

**MANKATO AREA  
SOUTHERN MINNESOTA DIVISION  
JOURNEYMAN/APPRENTICE/PREAPPRENTICE SHEET METAL WAGE RATES  
EFFECTIVE MAY 1, 2016 - APRIL 30, 2017**

**COMMERCIAL & INDUSTRIAL WAGE RATES:**

This rate also applies to all Commercial & Industrial Service Work and covers repair, maintenance, and replacement. (where replacement originates from a service call, however, where the replacement is separately bid, then the Light Commercial rate will apply if under \$200,000).

Journeyman Rates	(PAY+ORG) TAXABLE Health		SUPP PENSION	LOCAL 10 PENSION	LOCAL APPR.		ITI/ NEMI	SMOHI	FCF	LOCAL I.F.	NATL. I.F.	TOTAL PACKAGE
	BASE*	Fund			FUND	FUND						
<b>Family Coverage - Plan A</b>												
Journeyman	\$28.40	\$9.27	\$5.62	\$1.25	\$0.38	\$0.15	\$0.02	\$0.02	\$0.02	\$0.15	\$0.12	\$45.38
Foreman	30.65	9.27	5.62	1.25	0.38	0.15	0.02	0.02	0.02	0.15	0.12	47.63
Genl Foreman	31.40	9.27	5.62	1.25	0.38	0.15	0.02	0.02	0.02	0.15	0.12	48.38
<b>Single Coverage - Plan A</b>												
Journeyman	\$29.90	\$7.77	\$5.62	\$1.25	\$0.38	\$0.15	\$0.02	0.02	0.02	\$0.15	\$0.12	\$45.38
Foreman	32.15	7.77	5.62	1.25	0.38	0.15	0.02	0.02	0.02	0.15	0.12	47.63
Genl Foreman	32.90	7.77	5.62	1.25	0.38	0.15	0.02	0.02	0.02	0.15	0.12	48.38
<b>Family Coverage - Plan B</b>												
Journeyman	\$30.53	\$7.14	\$5.62	\$1.25	\$0.38	\$0.15	\$0.02	0.02	0.02	\$0.15	\$0.12	\$45.38
Foreman	32.78	7.14	5.62	1.25	0.38	0.15	0.02	0.02	0.02	0.15	0.12	47.63
Genl Foreman	33.53	7.14	5.62	1.25	0.38	0.15	0.02	0.02	0.02	0.15	0.12	48.38
<b>Single Coverage - Plan B</b>												
Journeyman	\$34.58	\$3.09	\$5.62	\$1.25	\$0.38	\$0.15	\$0.02	0.02	0.02	\$0.15	\$0.12	\$45.38
Foreman	36.83	3.09	5.62	1.25	0.38	0.15	0.02	0.02	0.02	0.15	0.12	47.63
Genl Foreman	37.58	3.09	5.62	1.25	0.38	0.15	0.02	0.02	0.02	0.15	0.12	48.38

**LIGHT COMMERCIAL WAGE RATES FOR BID PROJECTS UNDER \$200,000 AS DEFINED IN THE CONTRACT:**

This does not apply to Commercial & Industrial Service Work.

