

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

EFFECTIVE MAY 1, 2018 - APRIL 30, 2019

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-CHECK	LOCAL AFTER TAXABLE BASE	TAXABLE BASE	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE		TOTAL PACKAGE	TOTAL REMIT TO	
		ORGA- NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	FCF	ITI & NEMI	SCHLR & SMOHI		LOCAL CNTRL BD	NAT'L BENE FND
Family Coverage - Plan A														
Journeyman	\$28.73	0.68	29.41	5.62	2.00	9.91	0.38	0.26	0.02	0.15	0.02	\$47.77	18.87	0.17
Foreman	\$30.98	0.68	31.66	5.62	2.00	9.91	0.38	0.26	0.02	0.15	0.02	\$50.02	18.87	0.17
Genl Foreman	\$31.73	0.68	32.41	5.62	2.00	9.91	0.38	0.26	0.02	0.15	0.02	\$50.77	18.87	0.17
Single Coverage - Plan A														
Journeyman	\$30.23	0.68	30.91	5.62	2.00	8.41	0.38	0.26	0.02	0.15	0.02	\$47.77	17.37	0.17
Foreman	\$32.48	0.68	33.16	5.62	2.00	8.41	0.38	0.26	0.02	0.15	0.02	\$50.02	17.37	0.17
Genl Foreman	\$33.23	0.68	33.91	5.62	2.00	8.41	0.38	0.26	0.02	0.15	0.02	\$50.77	17.37	0.17
Family Coverage - Plan B														
Journeyman	\$31.00	0.68	31.68	5.62	2.00	7.64	0.38	0.26	0.02	0.15	0.02	\$47.77	16.60	0.17
Foreman	\$33.25	0.68	33.93	5.62	2.00	7.64	0.38	0.26	0.02	0.15	0.02	\$50.02	16.60	0.17
Genl Foreman	\$34.00	0.68	34.68	5.62	2.00	7.64	0.38	0.26	0.02	0.15	0.02	\$50.77	16.60	0.17
Single Coverage - Plan B														
Journeyman	\$35.31	0.68	35.99	5.62	2.00	3.33	0.38	0.26	0.02	0.15	0.02	\$47.77	12.29	0.17
Foreman	\$37.56	0.68	38.24	5.62	2.00	3.33	0.38	0.26	0.02	0.15	0.02	\$50.02	12.29	0.17
Genl Foreman	\$38.31	0.68	38.99	5.62	2.00	3.33	0.38	0.26	0.02	0.15	0.02	\$50.77	12.29	0.17
LIGHT COMMERCIAL WAGE RATES FOR BID PROJECTS UNDER \$200,000 AS DEFINED IN THE CONTRACT:														
This does not apply to Commercial & Industrial Service Work.														
Family Coverage - Plan A														
Journeyman	\$27.26	0.68	27.94	2.90	1.55	9.91	0.38	0.26	0.02	0.15	0.02	\$43.13	15.70	0.17
Foreman	\$29.51	0.68	30.19	2.90	1.55	9.91	0.38	0.26	0.02	0.15	0.02	\$45.38	15.70	0.17
Genl Foreman	\$30.26	0.68	30.94	2.90	1.55	9.91	0.38	0.26	0.02	0.15	0.02	\$46.13	15.70	0.17
Single Coverage - Plan A														
Journeyman	\$28.76	0.68	29.44	2.90	1.55	8.41	0.38	0.26	0.02	0.15	0.02	\$43.13	14.20	0.17
Foreman	\$31.01	0.68	31.69	2.90	1.55	8.41	0.38	0.26	0.02	0.15	0.02	\$45.38	14.20	0.17
Genl Foreman	\$31.76	0.68	32.44	2.90	1.55	8.41	0.38	0.26	0.02	0.15	0.02	\$46.13	14.20	0.17
Family Coverage - Plan B														
Journeyman	\$29.53	0.68	30.21	2.90	1.55	7.64	0.38	0.26	0.02	0.15	0.02	\$43.13	13.43	0.17
Foreman	\$31.78	0.68	32.46	2.90	1.55	7.64	0.38	0.26	0.02	0.15	0.02	\$45.38	13.43	0.17
Genl Foreman	\$32.53	0.68	33.21	2.90	1.55	7.64	0.38	0.26	0.02	0.15	0.02	\$46.13	13.43	0.17
Single Coverage - Plan B														
Journeyman	\$33.84	0.68	34.52	2.90	1.55	3.33	0.38	0.26	0.02	0.15	0.02	\$43.13	9.12	0.17
Foreman	\$36.09	0.68	36.77	2.90	1.55	3.33	0.38	0.26	0.02	0.15	0.02	\$45.38	9.12	0.17
Genl Foreman	\$36.84	0.68	37.52	2.90	1.55	3.33	0.38	0.26	0.02	0.15	0.02	\$46.13	9.12	0.17

