

DULUTH, IRON RANGE & WISCONSIN
 ST. LOUIS, AITKIN, LAKE, COOK, CARLTON, KOOSKIPING, AND ITASCA COUNTIES
 AND IN WISCONSIN, ASHLAND, BAYFIELD, DOUGLAS, AND IRON COUNTIES

RESIDENTIAL
HIRED ON OR AFTER MAY 1, 2007
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET

EFFECTIVE MAY 1, 2019 - APRIL 30, 2020

Applies to Residential HVAC Employees Hired on and After May 1, 2007

	PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE ^(a)	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE			TOTAL PKG	TOTAL REMIT TO			
		ORGA-VAC	NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	DRUG TESTING	NATL PENSION	ITI & NEMI	SCHLR & SMOHI		LOCAL CNTRL BD	NAT'L BENE FND		
Residential HVAC Journeymen					Family Plan A													
HVAC Journeyman	21.21	1.00	0.60	22.81	3.47	0.00	10.06	0.40	0.19	0.03	1.84	0.15	0.02	38.97	15.75	2.01		
Residential HVAC Journeymen					Single Plan A													
HVAC Journeyman	22.71	1.00	0.60	24.31	3.47	0.00	8.56	0.40	0.19	0.03	1.84	0.15	0.02	38.97	14.25	2.01		
Residential HVAC Journeymen					Family Plan B													
HVAC Journeyman	23.53	1.00	0.60	25.13	3.47	0.00	7.74	0.40	0.19	0.03	1.84	0.15	0.02	38.97	13.43	2.01		
Residential HVAC Journeymen					Single Plan B													
HVAC Journeyman	27.89	1.00	0.60	29.49	3.47	0.00	3.38	0.40	0.19	0.03	1.84	0.15	0.02	38.97	9.07	2.01		
Residential HVAC Apprentices					Family Plan A													
PERIOD		%	Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.															
1	0000-1000	55	9.85	1.00	0.60	11.45	0.00	0.00	10.06	0.40	0.19	0.03	1.01	0.15	0.02	23.31	12.28	1.18
2	1001-2000	65	10.89	1.00	0.60	12.49	2.26	0.00	10.06	0.40	0.19	0.03	1.20	0.15	0.02	26.80	14.54	1.37
3	2001-3000	75	13.84	1.00	0.60	15.44	2.60	0.00	10.06	0.40	0.19	0.03	1.38	0.15	0.02	30.27	14.88	1.55
4	3001-4000	85	16.79	1.00	0.60	18.39	2.95	0.00	10.06	0.40	0.19	0.03	1.56	0.15	0.02	33.75	15.23	1.73
Residential HVAC Apprentices					Single Plan A													
PERIOD		%	Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.															
1	0000-1000	55	11.35	1.00	0.60	12.95	0.00	0.00	8.56	0.40	0.19	0.03	1.01	0.15	0.02	23.31	10.78	1.18
2	1001-2000	65	12.39	1.00	0.60	13.99	2.26	0.00	8.56	0.40	0.19	0.03	1.20	0.15	0.02	26.80	13.04	1.37
3	2001-3000	75	15.34	1.00	0.60	16.94	2.60	0.00	8.56	0.40	0.19	0.03	1.38	0.15	0.02	30.27	13.38	1.55
4	3001-4000	85	18.29	1.00	0.60	19.89	2.95	0.00	8.56	0.40	0.19	0.03	1.56	0.15	0.02	33.75	13.73	1.73

DULUTH, IRON RANGE & WISCONSIN
 ST. LOUIS, AITKIN, LAKE, COOK, CARLTON, KOCHICHING, AND ITASCA COUNTIES
 AND IN WISCONSIN, ASHLAND, BAYFIELD, DOUGLAS, AND IRON COUNTIES

