

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

EFFECTIVE JUNE 4, 2018 - JUNE 2, 2019

|                                 | PAY-CHECK      | LOCAL<br>AFTER TAXABLE BASE |             | TAXABLE<br>BASE | LOCAL<br>BEFORE TAXABLE BASE |                |              |                   | NATIONAL<br>BEFORE TAXABLE BASE |               |                  |                      | TOTAL<br>PACKAGE | TOTAL<br>REMIT TO |                   |
|---------------------------------|----------------|-----------------------------|-------------|-----------------|------------------------------|----------------|--------------|-------------------|---------------------------------|---------------|------------------|----------------------|------------------|-------------------|-------------------|
|                                 |                | ORGA-<br>VAC                | NIZING      |                 | LOCAL<br>PENSION             | HEALTH<br>FUND | APPR<br>FUND | INDUST<br>FUND(S) | NATL<br>PENSION                 | ITI &<br>NEMI | SCHLR &<br>SMOHI | SASMI <sup>(a)</sup> |                  | LOCAL<br>CNTRL BD | NAT'L<br>BENE FND |
| <b>Family Coverage - Plan A</b> |                |                             |             |                 |                              |                |              |                   |                                 |               |                  |                      |                  |                   |                   |
| Journeyman                      | \$25.54        | 1.79                        | 0.68        | 28.01           | 3.99                         | 9.91           | 0.30         | 0.14              | 2.90                            | 0.15          | 0.02             | 1.34                 | \$46.76          | 16.81             | 4.41              |
| Foreman                         | \$27.54        | 1.79                        | 0.68        | 30.01           | 3.99                         | 9.91           | 0.30         | 0.14              | 2.90                            | 0.15          | 0.02             | 1.34                 | \$48.76          | 16.81             | 4.41              |
| <b>Single Coverage - Plan A</b> |                |                             |             |                 |                              |                |              |                   |                                 |               |                  |                      |                  |                   |                   |
| Journeyman                      | \$27.04        | 1.79                        | 0.68        | 29.51           | 3.99                         | 8.41           | 0.30         | 0.14              | 2.90                            | 0.15          | 0.02             | 1.34                 | \$46.76          | 15.31             | 4.41              |
| Foreman                         | \$29.04        | 1.79                        | 0.68        | 31.51           | 3.99                         | 8.41           | 0.30         | 0.14              | 2.90                            | 0.15          | 0.02             | 1.34                 | \$48.76          | 15.31             | 4.41              |
| <b>Family Coverage - Plan B</b> |                |                             |             |                 |                              |                |              |                   |                                 |               |                  |                      |                  |                   |                   |
| Journeyman                      | \$27.81        | 1.79                        | 0.68        | 30.28           | 3.99                         | 7.64           | 0.30         | 0.14              | 2.90                            | 0.15          | 0.02             | 1.34                 | \$46.76          | 14.54             | 4.41              |
| Foreman                         | \$29.81        | 1.79                        | 0.68        | 32.28           | 3.99                         | 7.64           | 0.30         | 0.14              | 2.90                            | 0.15          | 0.02             | 1.34                 | \$48.76          | 14.54             | 4.41              |
| <b>Single Coverage - Plan B</b> |                |                             |             |                 |                              |                |              |                   |                                 |               |                  |                      |                  |                   |                   |
| Journeyman                      | \$32.12        | 1.79                        | 0.68        | 34.59           | 3.99                         | 3.33           | 0.30         | 0.14              | 2.90                            | 0.15          | 0.02             | 1.34                 | \$46.76          | 10.23             | 4.41              |
| Foreman                         | \$34.12        | 1.79                        | 0.68        | 36.59           | 3.99                         | 3.33           | 0.30         | 0.14              | 2.90                            | 0.15          | 0.02             | 1.34                 | \$48.76          | 10.23             | 4.41              |
| <b>RESIDENTIAL JOURNEYMAN</b>   |                |                             |             |                 |                              |                |              |                   |                                 |               |                  |                      |                  |                   |                   |
| <b>Family Coverage - Plan A</b> | <b>\$21.75</b> | <b>1.79</b>                 | <b>0.68</b> | <b>24.22</b>    | <b>3.99</b>                  | <b>9.91</b>    | <b>0.30</b>  | <b>0.14</b>       | <b>2.90</b>                     | <b>0.15</b>   | <b>0.02</b>      | <b>1.23</b>          | <b>\$42.86</b>   | <b>16.81</b>      | <b>4.30</b>       |
| <b>Single Coverage - Plan A</b> | <b>\$23.25</b> | <b>1.79</b>                 | <b>0.68</b> | <b>25.72</b>    | <b>3.99</b>                  | <b>8.41</b>    | <b>0.30</b>  | <b>0.14</b>       | <b>2.90</b>                     | <b>0.15</b>   | <b>0.02</b>      | <b>1.23</b>          | <b>\$42.86</b>   | <b>15.31</b>      | <b>4.30</b>       |
| <b>Family Coverage - Plan B</b> | <b>\$24.02</b> | <b>1.79</b>                 | <b>0.68</b> | <b>26.49</b>    | <b>3.99</b>                  | <b>7.64</b>    | <b>0.30</b>  | <b>0.14</b>       | <b>2.90</b>                     | <b>0.15</b>   | <b>0.02</b>      | <b>1.23</b>          | <b>\$42.86</b>   | <b>14.54</b>      | <b>4.30</b>       |
| <b>Single Coverage - Plan B</b> | <b>\$28.33</b> | <b>1.79</b>                 | <b>0.68</b> | <b>30.80</b>    | <b>3.99</b>                  | <b>3.33</b>    | <b>0.30</b>  | <b>0.14</b>       | <b>2.90</b>                     | <b>0.15</b>   | <b>0.02</b>      | <b>1.23</b>          | <b>\$42.86</b>   | <b>10.23</b>      | <b>4.30</b>       |

