** contributions made payable to "Southern California Sheet Metal JATC" and delivered, along with the report forms, to:

*Southern California Sheet Metal JATC
633 North Baldwin Park Blvd.
City of Industry, CA 91746*

- *** **National Benefit Funds:** The National Pension, National Training ITI, NEMI, and SMOHIT contributions shall be by separate remittance made payable to "Sheet Metal Workers' National Benefit Funds" and delivered, along with the report forms, directly to:

*Sheet Metal Workers' National Benefit Funds
Post Office Box 79321
Baltimore, MD 21279-0321*

- *** **PLEASE NOTE THE FOLLOWING ADDRESS CHANGE:** If you are sending **National Benefit Funds** contributions by overnight mail, use the address below:

*Sheet Metal Workers' National Benefit Funds
3180 Fairview Park Drive, Suite 400
Falls Church, VA 22042-4516*

- **** The **Industry Fund and LMCT:** Industry Fund contributions made payable to "Sheet Metal Industry Fund of Southern California" and LMCT contributions made payable to "LMCT Fund" and delivered, along with the report forms, to:

*Sheet Metal Industry Fund of Southern California
12070 Telegraph Road, Suite 350
Santa Fe Springs, CA 90670*

- ***** **Union Dues Check-Off** made payable to "SMART Local Union 105" and delivered, along with the report forms, to:

*SMART Local Union 105
Attn: Erika Navarro/Dues and Finance Office
2120 Auto Centre Drive
Glendora, CA 91740-6720*

ALL APPRENTICES EFFECTIVE 07/01/20
Wage Rates for Apprentices - Los Angeles / Orange Empire
Effective July 1, 2021 through December 31, 2021

Six Month Periods (Five Years)

	Pre-Apprentice	After Six Months Pre-Apprentice	1st Period		2nd Period		3rd Period		4th Period		5th Period		6th Period		7th Period		8th Period		9th Period		10th Period	
			40%	45%	50%	55%	60%	65%	70%	75%	80%	85%										
Hourly Taxable Wage (Increase)	\$15.07	\$17.58	\$20.09	\$22.60	\$25.12	\$27.63	\$30.14	\$32.65	\$35.16	\$37.67	\$40.18	\$42.70										
* Savings Plan (Taxable)	-10%	-10%	-10%	-10%	-10%	-10%	-10%	-10%	-10%	-10%	-10%	-10%										
* 401(a) Plan - Mandatory			\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00										
* Health Plan	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70										
* Health Reimb. Account (HRA)	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50										
* Local Pension			\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00										
** Local Training J.A.T.C.	\$0.20	\$0.20	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70										
*** National Training ITI	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12										
*** National Pension (Increase)	\$0.22	\$0.22	\$1.74	\$1.96	\$2.18	\$2.40	\$2.62	\$2.83	\$3.05	\$3.27	\$3.49	\$3.71										
*** NEMI	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03										
*** SMOHIT	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02										
**** LMCT/FP-ACC			\$0.09	\$0.09	\$0.09	\$0.09	\$0.09	\$0.09	\$0.09	\$0.09	\$0.09	\$0.09										
Total Wage Package:	\$21.86	\$24.37	\$32.99	\$35.72	\$38.46	\$41.19	\$48.82	\$51.54	\$54.27	\$57.00	\$59.73	\$62.47										
**** Industry Fund	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56										
TOTAL:	\$22.42	\$24.93	\$33.55	\$36.28	\$39.02	\$41.75	\$49.38	\$52.10	\$54.83	\$57.56	\$60.29	\$63.03										
***** Union Dues Check-Off (No Change)	\$0.68	\$0.79	\$0.90	\$1.02	\$1.13	\$1.24	\$1.36	\$1.47	\$1.58	\$1.70	\$1.81	\$1.92										

◆ After Six (6) months of Employment

"A" Health Plan is \$10.60 Per Hour

"B" Health Plan is \$5.70 Per Hour

***** Union Dues Check-off for all other classifications including apprentices increases in 5% increments. If the hourly taxable wage rate falls between the wage rates listed above, the employer will deduct the lower percentage union dues check-off rate until the taxable hourly wage rate meets or exceeds the next percentage hourly taxable wage rate. If the taxable hourly wage rate exceeds \$42.70 per hour, refer to the Union Dues Check-Off Reference Chart effective July 1, 2021 to determine the appropriate union dues check-off rate to be deducted.