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EFFECTIVE MAY 1, 2018 - APRIL 30, 2019

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).

	PAY-CHECK	LOCAL AFTER TAXABLE BASE	TAXABLE BASE	LOCAL BEFORE TAXABLE BASE							NATIONAL BEFORE TAXABLE BASE		TOTAL PACKAGE	TOTAL REMIT TO	
		ORGA- NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	FCF	ITI & NEMI	SCHLR & SMOHI	LOCAL CNTRL BD		NAT'L BENE FND	
Apprentices * Family Coverage - Plan B Only															
1 0000-2000	50	\$13.01	0.68	13.69	2.81	1.00	7.64	0.38	0.26	0.02	0.15	0.02	\$25.97	12.79	0.17
2 2001-4000	60	\$16.60	0.68	17.28	3.37	1.20	7.64	0.38	0.26	0.02	0.15	0.02	\$30.32	13.55	0.17
3 4001-6000	70	\$20.20	0.68	20.88	3.93	1.40	7.64	0.38	0.26	0.02	0.15	0.02	\$34.68	14.31	0.17
4 6001-8000	80	\$23.80	0.68	24.48	4.50	1.60	7.64	0.38	0.26	0.02	0.15	0.02	\$39.05	15.08	0.17
Apprentices * Single Coverage - Plan B Only															
1 0000-2000	50	\$17.32	0.68	18.00	2.81	1.00	3.33	0.38	0.26	0.02	0.15	0.02	\$25.97	8.48	0.17
2 2001-4000	60	\$20.91	0.68	21.59	3.37	1.20	3.33	0.38	0.26	0.02	0.15	0.02	\$30.32	9.24	0.17
3 4001-6000	70	\$24.51	0.68	25.19	3.93	1.40	3.33	0.38	0.26	0.02	0.15	0.02	\$34.68	10.00	0.17
4 6001-8000	80	\$28.11	0.68	28.79	4.50	1.60	3.33	0.38	0.26	0.02	0.15	0.02	\$39.05	10.77	0.17
Tradesmen Family Coverage - Plan B															
Stage 1 1st-6 months	75	\$22.00	0.68	22.68	4.22	1.50	7.64	0.38	0.26	0.02	0.15	0.02	\$36.87	14.70	0.17
Stage 2 2nd-6 months	80	\$23.80	0.68	24.48	4.50	1.60	7.64	0.38	0.26	0.02	0.15	0.02	\$39.05	15.08	0.17
Stage 3 3rd-6 months	85	\$25.60	0.68	26.28	4.78	1.70	7.64	0.38	0.26	0.02	0.15	0.02	\$41.23	15.46	0.17
Stage 4 4th-6 months	90	\$27.40	0.68	28.08	5.06	1.80	7.64	0.38	0.26	0.02	0.15	0.02	\$43.41	15.84	0.17
Stage 5 Final Two Years	95	\$29.20	0.68	29.88	5.34	1.90	7.64	0.38	0.26	0.02	0.15	0.02	\$45.59	16.22	0.17
Tradesmen Single Coverage - Plan B															
Stage 1 1st-6 months	75	\$26.31	0.68	26.99	4.22	1.50	3.33	0.38	0.26	0.02	0.15	0.02	\$36.87	10.39	0.17
Stage 2 2nd-6 months	80	\$28.11	0.68	28.79	4.50	1.60	3.33	0.38	0.26	0.02	0.15	0.02	\$39.05	10.77	0.17
Stage 3 3rd-6 months	85	\$29.91	0.68	30.59	4.78	1.70	3.33	0.38	0.26	0.02	0.15	0.02	\$41.23	11.15	0.17
Stage 4 4th-6 months	90	\$31.71	0.68	32.39	5.06	1.80	3.33	0.38	0.26	0.02	0.15	0.02	\$43.41	11.53	0.17
Stage 5 Final Two Years	95	\$33.51	0.68	34.19	5.34	1.90	3.33	0.38	0.26	0.02	0.15	0.02	\$45.59	11.91	0.17
Helpers shall receive this rate on all Commercial, Industrial, Light Commercial, and Residential work.															
HELPERS: Plan B Only															
0-500 hours		\$9.58	0.25	9.83	0.00	0.00	0.00	0.38	0.14	0.02	0.15	0.02	\$10.54	0.79	0.17
Single 501 hours on		\$9.58	0.25	9.83	0.00	0.00	3.33	0.38	0.14	0.02	0.15	0.02	\$13.87	4.12	0.17
Family 501 hours on		\$5.27	0.25	5.52	0.00	0.00	7.64	0.38	0.14	0.02	0.15	0.02	\$13.87	8.43	0.17