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|                                  | PAY-CHECK | LOCAL<br>AFTER TAXABLE BASE | ORGANIZING | TAXABLE BASE | LOCAL BEFORE TAXABLE BASE |             |           |                | NATIONAL BEFORE TAXABLE BASE |            |               |                      | TOTAL PACKAGE | TOTAL REMIT TO |                |       |      |
|----------------------------------|-----------|-----------------------------|------------|--------------|---------------------------|-------------|-----------|----------------|------------------------------|------------|---------------|----------------------|---------------|----------------|----------------|-------|------|
|                                  |           |                             |            |              | LOCAL PENSION             | HEALTH FUND | APPR FUND | INDUST FUND(S) | NATL PENSION                 | ITI & NEMI | SCHLR & SMOHI | SASMI <sup>(a)</sup> |               | LOCAL CNTRL BD | NAT'L BENE FND |       |      |
| <b>APPRENTICES<sup>(b)</sup></b> |           |                             |            |              |                           |             |           |                |                              |            |               |                      |               |                |                |       |      |
| <b>Family Coverage - Plan B</b>  |           |                             |            |              |                           |             |           |                |                              |            |               |                      |               |                |                |       |      |
| 1                                | 0000-1000 | 50                          | \$12.34    | 0.00         | 0.68                      | 13.02       | 0.00      | 7.64           | 0.30                         | 0.14       | 1.45          | 0.15                 | 0.02          | 0.66           | \$23.38        | 8.76  | 2.28 |
| 2                                | 1001-2000 | 54                          | \$13.46    | 0.00         | 0.68                      | 14.14       | 0.00      | 7.64           | 0.30                         | 0.14       | 1.57          | 0.15                 | 0.02          | 0.70           | \$24.66        | 8.76  | 2.44 |
| 3                                | 2001-3000 | 58                          | \$14.58    | 0.00         | 0.68                      | 15.26       | 0.10      | 7.64           | 0.30                         | 0.14       | 1.68          | 0.15                 | 0.02          | 0.74           | \$26.03        | 8.86  | 2.59 |
| 4                                | 3001-4000 | 62                          | \$15.70    | 0.00         | 0.68                      | 16.38       | 0.10      | 7.64           | 0.30                         | 0.14       | 1.80          | 0.15                 | 0.02          | 0.78           | \$27.31        | 8.86  | 2.75 |
| 5                                | 4001-5000 | 64                          | \$16.26    | 0.00         | 0.68                      | 16.94       | 2.55      | 7.64           | 0.30                         | 0.14       | 1.86          | 0.15                 | 0.02          | 0.87           | \$30.47        | 11.31 | 2.90 |
| 6                                | 5001-6000 | 68                          | \$17.38    | 0.00         | 0.68                      | 18.06       | 2.71      | 7.64           | 0.30                         | 0.14       | 1.97          | 0.15                 | 0.02          | 0.91           | \$31.90        | 11.47 | 3.05 |
| 7                                | 6001-7000 | 72                          | \$18.50    | 0.00         | 0.68                      | 19.18       | 2.87      | 7.64           | 0.30                         | 0.14       | 2.09          | 0.15                 | 0.02          | 0.95           | \$33.34        | 11.63 | 3.21 |
| 8                                | 7001-8000 | 76                          | \$19.62    | 0.00         | 0.68                      | 20.30       | 3.03      | 7.64           | 0.30                         | 0.14       | 2.20          | 0.15                 | 0.02          | 1.00           | \$34.78        | 11.79 | 3.37 |
