

APPENDIX A

**Sheet Metal Workers International Union, Local 104**

1% - Effective July 1, 2013

Job Classification	Grade	Steps					
		1	2	3	4	5	
7376 Sheet Metal Worker*	615	Hourly					\$ 41.2556
		Bi-Weekly					\$ 3,300.45
9345 Sheet Metal Supervisor	955	Hourly	\$ 37.4161	\$ 39.2917	\$ 41.2556	\$ 43.3228	\$ 45.4833
		Bi-Weekly	\$ 2,993.29	\$ 3,143.34	\$ 3,300.45	\$ 3,465.82	\$ 3,638.66

1% - Effective January 1, 2014

Job Classification	Grade	Steps					
		1	2	3	4	5	
7376 Sheet Metal Worker*	615	Hourly					\$ 41.6682
		Bi-Weekly					\$ 3,333.46
9345 Sheet Metal Supervisor	955	Hourly	\$ 37.7903	\$ 39.6846	\$ 41.6682	\$ 43.7560	\$ 45.9381
		Bi-Weekly	\$ 3,023.22	\$ 3,174.77	\$ 3,333.46	\$ 3,500.48	\$ 3,675.05

\* Entrance at Step 5

APPENDIX A

**Sheet Metal Workers International Union, Local 104**

2% - Effective July 1, 2014

Job Classification	Grade		Steps				
			1	2	3	4	5
7376 Sheet Metal Worker*	615	Hourly					\$42.5016
		Bi-Weekly					\$3,400.13
9345 Sheet Metal Supervisor	955	Hourly	\$38.5461	\$40.4783	\$42.5016	\$44.6311	\$46.8569
		Bi-Weekly	\$3,083.69	\$3,238.26	\$3,400.13	\$3,570.49	\$3,748.55

2% - Effective December 31, 2014

Job Classification	Grade		Steps				
			1	2	3	4	5
7376 Sheet Metal Worker*	615	Hourly					\$43.3516
		Bi-Weekly					\$3,468.13
9345 Sheet Metal Supervisor	955	Hourly	\$39.3170	\$41.2879	\$43.3516	\$45.5237	\$47.7940
		Bi-Weekly	\$3,145.36	\$3,303.03	\$3,468.13	\$3,641.90	\$3,823.52

\* Entrance at Step 5

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**Sheet Metal Workers International Union, Local 104**

1.5% - Effective July 1, 2015

Job Classification	Grade	Steps					
		1	2	3	4	5	
7376 Sheet Metal Worker*	615	Hourly					\$44.0019
		Bi-Weekly					\$3,520.15
9345 Sheet Metal Supervisor	955	Hourly	\$39.9068	\$41.9072	\$44.0019	\$46.2066	\$48.5109
		Bi-Weekly	\$3,192.54	\$3,352.58	\$3,520.15	\$3,696.53	\$3,880.87

1.5% - Effective December 30, 2015

Job Classification	Grade	Steps					
		1	2	3	4	5	
7376 Sheet Metal Worker*	615	Hourly					\$44.6619
		Bi-Weekly					\$3,572.95
9345 Sheet Metal Supervisor	955	Hourly	\$40.5054	\$42.5358	\$44.6619	\$46.8997	\$49.2386
		Bi-Weekly	\$3,240.43	\$3,402.86	\$3,572.95	\$3,751.98	\$3,939.09

\* Entrance at Step 5

APPENDIX A

**Sheet Metal Workers International Union, Local 104**

2.75% - Effective July 1, 2016

Job Classification	Grade		Steps				
			1	2	3	4	5
7376 Sheet Metal Worker*	615	Hourly					\$45.8901
		Bi-Weekly					\$3,671.21
9345 Sheet Metal Supervisor	955	Hourly	\$41.6193	\$43.7055	\$45.8901	\$48.1894	\$50.5927
		Bi-Weekly	\$3,329.54	\$3,496.44	\$3,671.21	\$3,855.15	\$4,047.42

2.25% - Effective December 28, 2015

Job Classification	Grade		Steps				
			1	2	3	4	5
7376 Sheet Metal Worker*	615	Hourly					\$46.9226
		Bi-Weekly					\$3,753.81
9345 Sheet Metal Supervisor	955	Hourly	\$42.5557	\$44.6889	\$46.9226	\$49.2737	\$51.7310
		Bi-Weekly	\$3,404.46	\$3,575.11	\$3,753.81	\$3,941.90	\$4,138.48

\* Entrance at Step 5