

SMART Local 293 — pay scale rate sheet

Sheet Metal Workers · Honolulu, HI · Effective August 30, 2026

SMART Local 293 pays sheet metal worker, journeyworker — hawaii state wage rate schedule members \$53.32/hr in straight-time wages, and \$88.06/hr once benefit and fringe contributions are added, effective August 30, 2026 per the Hawaii DLIR Wage Rate Schedule Bulletin No. 511 wage determination. Rates change with each contract cycle — confirm the current step with the Honolulu, HI hall before quoting an offer.

Wage detail

Base hourly wage **\$53.32/hr**

Straight-time sheet metal worker, journeyworker — hawaii state wage rate schedule rate on the current wage determination, before fringes.

Total package **\$88.06/hr**

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

Approximate annual wage **\$106,640/yr**

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

Effective date **August 30, 2026**

Date this rate took effect under the agreement, as printed on the Hawaii DLIR Wage Rate Schedule Bulletin No. 511 wage determination.

Classification **Sheet Metal Worker, journeyworker — Hawaii state wage rate schedule**

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 39% of the SMART Local 293 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 **\$34.74/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: Hawaii DLIR Wage Rate Schedule Bulletin No. 511 — <https://labor.hawaii.gov/rs/files/2026/09/WRS511.pdf#local-293>

High confidence. Read directly from the primary source (Hawaii DLIR Wage Rate Schedule Bulletin No. 511) and cross-checked at build time. Highest confidence for offer benchmarking.

Last cross-checked against the source on Sep 17, 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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