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

**MANKATO AREA
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EFFECTIVE MAY 1, 2018 - APRIL 30, 2019

PAY-CHECK	LOCAL AFTER TAXABLE BASE	ORGA-NIZING	TAXABLE BASE	LOCAL BEFORE TAXABLE BASE							NATIONAL BEFORE TAXABLE BASE			TOTAL REMIT TO	
				SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	FCF	ITI & NEMI	SCHLR & SMOHI	TOTAL PACKAGE	LOCAL CNTRL BD	NAT'L BENE FND	

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	\$12.27	0.68	12.95	1.45	0.78	7.64	0.38	0.26	0.02	0.15	0.02	\$23.65	11.21	0.17
2	2001-4000	60	\$15.72	0.68	16.40	1.74	0.93	7.64	0.38	0.26	0.02	0.15	0.02	\$27.54	11.65	0.17
3	4001-6000	70	\$19.17	0.68	19.85	2.03	1.09	7.64	0.38	0.26	0.02	0.15	0.02	\$31.44	12.10	0.17
4	6001-8000	80	\$22.63	0.68	23.31	2.32	1.24	7.64	0.38	0.26	0.02	0.15	0.02	\$35.34	12.54	0.17

Apprentices *

Single Coverage - Plan B Only

1	0000-2000	50	\$16.58	0.68	17.26	1.45	0.78	3.33	0.38	0.26	0.02	0.15	0.02	\$23.65	6.90	0.17
2	2001-4000	60	\$20.03	0.68	20.71	1.74	0.93	3.33	0.38	0.26	0.02	0.15	0.02	\$27.54	7.34	0.17
3	4001-6000	70	\$23.48	0.68	24.16	2.03	1.09	3.33	0.38	0.26	0.02	0.15	0.02	\$31.44	7.79	0.17
4	6001-8000	80	\$26.94	0.68	27.62	2.32	1.24	3.33	0.38	0.26	0.02	0.15	0.02	\$35.34	8.23	0.17

Tradesmen

Family Coverage - Plan B

Stage 1	1st-6 months	75	\$20.90	0.68	21.58	2.18	1.16	7.64	0.38	0.26	0.02	0.15	0.02	\$33.39	12.32	0.17
Stage 2	2nd-6 months	80	\$22.63	0.68	23.31	2.32	1.24	7.64	0.38	0.26	0.02	0.15	0.02	\$35.34	12.54	0.17
Stage 3	3rd-6 months	85	\$24.35	0.68	25.03	2.47	1.32	7.64	0.38	0.26	0.02	0.15	0.02	\$37.29	12.77	0.17
Stage 4	4th-6 months	90	\$26.08	0.68	26.76	2.61	1.40	7.64	0.38	0.26	0.02	0.15	0.02	\$39.24	12.99	0.17
Stage 5	Final Two Years	95	\$27.80	0.68	28.48	2.76	1.47	7.64	0.38	0.26	0.02	0.15	0.02	\$41.18	13.21	0.17

