

# SMART Local 104 — pay scale rate sheet

Sheet Metal Workers · San Francisco, CA · Effective September 21, 2025

SMART Local 104 pays journeyman members \$62.76/hr in straight-time wages, and \$112.10/hr once benefit and fringe contributions are added, effective September 21, 2025 per the [unionpayscales.com](https://unionpayscales.com) wage sheet. Rates change with each contract cycle — confirm the current step with the San Francisco, CA hall before quoting an offer.

## Wage detail

**Base hourly wage** **\$62.76/hr**

Straight-time journeyman rate on the current wage sheet, before fringes.

**Total package** **\$112.10/hr**

Wage plus all employer-paid benefit and fringe contributions per hour worked.

**Approximate annual wage** **\$125,520/yr**

Derived: base hourly × 2,000 hours. Actual earnings depend on hours dispatched, overtime and travel.

**Effective date** **September 21, 2025**

Date this rate took effect under the agreement, as printed on the [unionpayscales.com](https://unionpayscales.com) wage sheet.

**Classification** **Journeyman**

Rate applies to this classification only. Apprentice steps, foremen and shift work are paid on separate lines of the wage sheet.

## Benefits & fringe contributions

Roughly 44% of the SMART Local 104 package is employer-paid benefits and fringes rather than wages, which is why the package figure and a take-home hourly rate are not the same number.

**Benefit & fringe contributions** **\$49.34/hr**

Derived: total package minus base wage. This is the employer's combined hourly contribution to the funds, not take-home pay.

**What the contributions fund** **Health & welfare, pension, annuity, training and industry funds**

Standard fund categories in mechanical and electrical agreements. The exact split between funds is set in the local's agreement — the hall or fund office publishes the schedule.

**Paid on** **Every hour worked**

Fringe contributions are made per hour worked, so they scale with dispatched hours and are paid to the funds rather than to the member.

## Source & currency

Source: [unionpayscales.com](https://unionpayscales.com) — <https://unionpayscales.com/trades/smart-sheetmetal/#local-104>

High confidence. Pulled from the local's current published CBA wage sheet on [unionpayscales.com](https://unionpayscales.com) and cross-checked at build time. High confidence for offer benchmarking.

Last cross-checked against the source on Sep 1, 2026.

Gulfstream Strategic Placements is a private mechanical construction recruiting firm. We are not affiliated with this local, we do not run dispatch, and we do not set or negotiate union rates. Figures are republished from the source above — confirm the current step with the hall before relying on them for an offer.

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