

**METROPOLITAN DIVISION
COMMERCIAL AND SPECIALTY MANUFACTURING
SHEET METAL WORKERS UNION LOCAL NO. 10 WAGE SHEET**

EFFECTIVE MAY 1, 2018 - APRIL 30, 2019

| | (a) PAY-CHECK | LOCAL AFTER TAXABLE BASE | | | TAXABLE BASE | LOCAL BEFORE TAXABLE BASE | | | | | | | NATIONAL BEFORE TAXABLE BASE | | | TOTAL PKG | TOTAL REMIT TO | |
|-----------------|---------------|--------------------------|-------------|--|--------------|---------------------------|---------------|-------------|-----------|----------------|------|------|------------------------------|------------|---------------|-----------|----------------|----------------|
| | | SAV-INGS | ORGA-NIZING | | | SUPP PENSION | LOCAL PENSION | HEALTH FUND | APPR FUND | INDUST FUND(S) | FCF | LMC | NATL PENSION | ITI & NEMI | SCHLR & SMOHI | | LOCAL CNTRL BD | NAT'L BENE FND |
| | | | | | | | | | | | | | | | | | | |
| Journeyman | 40.35 | 2.28 | 0.68 | | 43.31 | 6.00 | 6.05 | 9.91 | 0.52 | 0.36 | 0.02 | 0.02 | 5.06 | 0.15 | 0.03 | 71.43 | 25.84 | 5.24 |
| Foreman | 43.35 | 2.28 | 0.68 | | 46.31 | 6.00 | 6.05 | 9.91 | 0.52 | 0.36 | 0.02 | 0.02 | 5.06 | 0.15 | 0.03 | 74.43 | 25.84 | 5.24 |
| General Foreman | 44.35 | 2.28 | 0.68 | | 47.31 | 6.00 | 6.05 | 9.91 | 0.52 | 0.36 | 0.02 | 0.02 | 5.06 | 0.15 | 0.03 | 75.43 | 25.84 | 5.24 |

Apprentices

| PERIOD | HOURS | % | | | | | | | | | | | | | | | | | |
|------------------|------------|-----|-------|------|------|-------|------|------|------|------|------|------|------|------|------|------|-------|-------|------|
| 1 | 0000-1000 | 52 | 20.91 | 0.93 | 0.68 | 22.52 | 3.12 | 3.15 | 9.91 | 0.52 | 0.36 | 0.02 | 0.02 | 2.63 | 0.15 | 0.03 | 42.43 | 18.71 | 2.81 |
| 2 ^(b) | 1001-2000 | 56 | 22.64 | 0.93 | 0.68 | 24.25 | 3.36 | 3.39 | 9.91 | 0.52 | 0.36 | 0.02 | 0.02 | 2.83 | 0.15 | 0.03 | 44.84 | 19.19 | 3.01 |
| 3 | 2001-3000 | 60 | 24.38 | 0.93 | 0.68 | 25.99 | 3.60 | 3.63 | 9.91 | 0.52 | 0.36 | 0.02 | 0.02 | 3.04 | 0.15 | 0.03 | 47.27 | 19.67 | 3.22 |
| 4 | 3001-4000 | 64 | 26.11 | 0.93 | 0.68 | 27.72 | 3.84 | 3.87 | 9.91 | 0.52 | 0.36 | 0.02 | 0.02 | 3.24 | 0.15 | 0.03 | 49.68 | 20.15 | 3.42 |
| 5 | 4001-5000 | 68 | 27.84 | 0.93 | 0.68 | 29.45 | 4.08 | 4.11 | 9.91 | 0.52 | 0.36 | 0.02 | 0.02 | 3.44 | 0.15 | 0.03 | 52.09 | 20.63 | 3.62 |
| 6 | 5001-6000 | 72 | 29.57 | 0.93 | 0.68 | 31.18 | 4.32 | 4.36 | 9.91 | 0.52 | 0.36 | 0.02 | 0.02 | 3.64 | 0.15 | 0.03 | 54.51 | 21.12 | 3.82 |
| 7 | 6001-7000 | 75 | 30.87 | 0.93 | 0.68 | 32.48 | 4.50 | 4.54 | 9.91 | 0.52 | 0.36 | 0.02 | 0.02 | 3.80 | 0.15 | 0.03 | 56.33 | 21.48 | 3.98 |
| 8 | 7001-8000 | 79 | 32.60 | 0.93 | 0.68 | 34.21 | 4.74 | 4.78 | 9.91 | 0.52 | 0.36 | 0.02 | 0.02 | 4.00 | 0.15 | 0.03 | 58.74 | 21.96 | 4.18 |
| 9 | 8001+ | 90 | 37.37 | 0.93 | 0.68 | 38.98 | 5.40 | 5.45 | 9.91 | 0.52 | 0.36 | 0.02 | 0.02 | 4.55 | 0.15 | 0.03 | 65.39 | 23.29 | 4.73 |
| JMN | (Complete) | 100 | 40.35 | 2.28 | 0.68 | 43.31 | 6.00 | 6.05 | 9.91 | 0.52 | 0.36 | 0.02 | 0.02 | 5.06 | 0.15 | 0.03 | 71.43 | 25.84 | 5.24 |

^(b)Day school graduates begin apprenticeship at period 2 pay rate and are credited with 1000 work hours.

Pre-Apprentice

| | | | | | | | | | | | | | | | | | | |
|-----------|----|-------|------|------|-------|------|------|------|------|------|------|------|------|------|------|-------|-------|------|
| 0000-0650 | 42 | 17.99 | 0.00 | 0.20 | 18.19 | 0.00 | 0.00 | 0.00 | 0.52 | 0.24 | 0.02 | 0.00 | 0.76 | 0.15 | 0.02 | 19.90 | 0.98 | 0.93 |
| 0651-3000 | 42 | 17.99 | 0.00 | 0.20 | 18.19 | 0.00 | 0.00 | 9.91 | 0.52 | 0.24 | 0.02 | 0.00 | 0.76 | 0.15 | 0.02 | 29.81 | 10.89 | 0.93 |

401(k) Elective Deferral: ^(a) (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.

Note: The Labor Agreement provides for a paid Labor Day holiday which equates to approximately \$.20 per hour for Journeymen. Therefore, the Journeyman total package cost should be increased by \$.20 per hour to determine the true total package cost per hour. See Article V, Section 3 of the Labor Agreement for further explanation.

Effective 5-1-2019, there will be a total package increase of \$2.60 per hour. The Foreman and General Foreman premiums will each increase an additional \$.50 per hour.

The current IRS mileage rate is \$.545 per mile.

The Contract expires April 30, 2020.

Date Revised: 4/10/2018 9:30 AM