

SMART Local 396 — pay scale rate sheet

Railroad Mechanical Workers · Elizabeth, NJ · Effective July 1, 2024

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SMART Local 396 pays journeyman mechanic — nj transit agreement members \$41.12/hr in straight-time wages, effective July 1, 2024 per the NJ Transit/SMART agreement 2024–2027, rate effective 7/1/2024 wage determination. Rates change with each contract cycle — confirm the current step with the Elizabeth, NJ hall before quoting an offer.

Wage detail

Base hourly wage **\$41.12/hr**

Straight-time journeyman mechanic — nj transit agreement rate on the current wage determination, before fringes.

Total package **Not published on the current wage determination**

The source does not print a combined package for this local — ask the hall for the fund contribution schedule.

Approximate annual wage **\$82,240/yr**

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

Effective date **July 1, 2024**

Date this rate took effect under the agreement, as printed on the NJ Transit/SMART agreement 2024–2027, rate effective 7/1/2024 wage determination.

Classification **Journeyman Mechanic — NJ Transit agreement**

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

Benefits & fringe contributions

SMART Local 396's published wage determination does not break out fringes, so we show only the wage figures it prints.

Benefit & fringe contributions **Not published**

The wage determination does not separate fringes for this local.

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: NJ Transit/SMART agreement 2024–2027, rate effective 7/1/2024 —

<https://local2001.twu.org/wp-content/uploads/2025/02/New-Jersey-Transit-Agreement-2024-2027.pdf#local-396>

Moderate confidence. The negotiated rate on this primary source (NJ Transit/SMART agreement 2024–2027, rate effective 7/1/2024) 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 11, 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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