<b>Family Coverage - Plan A</b>												
Journeyman	\$26.93	\$9.27	\$2.90	\$0.80	\$0.38	\$0.15	\$0.02	0.02	0.02	\$0.15	\$0.12	\$40.74
Foreman	29.18	9.27	2.90	0.80	0.38	0.15	0.02	0.02	0.02	0.15	0.12	42.99
Genl Foreman	29.93	9.27	2.90	0.80	0.38	0.15	0.02	0.02	0.02	0.15	0.12	43.74
<b>Single Coverage - Plan A</b>												
Journeyman	28.43	7.77	2.90	0.80	0.38	0.15	0.02	0.02	0.02	0.15	0.12	\$40.74
Foreman	30.68	7.77	2.90	0.80	0.38	0.15	0.02	0.02	0.02	0.15	0.12	42.99
Genl Foreman	31.43	7.77	2.90	0.80	0.38	0.15	0.02	0.02	0.02	0.15	0.12	43.74
<b>Family Coverage - Plan B</b>												
Journeyman	29.06	7.14	2.90	0.80	0.38	0.15	0.02	0.02	0.02	0.15	0.12	\$40.74
Foreman	31.31	7.14	2.90	0.80	0.38	0.15	0.02	0.02	0.02	0.15	0.12	42.99
Genl Foreman	32.06	7.14	2.90	0.80	0.38	0.15	0.02	0.02	0.02	0.15	0.12	43.74
<b>Single Coverage - Plan B</b>												
Journeyman	33.11	3.09	2.90	0.80	0.38	0.15	0.02	0.02	0.02	0.15	0.12	\$40.74
Foreman	35.36	3.09	2.90	0.80	0.38	0.15	0.02	0.02	0.02	0.15	0.12	42.99
Genl Foreman	36.11	3.09	2.90	0.80	0.38	0.15	0.02	0.02	0.02	0.15	0.12	43.74

May 21, 2016

**MANKATO AREA  
SOUTHERN MINNESOTA DIVISION  
JOURNEYMAN/APPRENTICE/PREAPPRENTICE SHEET METAL WAGE RATES  
EFFECTIVE MAY 1, 2016 - APRIL 30, 2017**

**COMMERCIAL & INDUSTRIAL WAGE RATES:**

This rate also applies to all Commercial & Industrial Service Work and covers repair, maintenance, and replacement. (where replacement originates from a service call, however, where the replacement is separately bid, then the Light Commercial rate will apply if under \$200,000).

Apprentices, Tradesmen & Helpers Rates	(PAY+ORG)		SUPP PENSION	LOCAL		ITI/ NEMI	SMOHI	FCF	LOCAL I.F.	NATL. I.F.	TOTAL PACKAGE		
	TAXABLE BASE*	Health Fund		LOCAL 10 PENSION	LOCAL APPR. FUND								
<b>Apprentices * Family Coverage - Plan B Only</b>													
1 0000-2000	50	13.24	7.14	2.81	0.63	0.38	0.15	0.02	0.02	0.15	0.12	24.66	
2 2001-4000	60	16.70	7.14	3.37	0.75	0.38	0.15	0.02	0.02	0.15	0.12	28.80	
3 4001-6000	70	20.16	7.14	3.93	0.88	0.38	0.15	0.02	0.02	0.15	0.12	32.95	
4 6001-8000	80	23.61	7.14	4.50	1.00	0.38	0.15	0.02	0.02	0.15	0.12	37.09	
<b>Apprentices * Single Coverage - Plan B Only</b>													
1 0000-2000	50	17.29	3.09	2.81	0.63	0.38	0.15	0.02	0.02	0.15	0.12	24.66	
2 2001-4000	60	20.75	3.09	3.37	0.75	0.38	0.15	0.02	0.02	0.15	0.12	28.80	
3 4001-6000	70	24.21	3.09	3.93	0.88	0.38	0.15	0.02	0.02	0.15	0.12	32.95	
4 6001-8000	80	27.66	3.09	4.50	1.00	0.38	0.15	0.02	0.02	0.15	0.12	37.09	
<b>Tradesmen Family Coverage - Plan B</b>													
Stage 1	1st-6 months	75	21.89	7.14	4.22	0.94	0.38	0.15	0.02	0.02	0.15	0.12	35.03
Stage 2	2nd-6 months	80	23.61	7.14	4.50	1.00	0.38	0.15	0.02	0.02	0.15	0.12	37.09
Stage 3	3rd-6 months	85	25.34	7.14	4.78	1.06	0.38	0.15	0.02	0.02	0.15	0.12	39.16
Stage 4	4th-6 months	90	27.07	7.14	5.06	1.13	0.38	0.15	0.02	0.02	0.15	0.12	41.24
Stage 5	Final Two Years	95	28.80	7.14	5.34	1.19	0.38	0.15	0.02	0.02	0.15	0.12	43.31
<b>Tradesmen Single Coverage - Plan B</b>													
Stage 1	1st-6 months	75	25.94	3.09	4.22	0.94	0.38	0.15	0.02	0.02	0.15	0.12	35.03
Stage 2	2nd-6 months	80	27.66	3.09	4.50	1.00	0.38	0.15	0.02	0.02	0.15	0.12	37.09
Stage 3	3rd-6 months	85	29.39	3.09	4.78	1.06	0.38	0.15	0.02	0.02	0.15	0.12	39.16
Stage 4	4th-6 months	90	31.12	3.09	5.06	1.13	0.38	0.15	0.02	0.02	0.15	0.12	41.24
Stage 5	Final Two Years	95	32.85	3.09	5.34	1.19	0.38	0.15	0.02	0.02	0.15	0.12	43.31
<b>Helpers shall receive this rate on all Commercial, Industrial, Light Commercial, and Residential work.</b>													
<b>HELPERS: Plan B Only</b>													
	0-500 hours	9.83	0.00	0.00	0.00	0.38	0.15	0.02	0.02	0.15	0.00	10.55	
Single	501 hours on	9.83	3.09	0.00	0	0.38	0.15	0.02	0.02	0.15	0.00	13.64	
Family	501 hours on	5.78	7.14	0.00	0	0.38	0.15	0.02	0.02	0.15	0.00	13.64	

