

**DULUTH
COMMERCIAL & INDUSTRIAL
SHEET METAL WAGE RATES**

EFFECTIVE MAY 2, 2016 - April 30, 2017

SOUTHERN ST. LOUIS, AITKIN, CARLTON, LAKE, COOK, AND DOUGLAS COUNTIES

		TAXABLE		Health	NATL	SUPP.	LOCAL 10	FCF &	SMOHI	I.F.	TOTAL	
		BASE*	SASMI	Fund	PENSION	PENSION	PENSION	LOCAL	NEMI &	& DRUG	PACKAGE	
								T.F.	& ITI	TESTING		
Journeyman		\$31.87	\$1.65	\$9.27	\$11.18	\$2.37	\$0.45	\$0.64	\$0.17	\$0.23	\$57.83	
Foreman		33.87	1.65	9.27	11.18	2.37	0.45	0.64	0.17	0.23	59.83	
General Foreman		35.87	1.65	9.27	11.18	2.37	0.45	0.64	0.17	0.23	61.83	
Apprentice	HOURS											
	0-1000	55	17.53	1.04	9.27	6.15	1.30	0.25	0.64	0.17	0.23	36.58
	1001-2000	59	18.80	1.09	9.27	6.60	1.40	0.27	0.64	0.17	0.23	38.47
	2001-3000	63	20.08	1.14	9.27	7.04	1.49	0.28	0.64	0.17	0.23	40.34
	3001-4000	68	21.67	1.21	9.27	7.60	1.61	0.31	0.64	0.17	0.23	42.71
	4001-5000	72	22.95	1.27	9.27	8.05	1.71	0.32	0.64	0.17	0.23	44.61
	5001-6000	76	24.22	1.32	9.27	8.50	1.80	0.34	0.64	0.17	0.23	46.49
	6001-7000	80	25.50	1.38	9.27	8.94	1.90	0.36	0.64	0.17	0.23	48.39
	7001-8000	84	26.77	1.43	9.27	9.39	1.99	0.38	0.64	0.17	0.23	50.27
Classified worker												
	0-500	45	14.17	0.00	0.00	0.00	0.00	0.00	0.64	0.17	0.00	14.98
Plan B Single	501-on	45	14.17	0.00	3.09	2.62	0.00	0.00	0.64	0.17	0.00	20.69
Plan B Family	501-on	45	10.12	0.00	7.14	2.62	0.00	0.00	0.64	0.17	0.00	20.69

*The Taxable Base Pay rate includes \$2.58 Vacation and Organizing deduction for journeymen and \$1.58 for apprentices. The Vacation Fund deduction is \$2.00 per hour for journeymen (\$1.00 per hour for apprentices) and \$.58 per hour for Organizing for both Journeymen and apprentices. For classified workers, the Vacation Fund deduction is \$.55 per hour and there is a \$.23 deduction for Organizing for a total deduction of \$.78.

SASMI NOTE: The SASMI rate for Foreman and General Foreman are the same as the rate for Journeymen and there is no longer a different SASMI rate for overtime hours on any classification. All SASMI hours are paid at the straight time rate.

Effective May 1, 2017, these will be a \$1.65 total package increase and on April 30, 2018 these will be a \$1.75 total package increase. The fringe benefit allocation will be made at those times.

The current IRS mileage rate is \$.54

May 6, 2016

Contract expires April 28, 2019