Tradesmen

Single Coverage - Plan B

Stage 1	1st-6 months	75	\$25.21	0.68	25.89	2.18	1.16	3.33	0.38	0.26	0.02	0.15	0.02	\$33.39	8.01	0.17
Stage 2	2nd-6 months	80	\$26.94	0.68	27.62	2.32	1.24	3.33	0.38	0.26	0.02	0.15	0.02	\$35.34	8.23	0.17
Stage 3	3rd-6 months	85	\$28.66	0.68	29.34	2.47	1.32	3.33	0.38	0.26	0.02	0.15	0.02	\$37.29	8.46	0.17
Stage 4	4th-6 months	90	\$30.39	0.68	31.07	2.61	1.40	3.33	0.38	0.26	0.02	0.15	0.02	\$39.24	8.68	0.17
Stage 5	Final Two Years	95	\$32.11	0.68	32.79	2.76	1.47	3.33	0.38	0.26	0.02	0.15	0.02	\$41.18	8.90	0.17

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

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

EFFECTIVE MAY 1, 2018 - APRIL 30, 2019

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 types 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-CHECK	LOCAL AFTER TAXABLE BASE	TAXABLE BASE	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE		TOTAL PACKAGE	TOTAL REMIT TO		
		ORGA- NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	FCF	ITI & NEMI	SCHLR & SMOHI		LOCAL CNTRL BD	NAT'L BENE FND	
Family Coverage - Plan A															
Grandfathered Journeyman	\$27.26	0.68	27.94	2.90	1.55	9.91	0.38	0.26	0.02	0.15	0.02	\$43.13	15.70	0.17	
Single Coverage - Plan A															
Grandfathered Journeyman	\$28.76	0.68	29.44	2.90	1.55	8.41	0.38	0.26	0.02	0.15	0.02	\$43.13	14.20	0.17	
Family Coverage - Plan B															
Grandfathered Journeyman	\$29.53	0.68	30.21	2.90	1.55	7.64	0.38	0.26	0.02	0.15	0.02	\$43.13	13.43	0.17	
Single Coverage - Plan B															
Grandfathered Journeyman	\$33.84	0.68	34.52	2.90	1.55	3.33	0.38	0.26	0.02	0.15	0.02	\$43.13	9.12	0.17	
Grandfathered 91 Percenters															
Commercial Industrial - All Health Plans															
	91	\$29.25	0.68	29.93	2.90	1.55	9.91	0.38	0.26	0.02	0.15	0.02	\$45.12	15.70	0.17
	91	\$30.75	0.68	31.43	2.90	1.55	8.41	0.38	0.26	0.02	0.15	0.02	\$45.12	14.20	0.17
	91	\$31.52	0.68	32.20	2.90	1.55	7.64	0.38	0.26	0.02	0.15	0.02	\$45.12	13.43	0.17
	91	\$35.83	0.68	36.51	2.90	1.55	3.33	0.38	0.26	0.02	0.15	0.02	\$45.12	9.12	0.17
Light Commercial - All Health Plans															
	91	\$27.26	0.68	27.94	2.90	1.55	9.91	0.38	0.26	0.02	0.15	0.02	\$43.13	15.70	0.17
	91	\$28.76	0.68	29.44	2.90	1.55	8.41	0.38	0.26	0.02	0.15	0.02	\$43.13	14.20	0.17
	91	\$29.53	0.68	30.21	2.90	1.55	7.64	0.38	0.26	0.02	0.15	0.02	\$43.13	13.43	0.17
	91	\$33.84	0.68	34.52	2.90	1.55	3.33	0.38	0.26	0.02	0.15	0.02	\$43.13	9.12	0.17

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

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

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.

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

Contract expires April 30, 2021.

Date Revised: 4/23/2018 4:18PM