

SMART Local 214 — pay scale rate sheet

Sheet Metal Workers · Baton Rouge, LA · Effective January 1, 2024

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SMART Local 214 pays sheet metal worker (including hvac duct installation) members \$30.38/hr in straight-time wages, and \$44.58/hr once benefit and fringe contributions are added, effective January 1, 2024 per the U.S. Department of Labor Davis-Bacon general wage determination LA20260029 (rev 1), building construction, SHEE0214-011 01/01/2024: base rate \$30.38 plus printed fringes \$14.20 wage determination. Rates change with each contract cycle — confirm the current step with the Baton Rouge, LA hall before quoting an offer.

Wage detail

Base hourly wage **\$30.38/hr**

Straight-time sheet metal worker (including hvac duct installation) rate on the current wage determination, before fringes.

Total package **\$44.58/hr**

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

Approximate annual wage **\$60,760/yr**

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

Effective date **January 1, 2024**

Date this rate took effect under the agreement, as printed on the U.S. Department of Labor Davis-Bacon general wage determination LA20260029 (rev 1), building construction, SHEE0214-011 01/01/2024: base rate \$30.38 plus printed fringes \$14.20 wage determination.

Classification **SHEET METAL WORKER (INCLUDING HVAC DUCT INSTALLATION)**

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

Benefits & fringe contributions

Roughly 32% of the SMART Local 214 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 **\$14.20/hr**

Printed as the fringe line on U.S. Department of Labor, Wage and Hour Division determination LA20260029, schedule SHEE0214-011.

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: U.S. Department of Labor Davis-Bacon general wage determination LA20260029 (rev 1), building construction, SHEE0214-011 01/01/2024: base rate \$30.38 plus printed fringes \$14.20 — <https://sam.gov/wage-determination/LA20260029/1#local-214>

Moderate confidence. The negotiated rate on this primary source (U.S. Department of Labor Davis-Bacon general wage determination LA20260029 (rev 1), building construction, SHEE0214-011 01/01/2024: base rate \$30.38 plus printed fringes \$14.20) is dated more than 18 months back, so a mid-term raise may already be in effect. Confirm the current step with the local's business office before extending an offer.

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

Source document: U.S. Department of Labor, Wage and Hour Division Davis-Bacon Act determination LA20260029 (mod 1), published 2026-05-18.

Schedule line SHEE0214-011 — Building construction, scope: Counties listed on LA20260029.

Classification as printed: SHEET METAL WORKER (INCLUDING HVAC DUCT INSTALLATION)

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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