Local Union 105

DAVID M. SHAVER
FINANCIAL SECRETARY-TREASURER
RECORDING SECRETARY

LUTHER B. MEDINA
PRESIDENT
BUSINESS MANAGER

STEVE HINSON
VICE PRESIDENT
BUSINESS REPRESENTATIVE

SERVICE, MODERNIZATION & MAINTENANCE
(Los Angeles / Orange Empire)

Effective July 1, 2021 through December 31, 2021

	S & M Journeyman	S & M Maintenance
Hourly Taxable Wage (Increase)	\$30.14	\$15.07
* Savings Plan (Taxable)	-10%	-10%
* 401(a) Plan - Mandatory	\$0.85	\$0.85
* Health Plan	\$5.70	\$5.70
* Health Reimbursement Acct. (HRA)	\$0.50	\$0.50
** Local Training J.A.T.C.	\$0.30	\$0.30
*** National Training ITI	\$0.12	\$0.12
*** National Pension (Increase)	\$3.32	\$3.32
*** NEMI	\$0.03	\$0.03
*** SMOHIT	\$0.02	\$0.02
Total Wage Package:	\$40.98	\$25.91
**** Industry Fund	\$0.10	\$0.10
TOTAL:	\$41.08	\$26.01
***** Union Dues Check-Off (No Change)	\$1.36	\$0.68

***** **Union Dues Check-off for all other classifications including service, modernization and maintenance increases in 5% increments. If the hourly taxable wage rate exceeds \$15.07 per hour, the employer will refer to the Union Dues Check-Off Reference Chart effective July 1, 2021 to determine the appropriate union dues check-off rate to be deducted. The employer will deduct the lower percentage union dues check-off rate until the taxable hourly wage rate meets or exceeds the next percentage hourly taxable wage rate.**

New Employees Probation Period - All Funds - Effective August 1, 2001, there shall be one probation period for all new employees working under this Supplemental Agreement. New employees shall not be interpreted to include previous or current members of Local Union 105 or employees who have ever received eligibility for health plan benefits from the Sheet Metal Workers' Health Plan of Southern California, Arizona and Nevada. Employer contributions to all trust funds applicable under this Supplemental Agreement shall be paid for all hours worked following two hundred and twenty (220) hours worked or hours paid on behalf of new employees.

New Employees Probation Period 401(a) Plan - Employer contributions for new employees working under this Agreement for the first time shall be paid on all hours worked effective the first working day of the week following six (6) months from the first employment date. The first employment date is considered the first employment week of the six month period.

LBM:lat/LA OE SMACNA 070121 thru 123121/opeiu #537/afj-cio,clc

Business Representatives

Jesse Ayala
Tim Hinson

Donald P. Bennett
Sam F. Hurtado

*Chris Gonzalez
William "Bill" Shaver

Al Hernandez
Joe Whitcher



GLENDORA OFFICE
2120 AUTO CENTRE DRIVE
GLENDORA, CA 91740-6720
(909) 305-2800 • FAX (909) 305-2822

SHEET METAL | AIR | RAIL | TRANSPORTATION WORKERS



*BAKERSFIELD OFFICE
620 ENTERPRISE WAY, STE. 1
BAKERSFIELD, CA 93307-682
(661) 832-1187 • FAX (661) 832-11

Local Union 105

DAVID M. SHAYER
FINANCIAL SECRETARY-TREASURER
RECORDING SECRETARY

LUTHER B. MEDINA
PRESIDENT
BUSINESS MANAGER

STEVE HINSON
VICE PRESIDENT
BUSINESS REPRESENTATIVE

RESIDENTIAL AND LIGHT COMMERCIAL
SOUTHERN CALIFORNIA (Los Angeles / Orange Empire)

Effective July 1, 2021 through December 31, 2021

	Residential Journeyman
Hourly Taxable Wage (Increase)	\$30.14
* Savings Plan (Taxable)	-10%
* 401(a) Plan - Mandatory	\$0.85
* Health Plan	\$5.70
* Health Reimbursement Acct. (HRA)	\$0.50
*** National Training ITI	\$0.12
*** National Pension (Increase)	\$3.32
*** NEMI	\$0.03
*** SMOHIT	\$0.02
Total Wage Package:	\$40.68
**** Industry Fund	\$0.20
TOTAL:	\$40.88
***** Union Dues Check-Off (No Change)	\$1.36

***** Union Dues Check-off for all other classifications including residential journeymen increases in 5% increments. If the hourly taxable wage rate exceeds \$30.14 per hour, the employer will refer to the Union Dues Check-Off Reference Chart effective July 1, 2021 to determine the appropriate union dues check-off rate to be deducted. The employer will deduct the lower percentage union dues check-off rate until the taxable hourly wage rate meets or exceeds the next percentage hourly taxable wage rate.

New Employees Probation Period - All Funds - Effective August 1, 2001, there shall be one probation period for all new employees working under this Supplemental Agreement. New employees shall not be interpreted to include previous or current members of Local Union 105 or employees who have ever received eligibility for health plan benefits from the Sheet Metal Workers' Health Plan of Southern California, Arizona and Nevada. Employer contributions to all trust funds applicable under this Supplemental Agreement shall be paid for all hours worked following two hundred and twenty (220) hours worked or hours paid on behalf of new employees.