\* These are apprentices hired on and after June 1, 2011.

May 21, 2016

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(PAY+ORG) LOCAL  
TAXABLE Health SUPP LOCAL 10 APPR. ITI/ LOCAL NATL. TOTAL  
BASE\* Fund PENSION PENSION FUND NEMI SMOHI FCF I.F. I.F. PACKAGE

**LIGHT COMMERCIAL WAGE RATES FOR BID PROJECTS UNDER \$200,000 AS DEFINED IN THE CONTRACT:**

This does not apply to Commercial & Industrial Service Work.

Apprentices *		Family Coverage - Plan B Only											
1	0000-2000	50	12.50	7.14	1.45	0.40	0.38	0.15	0.02	0.02	0.15	0.12	22.33
2	2001-4000	60	15.82	7.14	1.74	0.48	0.38	0.15	0.02	0.02	0.15	0.12	26.02
3	4001-6000	70	19.13	7.14	2.03	0.56	0.38	0.15	0.02	0.02	0.15	0.12	29.70
4	6001-8000	80	22.44	7.14	2.32	0.64	0.38	0.15	0.02	0.02	0.15	0.12	33.38

Apprentices *		Single Coverage - Plan B Only											
1	0000-2000	50	16.55	3.09	1.45	0.40	0.38	0.15	0.02	0.02	0.15	0.12	22.33
2	2001-4000	60	19.87	3.09	1.74	0.48	0.38	0.15	0.02	0.02	0.15	0.12	26.02
3	4001-6000	70	23.18	3.09	2.03	0.56	0.38	0.15	0.02	0.02	0.15	0.12	29.70
4	6001-8000	80	26.49	3.09	2.32	0.64	0.38	0.15	0.02	0.02	0.15	0.12	33.38

Tradesmen		Family Coverage - Plan B											
Stage 1	1st-6 months	75	20.78	7.14	2.18	0.60	0.38	0.15	0.02	0.02	0.15	0.12	31.54
Stage 2	2nd-6 months	80	22.44	7.14	2.32	0.64	0.38	0.15	0.02	0.02	0.15	0.12	33.38
Stage 3	3rd-6 months	85	24.09	7.14	2.47	0.68	0.38	0.15	0.02	0.02	0.15	0.12	35.22
Stage 4	4th-6 months	90	25.75	7.14	2.61	0.72	0.38	0.15	0.02	0.02	0.15	0.12	37.06
Stage 5	Final Two Years	95	27.40	7.14	2.76	0.76	0.38	0.15	0.02	0.02	0.15	0.12	38.90

Tradesmen		Single Coverage - Plan B											
Stage 1	1st-6 months	75	24.83	3.09	2.18	0.60	0.38	0.15	0.02	0.02	0.15	0.12	31.54
Stage 2	2nd-6 months	80	26.49	3.09	2.32	0.64	0.38	0.15	0.02	0.02	0.15	0.12	33.38
Stage 3	3rd-6 months	85	28.14	3.09	2.47	0.68	0.38	0.15	0.02	0.02	0.15	0.12	35.22
Stage 4	4th-6 months	90	29.80	3.09	2.61	0.72	0.38	0.15	0.02	0.02	0.15	0.12	37.06
Stage 5	Final Two Years	95	31.45	3.09	2.76	0.76	0.38	0.15	0.02	0.02	0.15	0.12	38.90

\* These are apprentices hired on and after June 1, 2011.

