

**BEMIDJI AREA
COMMERCIAL & INDUSTRIAL
SHEET METAL WORKERS UNION LOCAL NO. 10 WAGE SHEET**

EFFECTIVE JUNE 1, 2018 - MAY 31, 2019

PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE ^(a)	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE			TOTAL PKG	TOTAL REMIT TO		
	ORGA-NIZING			SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	FCF	ITI & NEMI	SCHLR & SMOHI	SASMI ^(b)		LOCAL CNTRL	NAT'L BENE FND	
Family Coverage - Plan A																
Journeyman	28.59	0.68	29.27	4.83	3.23	9.91	0.30	0.26	0.02	0.15	0.03	1.42	49.42	19.23	1.60	
Foreman	30.34	0.68	31.02	4.83	3.23	9.91	0.30	0.26	0.02	0.15	0.03	1.42	51.17	19.23	1.60	
General Foreman	31.09	0.68	31.77	4.83	3.23	9.91	0.30	0.26	0.02	0.15	0.03	1.42	51.92	19.23	1.60	
Single Coverage - Plan A																
Journeyman	30.09	0.68	30.77	4.83	3.23	8.41	0.30	0.26	0.02	0.15	0.03	1.42	49.42	17.73	1.60	
Foreman	31.84	0.68	32.52	4.83	3.23	8.41	0.30	0.26	0.02	0.15	0.03	1.42	51.17	17.73	1.60	
General Foreman	32.59	0.68	33.27	4.83	3.23	8.41	0.30	0.26	0.02	0.15	0.03	1.42	51.92	17.73	1.60	
Family Coverage - Plan B																
Journeyman	30.86	0.68	31.54	4.83	3.23	7.64	0.30	0.26	0.02	0.15	0.03	1.42	49.42	16.96	1.60	
Foreman	32.61	0.68	33.29	4.83	3.23	7.64	0.30	0.26	0.02	0.15	0.03	1.42	51.17	16.96	1.60	
General Foreman	33.36	0.68	34.04	4.83	3.23	7.64	0.30	0.26	0.02	0.15	0.03	1.42	51.92	16.96	1.60	
Single Coverage - Plan B																
Journeyman	35.17	0.68	35.85	4.83	3.23	3.33	0.30	0.26	0.02	0.15	0.03	1.42	49.42	12.65	1.60	
Foreman	36.92	0.68	37.60	4.83	3.23	3.33	0.30	0.26	0.02	0.15	0.03	1.42	51.17	12.65	1.60	
General Foreman	37.67	0.68	38.35	4.83	3.23	3.33	0.30	0.26	0.02	0.15	0.03	1.42	51.92	12.65	1.60	
Apprentices																
Family - Plan B Only																
(the base rate is computed using the applicable base rate for Single Coverage Plan B (below) and then deducting the difference between Single & Family Plan B)																
0000-2000	50	10.40	0.68	11.08	2.42	1.62	7.64	0.30	0.26	0.02	0.15	0.03	0.68	24.20	12.94	0.86
2001-4000	59	13.03	0.68	13.71	2.85	1.91	7.64	0.30	0.26	0.02	0.15	0.03	0.78	27.65	13.66	0.96
4001-6000	67	15.37	0.68	16.05	3.24	2.16	7.64	0.30	0.26	0.02	0.15	0.03	0.87	30.72	14.30	1.05
6001-8000	75	17.71	0.68	18.39	3.62	2.42	7.64	0.30	0.26	0.02	0.15	0.03	0.96	33.79	14.94	1.14
Apprentices																
Single - Plan B Only																
(the base rate is computed using the applicable % times the Taxable Base for Journeyman with Family Plan A Coverage and then adding \$.75)																
0000-2000	50	14.71	0.68	15.39	2.42	1.62	3.33	0.30	0.26	0.02	0.15	0.03	0.68	24.20	8.63	0.86
2001-4000	59	17.34	0.68	18.02	2.85	1.91	3.33	0.30	0.26	0.02	0.15	0.03	0.78	27.65	9.35	0.96
4001-6000	67	19.68	0.68	20.36	3.24	2.16	3.33	0.30	0.26	0.02	0.15	0.03	0.87	30.72	9.99	1.05
6001-8000	75	22.02	0.68	22.70	3.62	2.42	3.33	0.30	0.26	0.02	0.15	0.03	0.96	33.79	10.63	1.14
Preapprentices																
(the base rate is computed using the applicable % times the Taxable Base for Journeyman with Family Plan A Coverage)																
0000-1000	40	11.56	0.15	11.71	0.00	0.00	0.00	0.30	0.14	0.02	0.15	0.02	0.00	12.34	0.61	0.17
^(c) 1001+	40	11.56	0.15	11.71	0.00	0.00	3.33	0.30	0.14	0.02	0.15	0.02	0.00	15.67	3.94	0.17

401(k) Elective Deferral: ^(a) This contract allows for a 401(k) elective deferral of compensation to the Supplemental Retirement Fund by an employee for most classifications that have an employer contribution to the Fund.

^(b) The SASMI rate for Foreman and General Foreman are the same as the rate for Journeymen and the SASMI rate for overtime hours is the same on any classification meaning all SASMI hours are paid at the straight time rate.

^(c) For Preapprentices, at 1001 hours the employer has the option of providing coverage through the local 10 Health Fund or through their office employee coverage in which case the Total Package stays the same as the 1st stage.

Effective June 1, 2019 there will be a total package increase of \$1.80. The fringe benefit allocation will be made at that time.

The IRS mileage rate is \$.545 per mile as of June 1, 2018.

Contract expires May 31, 2020