RESIDENTIAL

HIRED ON OR AFTER MAY 1, 2007

SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET

EFFECTIVE MAY 1, 2019 - APRIL 30, 2020

Applies to Residential HVAC Employees Hired on and After May 1, 2007

PERIOD	%	PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE ^(a)	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE			TOTAL PKG	TOTAL REMIT TO			
			ORGA-VAC	NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	DRUG TESTING	NATL PENSION	ITI & NEMI	SCHLR & SMOHI		LOCAL CNTRL BD	NAT'L BENE FND		
Residential HVAC Apprentices						Family Plan B													
						Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.													
1	0000-1000	55	12.17	1.00	0.60	13.77	0.00	0.00	7.74	0.40	0.19	0.03	1.01	0.15	0.02	23.31	9.96	1.18	
2	1001-2000	65	13.21	1.00	0.60	14.81	2.26	0.00	7.74	0.40	0.19	0.03	1.20	0.15	0.02	26.80	12.22	1.37	
3	2001-3000	75	16.16	1.00	0.60	17.76	2.60	0.00	7.74	0.40	0.19	0.03	1.38	0.15	0.02	30.27	12.56	1.55	
4	3001-4000	85	19.11	1.00	0.60	20.71	2.95	0.00	7.74	0.40	0.19	0.03	1.56	0.15	0.02	33.75	12.91	1.73	

Residential HVAC Apprentices						Single Plan B													
						Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.													
1	0000-1000	55	16.53	1.00	0.60	18.13	0.00	0.00	3.38	0.40	0.19	0.03	1.01	0.15	0.02	23.31	5.60	1.18	
2	1001-2000	65	17.57	1.00	0.60	19.17	2.26	0.00	3.38	0.40	0.19	0.03	1.20	0.15	0.02	26.80	7.86	1.37	
3	2001-3000	75	20.52	1.00	0.60	22.12	2.60	0.00	3.38	0.40	0.19	0.03	1.38	0.15	0.02	30.27	8.20	1.55	
4	3001-4000	85	23.47	1.00	0.60	25.07	2.95	0.00	3.38	0.40	0.19	0.03	1.56	0.15	0.02	33.75	8.55	1.73	

Res. HVAC Journeyman						Family Plan A													
Working on Light Commercial Service Work																			
Journeyman			32.61	1.00	0.60	34.21	3.47	0.23	10.06	0.40	0.19	0.03	1.84	0.15	0.02	50.60	15.98	2.01	

Res. HVAC Journeyman						Single Plan A													
Working on Light Commercial Service Work																			
Journeyman			34.11	1.00	0.60	35.71	3.47	0.23	8.56	0.40	0.19	0.03	1.84	0.15	0.02	50.60	14.48	2.01	

Res. HVAC Journeyman						Family Plan B													
Working on Light Commercial Service Work																			
Journeyman			34.93	1.00	0.60	36.53	3.47	0.23	7.74	0.40	0.19	0.03	1.84	0.15	0.02	50.60	13.66	2.01	

Res. HVAC Journeyman						Single Plan B													
Working on Light Commercial Service Work																			
Journeyman			39.29	1.00	0.60	40.89	3.47	0.23	3.38	0.40	0.19	0.03	1.84	0.15	0.02	50.60	9.30	2.01	

DULUTH, IRON RANGE & WISCONSIN
 ST. LOUIS, AITKIN, LAKE, COOK, CARLTON, KOOCHICHING, AND ITASCA COUNTIES
 AND IN WISCONSIN, ASHLAND, BAYFIELD, DOUGLAS, AND IRON COUNTIES

RESIDENTIAL

HIRED ON OR AFTER MAY 1, 2007
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET

EFFECTIVE MAY 1, 2019 - APRIL 30, 2020

Applies to Residential HVAC Employees Hired on and After May 1, 2007

PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE ^(a)	LOCAL BEFORE TAXABLE BASE							NATIONAL BEFORE TAXABLE BASE			TOTAL PKG	TOTAL REMIT TO			
	ORGA-VAC	NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	DRUG TESTING	NATL PENSION	ITI & NEMI	SCHLR & SMOHI	LOCAL CNTRL		NAT'L BENE FND			
Res. Light Commercial Service Work				Family Plan A														
HVAC Apprentices				Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.														
	%																	
0000-1000	55	16.12	1.00	0.60	17.72	0.00	0.00	10.06	0.40	0.19	0.03	1.01	0.15	0.02	29.58	12.28	1.18	
1001-2000	65	18.30	1.00	0.60	19.90	2.26	0.00	10.06	0.40	0.19	0.03	1.20	0.15	0.02	34.21	14.54	1.37	
2001-3000	75	22.39	1.00	0.60	23.99	2.60	0.00	10.06	0.40	0.19	0.03	1.38	0.15	0.02	38.82	14.88	1.55	
3001-4000	85	26.48	1.00	0.60	28.08	2.95	0.00	10.06	0.40	0.19	0.03	1.56	0.15	0.02	43.44	15.23	1.73	
Res. Light Commercial Service Work				Single Plan A														
HVAC Apprentices				Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.														
	%																	
0000-1000	55	17.62	1.00	0.60	19.22	0.00	0.00	8.56	0.40	0.19	0.03	1.01	0.15	0.02	29.58	10.78	1.18	
1001-2000	65	19.80	1.00	0.60	21.40	2.26	0.00	8.56	0.40	0.19	0.03	1.20	0.15	0.02	34.21	13.04	1.37	
2001-3000	75	23.89	1.00	0.60	25.49	2.60	0.00	8.56	0.40	0.19	0.03	1.38	0.15	0.02	38.82	13.38	1.55	
3001-4000	85	27.98	1.00	0.60	29.58	2.95	0.00	8.56	0.40	0.19	0.03	1.56	0.15	0.02	43.44	13.73	1.73	
Res. Light Commercial Service Work				Family Plan B														
HVAC Apprentices				Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.														
	%																	
0000-1000	55	18.44	1.00	0.60	20.04	0.00	0.00	7.74	0.40	0.19	0.03	1.01	0.15	0.02	29.58	9.96	1.18	
1001-2000	65	20.62	1.00	0.60	22.22	2.26	0.00	7.74	0.40	0.19	0.03	1.20	0.15	0.02	34.21	12.22	1.37	
2001-3000	75	24.71	1.00	0.60	26.31	2.60	0.00	7.74	0.40	0.19	0.03	1.38	0.15	0.02	38.82	12.56	1.55	
3001-4000	85	28.80	1.00	0.60	30.40	2.95	0.00	7.74	0.40	0.19	0.03	1.56	0.15	0.02	43.44	12.91	1.73	
Res. Light Commercial Service Work				Single Plan B														
HVAC Apprentices				Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.														
	%																	
0000-1000	55	22.80	1.00	0.60	24.40	0.00	0.00	3.38	0.40	0.19	0.03	1.01	0.15	0.02	29.58	5.60	1.18	
1001-2000	65	24.98	1.00	0.60	26.58	2.26	0.00	3.38	0.40	0.19	0.03	1.20	0.15	0.02	34.21	7.86	1.37	
2001-3000	75	29.07	1.00	0.60	30.67	2.60	0.00	3.38	0.40	0.19	0.03	1.38	0.15	0.02	38.82	8.20	1.55	
3001-4000	85	33.16	1.00	0.60	34.76	2.95	0.00	3.38	0.40	0.19	0.03	1.56	0.15	0.02	43.44	8.55	1.73	
Residential HVAC Applicant				Single Plan B														
0-500	50	14.75	0.00	0.00	14.75	0.00	0.00	0.00	0.40	0.19	0.03	0.00	0.15	0.02	15.54	0.62	0.17	
501+	50	14.75	0.00	0.00	14.75	0.00	0.00	3.38	0.40	0.19	0.03	0.00	0.15	0.02	18.92	4.00	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.

The current IRS mileage rate is \$.58 per mile as of May 1, 2019.

Contract expires April 30, 2020

Date Revised: 4/29/2019 2:12 PM