New Employees Probation Period 401(a) Plan - Employer contributions for new employees working under this Agreement for the first time shall be paid on all hours worked effective the first working day of the week following six (6) months from the first employment date. The first employment date is considered the first employment week of the six month period.

LBM:lat/LA OE SMACNA 070121 thru 123121/opeiu #537/aff-cio-clc
Business Representatives

Jesse Ayala
Tim Hinson

Donald P. Bennett
Sam F. Hurtado

*Chris Gonzalez
William "Bill" Shaver

Al Hernandez
Joe Whitcher



Wage Rates for Classified Workers - Los Angeles/Orange Empire

Effective July 1, 2021 through December 31, 2021

	◆	◆◆	◆◆◆	◆◆◆◆	◆◆◆◆◆
	After Six Months	After Twelve Months	After 18 Months	After 24 Months	After 30 Months
	30%	40%	50%	60%	
Hourly Taxable Wage (Increase)	\$15.07	\$20.09	\$25.12	\$30.14	
* Savings Plan (Taxable)	-10%	-10%	-10%	-10%	
* 401(a) Plan - Mandatory	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
* Health Plan	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70
* Health Reimbursement Acct. (HRA)	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
* Local Pension	\$2.40	\$2.40	\$2.40	\$2.40	\$2.40
** Local Training J.A.T.C.	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
*** National Training ITI	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12
*** National Pension (Increase)	\$0.22	\$0.22	\$0.22	\$0.22	\$0.22
*** NEMI	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
*** SMOHIT	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
**** LMCT/FP-ACC	\$0.04	\$0.04	\$0.04	\$0.04	\$0.04
Total Wage Package:	\$24.55	\$29.57	\$34.60	\$39.62	
**** Industry Fund	\$0.47	\$0.47	\$0.47	\$0.47	\$0.47
TOTAL:	\$25.02	\$30.04	\$35.07	\$40.09	
**** Union Dues Check-Off (No Change)	\$0.68	\$0.79	\$1.02	\$1.24	\$1.36

- ◆ After Six (6) months of Employment
- ◆◆ After Twelve (12) months of Employment

**** Union Dues Check-off for all other classifications including classified workers increases in 5% increments. If the hourly taxable wage rate falls between the wage rates listed above, the employer will deduct the lower percentage union dues check-off rate until the taxable hourly wage rate meets or exceeds the next percentage hourly taxable wage rate. If the taxable hourly wage rate exceeds \$30.14 per hour, refer to the Union Dues Check-Off Reference Chart effective July 1, 2021 to determine the appropriate union dues check-off rate to be deducted.

Wage Rates for Classified Workers - Los Angeles/Orange Empire

Effective July 1, 2021 through December 31, 2021

	65%	70%	75%	80%
Hourly Taxable Wage (Increase)	\$32.65	\$35.16	\$37.67	\$40.18
* Savings Plan (Taxable)	-10%	-10%	-10%	-10%
* 401(a) Plan - Mandatory	\$0.25	\$0.25	\$0.25	\$0.25
* Health Plan	\$5.70	\$5.70	\$5.70	\$5.70
* Health Reimbursement Acct. (HRA)	\$0.50	\$0.50	\$0.50	\$0.50
* Local Pension	\$2.40	\$2.40	\$2.40	\$2.40
** Local Training J.A.T.C.	\$0.20	\$0.20	\$0.20	\$0.20
*** National Training ITI	\$0.12	\$0.12	\$0.12	\$0.12
*** National Pension (Increase)	\$0.22	\$0.22	\$0.22	\$0.22
*** NEMI	\$0.03	\$0.03	\$0.03	\$0.03
*** SMOHIT	\$0.02	\$0.02	\$0.02	\$0.02
**** LMCT/FP-ACC	\$0.04	\$0.04	\$0.04	\$0.04
Total Wage Package:	\$42.13	\$44.64	\$47.15	\$49.66
**** Industry Fund	\$0.47	\$0.47	\$0.47	\$0.47
TOTAL:	\$42.60	\$45.11	\$47.62	\$50.13
**** Union Dues Check-Off (No Change)	\$1.47	\$1.58	\$1.70	\$1.81

**** Union Dues Check-off for all other classifications including classified workers increases in 5% increments.
 If the hourly taxable wage rate falls between the wage rates listed above, the employer will deduct the lower percentage union dues check-off rate until the taxable hourly wage rate meets or exceeds the next percentage hourly taxable wage rate. If the taxable hourly wage rate exceeds \$40.18 per hour, refer to the Union Dues Check-Off Reference Chart effective July 1, 2021 to determine the appropriate union dues check-off rate to be deducted.