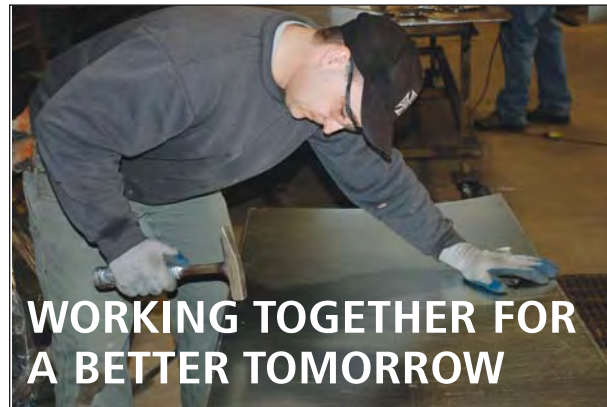


Protect your future. protect your family's future.

- Health Insurance
- Dental Coverage
- Prescription Drug Plan
- Vision Care Coverage
- Extended Health Care Benefits
- Pension Plan
- Long Term & Short Term Disability Coverage
- Education & Upgrading Courses
- Safety Training
- Certified Apprenticeship Program



SHEET METAL WORKERS INTERNATIONAL ASSOCIATION

If sheet metal work is your chosen career, you deserve the best possible wages and benefits.

If you're not receiving all that you deserve, please call us to discuss your future.

**THE LOCAL 235
ORGANIZING DEPARTMENT
519-945-0500
ALL CALL ARE STRICTLY
CONFIDENTIAL**

SHEET METAL WORKERS'



International Association



**Local Union 235
Windsor/Chatham
Ontario**

**1695 Gladstone Ave.
Windsor, Ontario N8W 2N2**

**PHONE: 519-945-0500
www.smwia-local235.com**



UNION SHEET METAL WORKERS...

- Receive high rates of pay
- Receive better training
- Receive protection from unjust discipline and discharge
- Have access to representation for Workers' Compensation claims
- Have a safer workplace
- Have access to a state-of-the-art Provincial training facility

We register all of our apprentices and ensure our apprentices receive the best training.

RATES FOR SHEET METAL WORKERS WINDSOR/CHATHAM LOCAL 235

CLASS	BASE RATE	VACATION PAY	PENSION	BENEFITS	TOTAL HOURLY
JOURNEY-MAN	\$333.27	\$3.33	\$6.25	\$3.85	\$48.95
5TH YEAR	\$26.60	\$2.66	\$4.33	\$3.85	\$39.25
4TH YEAR	\$22.85	\$2.29	\$3.83	\$3.85	\$34.42
3RD YEAR	\$19.17	\$1.92	\$3.25	\$3.85	\$29.56
2ND YEAR	\$15.43	\$1.54	\$2.75	\$3.85	\$24.72
1ST YEAR	\$11.68	\$1.17	\$2.21	\$3.85	\$19.84

Year 2010

BENEFIT SUMMARY

- Dependent Coverage
- Member Life Insurance
- Dependent Life Insurance
- (AD&D) Accidental Death, Dismemberment & Specific Loss Insurance
- (STD) Short Term Disability Benefits
- Healthcare
- Preferred Vision Services
- Dental Care
- Coordination of Benefits



If you are currently not receiving this amount of pay then maybe its time to make a change. Your decision to better your family's future is only a phone call away.

ALL CALLS ARE STRICTLY CONFIDENTIAL