May 21, 2016

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EFFECTIVE MAY 1, 2016 - APRIL 30, 2017**

**Grandfathered Journeyman and 91 Percenters - Hired on and after May 1, 2006 and prior to June 1, 2010.**

**COMMERCIAL & INDUSTRIAL AND LIGHT COMMERCIAL WAGE RATES: Note the rates are the same for these Grandfathered Journeymen for both type of work.**

This rate also applies to all Commercial & Industrial Service Work and covers repair, maintenance, and replacement. (where replacement originates from a service call, however, where the replacement is separately bid, then the Light Commercial rate will apply if under \$200,000).

	(PAY+ORG)			LOCAL								
	TAXABLE	Health	SUPP	LOCAL 10	LOCAL	ITI/			LOCAL	NATL.		TOTAL
	BASE*	Fund	PENSION	PENSION	FUND	NEMI	SMOHI	FCF	I.F.	I.F.	PACKAGE	
<b>Family Coverage - Plan A</b>												
Grandfathered Journeyman	26.93	9.27	2.90	0.80	0.38	0.15	0.02	0.02	0.15	0.12		\$40.74
<b>Single Coverage - Plan A</b>												
Grandfathered Journeyman	28.43	7.77	2.90	0.80	0.38	0.15	0.02	0.02	0.15	0.12		40.74
<b>Family Coverage - Plan B</b>												
Grandfathered Journeyman	29.06	7.14	2.90	0.80	0.38	0.15	0.02	0.02	0.15	0.12		40.74
<b>Single Coverage - Plan B</b>												
Grandfathered Journeyman	33.11	3.09	2.90	0.80	0.38	0.15	0.02	0.02	0.15	0.12		40.74

**Grandfathered 91 Percenters**

Commercial Industrial - All Health Plans

91	29.01	9.27	2.90	0.80	0.38	0.15	0.02	0.02	0.15	0.12		42.82
91	30.51	7.77	2.90	0.80	0.38	0.15	0.02	0.02	0.15	0.12		42.82
91	31.14	7.14	2.90	0.80	0.38	0.15	0.02	0.02	0.15	0.12		42.82
91	35.19	3.09	2.90	0.80	0.38	0.15	0.02	0.02	0.15	0.12		42.82

Light Commercial - All Health Plans

91	26.93	9.27	2.90	0.80	0.38	0.15	0.02	0.02	0.15	0.12		40.74
91	28.43	7.77	2.90	0.80	0.38	0.15	0.02	0.02	0.15	0.12		40.74
91	29.06	7.14	2.90	0.80	0.38	0.15	0.02	0.02	0.15	0.12		40.74
91	33.11	3.09	2.90	0.80	0.38	0.15	0.02	0.02	0.15	0.12		40.74

\* There is no vacation deduction here for any classification but there is a \$.58 per hour deduction from the total for Organizing for both Journeyman and Apprentices and \$.25 for Helpers.

\*Note: Once the "grandfathered Journeymen" completes eighty (80) additional hours of approved Journeyman raining, they will move to the Journeyman rate for that applicable work.

\*\* Health coverage may be added at any point prior to 501 hours.

The current IRS mileage rate is \$.54

5-1-17 There will be a total package increase of \$1.20.

5-1-18 There will be a total package increase of \$1.20.

5-1-19 There will be a total package increase of \$1.20.

5-1-20 There will be a total package increase of \$1.20.

The fringe benefits will be allocated with each increase.

May 21, 2016

Contract expires April 30, 2021