

**IRON RANGE
NORTHERN ST. LOUIS, ITASCA, AND KOOCHICHING COUNTIES
INDUSTRIAL
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

EFFECTIVE APRIL 30, 2018 - APRIL 28, 2019

	PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE ^(a)	LOCAL BEFORE TAXABLE BASE							NATIONAL BEFORE TAXABLE BASE				TOTAL PKG	TOTAL REMIT TO		
		VAC	ORGA-NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	DRUG TESTING	FCF	NATL PENSION	ITI & NEMI	SCHLR & SMOHI	SASMI ^(b)		TOTAL	LOCAL CNTRL BD	NAT'L BENE FND
Journeyman	\$31.69	2.00	0.68	34.37	1.95	0.90	9.91	0.58	0.26	0.01	0.02	11.34	0.15	0.03	1.75	61.27	16.31	13.27	
Foreman	\$33.69	2.00	0.68	36.37	1.95	0.90	9.91	0.58	0.26	0.01	0.02	11.34	0.15	0.03	1.75	63.27	16.31	13.27	
General Foreman	\$35.69	2.00	0.68	38.37	1.95	0.90	9.91	0.58	0.26	0.01	0.02	11.34	0.15	0.03	1.75	65.27	16.31	13.27	

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.

APPRENTICES:

PERIOD	HOURS	%	The following schedule applies to apprentices indentured on or after May 1, 2000																	
1	0000-1000	50	\$15.51	1.00	0.68	17.19	0.98	0.45	9.91	0.58	0.26	0.01	0.02	5.67	0.15	0.03	1.03	36.28	13.89	\$6.88
2	1001-2000	55	\$17.22	1.00	0.68	18.90	1.07	0.50	9.91	0.58	0.26	0.01	0.02	6.24	0.15	0.03	1.10	38.77	14.03	\$7.52
3	2001-3000	59	\$18.60	1.00	0.68	20.28	1.15	0.53	9.91	0.58	0.26	0.01	0.02	6.69	0.15	0.03	1.16	40.77	14.14	\$8.03
4	3001-4000	63	\$19.97	1.00	0.68	21.65	1.23	0.57	9.91	0.58	0.26	0.01	0.02	7.14	0.15	0.03	1.22	42.77	14.26	\$8.54
5	4001-5000	67	\$21.35	1.00	0.68	23.03	1.31	0.60	9.91	0.58	0.26	0.01	0.02	7.60	0.15	0.03	1.27	44.77	14.37	\$9.05
6	5001-6000	71	\$22.72	1.00	0.68	24.40	1.38	0.64	9.91	0.58	0.26	0.01	0.02	8.05	0.15	0.03	1.33	46.76	14.48	\$9.56
7	6001-7000	75	\$24.10	1.00	0.68	25.78	1.46	0.68	9.91	0.58	0.26	0.01	0.02	8.51	0.15	0.03	1.39	48.78	14.60	\$10.08
8	7001-8000	79	\$25.47	1.00	0.68	27.15	1.54	0.71	9.91	0.58	0.26	0.01	0.02	8.96	0.15	0.03	1.45	50.77	14.71	\$10.59
Preapprentice		40	\$13.52	0.00	0.23	13.75	0.00	0.00	0.00	0.49	0.14	0.01	0.02	0.00	0.00	0.03	0.00	14.44	0.89	\$0.03

^(b)The SASMI rate for Foreman and General Foreman are the same as the rate for Journeyman and the SASMI rate for overtime hours is the same on any classification meaning all SASMI hours are paid at the straight time rate.

Effective April 29, 2019 there will be a total package increase based on the new Duluth contract negotiation.

The IRS mileage rate is \$.545 per mile as of April 30, 2018.

Contract expires April 30, 2020

Date Revised: 4/25/2018

4:18 PM