

**Jeremy Robnett**  
Business Manager  
Financial Secretary/Treasurer

**Ron Speigle**  
Business Representative



**SMART**  
**LOCAL 88**  
**LAS VEGAS, NV**

**Hyrum Valdez**  
President

**Alfonso Lopez**  
Political Director  
Organizer

❖ **IMPORTANT NOTICE** ❖

*WAGE RATE CHANGES*  
**INTERIM July 1, 2024**

TO: SMART Local 88 Members

FROM: Geremiah Robnett, Business Manager  
SMART Local Union No. 88

DATE: July 22, 2024

SUBJECT: Wage and Benefit Rate changes for July 1, 2024

As a result of an unsuccessful ratification of a successor agreement, and rather than paying the funds retroactively, SMACNA has chosen to invoke Article 17, Section 1 of the Standard form Union Agreement (SFUA) that states,

*“The Union agrees that if the Local or National Pension Funds or the health plans, including the Retiree Health Plan, require any additional contributions during the term of this Agreement, the Union shall allocate such contribution amounts out of existing wage rates, effective the same date that the additional contributions are required. If the Union fails to make the appropriate allocation, the Employers are authorized to immediately reduce existing wage rates in the appropriate amount and allocate that amount to the appropriate fund.”*

Please take a minute to review the attached letter from SMACNA dated July 19, 2024, and ***interim*** wage and fringe benefit package effective July 1, 2024. Changes are marked in red for your convenience.

**Building Trades Journeyman**

The base wage decreased by \$0.25 to \$53.86 per hour.  
Health Plan A increased by \$0.25 to \$11.10 per hour.  
\*Local Industry Fund increased by \$0.10 to \$0.55 per hour.

**Apprentices**

The base wage adjusted by the appropriate percentage rate per hour.  
Health Plan A increased by \$0.25 to \$11.10 per hour.  
\*Local Industry Fund increased by \$0.10 to \$0.55 per hour.

**Pre-Apprentices/Material Expeditor**

\*Local Industry Fund increased by \$0.10 to \$0.55 per hour.

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**Light Commercial**

\*Local Industry Fund increased by \$0.10 to \$0.55 per hour.

**Light Commercial/Service Technician**

\*Local Industry Fund increased by \$0.10 to \$0.55 per hour.

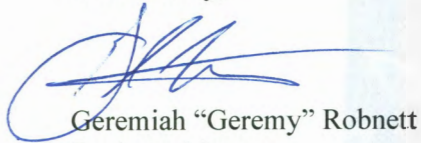
**Residential**

\*Local Industry Fund increased by \$0.10 to \$0.55 per hour.

*\*Local Industry Fund increase is solely an increase due by the contractors. This increase does not affect the base pay.*

If you have any questions, please contact the office at (702) 452-4799.

*In Solidarity,*



Geremiah "Geremy" Robnett  
Business Manager

GR, dw  
OPEIU #537  
AFL-CIO, CLC



# SHEET METAL AND AIR CONDITIONING CONTRACTORS' NATIONAL ASSOCIATION OF SOUTHERN NEVADA

July 19, 2024

SENT VIA EMAIL

Geremiah Robnett  
Business Manager  
SMART Local 88  
2560 Marco Street  
Las Vegas, Nevada 89115

RE: Request to Issue New, Interim Wage Sheets for Employers

Dear Mr. Robnett:

As dismaying as it may be that the terms of our settled successor Standard Form of Union Agreement (SFUA) were not ratified last month at the June 18 meeting of your members, thus triggering among other things, an undetermined delay in the issuance of new wage sheets by SMART Local 88 to signatory Employers, the fact remains, there are two changes to the wage and fringe benefit allocations *effective July 1* that warrant a request for the Union to issue new, interim wage sheets to all signatory Employers.

The two changes to the allocations include (1) the Local Industry Fund increase of \$.10 provided by written notice from SMACNA of Southern Nevada to the Union on May 2 and (2) a required increase to the Health Plan A contribution rate of \$.25 as noticed by a July 1 Memorandum by the Sheet Metal Workers' Trust Funds following the trustees of the Sheet Metal Workers' Health Plan of Southern California, Arizona and Nevada's approval of such increase at their June 27 meeting.

The Employers have come to rely on the Union-issued wage sheets as the gold standard to which they set their payroll programming. Having a common set of wage sheets among them not only enables a level-playing field across all Employers but helps ensure the contributions remain timely and complete, which aids the longevity and the viability of the respective funds.

Another reason to expedite this request and distribution of new, interim wage sheets to signatory Employers is found in Article 17, Section 1 that states,

*"The Union agrees that if the Local or National Pension Funds or the health plans, including the Retiree Health Plan, require any additional contributions during the term of this Agreement, the Union shall allocate such additional contribution amounts out of the existing wage rates, effective the same date that the additional contributions are required. If the Union fails to make the appropriate allocation, the Employers are authorized to immediately reduce existing wage rates in the appropriate amount and allocate that amount to the appropriate fund."*

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Mr. Jeremy Robnett  
July 19, 2024  
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Should any further delay occur, SMART Local 88 members are likely to see a month's worth of \$.25 per hour deductions taken in a singular paycheck, opposed to it being taken out weekly. Also, any Employers who may have failed for one reason or another to have received the Memorandum from the Sheet Metal Workers' Trust Funds may already be in a double bind situation with respect to any employee they may have laid off since July 1, as the Employer would now be unable to recuperate from the employee the \$.25 they have already paid them, leaving the Employer to pay it twice.

Your immediate attention to this request is deeply appreciated.

Warmest regards,



Mandi L. Wilkins  
Executive Vice President