| <b>APPRENTICES<sup>(c)</sup></b> |           |                             |            |              |                           |             |           |                |                              |            |               |                      |               |                |                |       |      |
| <b>Single Coverage - Plan B</b>  |           |                             |            |              |                           |             |           |                |                              |            |               |                      |               |                |                |       |      |
| 1                                | 0000-1000 | 50                          | \$16.65    | 0.00         | 0.68                      | 17.33       | 0.00      | 3.33           | 0.30                         | 0.14       | 1.45          | 0.15                 | 0.02          | 0.66           | \$23.38        | 4.45  | 2.28 |
| 2                                | 1001-2000 | 54                          | \$17.77    | 0.00         | 0.68                      | 18.45       | 0.00      | 3.33           | 0.30                         | 0.14       | 1.57          | 0.15                 | 0.02          | 0.70           | \$24.66        | 4.45  | 2.44 |
| 3                                | 2001-3000 | 58                          | \$18.89    | 0.00         | 0.68                      | 19.57       | 0.10      | 3.33           | 0.30                         | 0.14       | 1.68          | 0.15                 | 0.02          | 0.74           | \$26.03        | 4.55  | 2.59 |
| 4                                | 3001-4000 | 62                          | \$20.01    | 0.00         | 0.68                      | 20.69       | 0.10      | 3.33           | 0.30                         | 0.14       | 1.80          | 0.15                 | 0.02          | 0.78           | \$27.31        | 4.55  | 2.75 |
| 5                                | 4001-5000 | 64                          | \$20.57    | 0.00         | 0.68                      | 21.25       | 2.55      | 3.33           | 0.30                         | 0.14       | 1.86          | 0.15                 | 0.02          | 0.87           | \$30.47        | 7.00  | 2.90 |
| 6                                | 5001-6000 | 68                          | \$21.69    | 0.00         | 0.68                      | 22.37       | 2.71      | 3.33           | 0.30                         | 0.14       | 1.97          | 0.15                 | 0.02          | 0.91           | \$31.90        | 7.16  | 3.05 |
| 7                                | 6001-7000 | 72                          | \$22.81    | 0.00         | 0.68                      | 23.49       | 2.87      | 3.33           | 0.30                         | 0.14       | 2.09          | 0.15                 | 0.02          | 0.95           | \$33.34        | 7.32  | 3.21 |
| 8                                | 7001-8000 | 76                          | \$23.93    | 0.00         | 0.68                      | 24.61       | 3.03      | 3.33           | 0.30                         | 0.14       | 2.20          | 0.15                 | 0.02          | 1.00           | \$34.78        | 7.48  | 3.37 |
| <b>PREAPPRENTICES</b>            |           |                             | \$10.00    | 0.00         | 0.00                      | 10.00       | 0.00      | 0.00           | 0.00                         | 0.14       | 0.00          | 0.15                 | 0.02          | 0.00           | \$10.31        | 0.14  | 0.17 |

<sup>(a)</sup>The SASMI contribution rate for Foremen is the same rate as for Journeymen. All SASMI contributions are paid at the straight time rate, including work hours paid at the overtime pay rates.

<sup>(b)</sup>The TAXABLE BASE for Apprentices Family Plan B is calculated by beginning with the applicable Single Coverage rate and reducing it by the difference in cost for Single and Family coverage.

<sup>(c)</sup>The TAXABLE BASE for Apprentices Single Plan B is calculated by multiplying the applicable percentage rate by the Journeyman Plan A Family TAXABLE BASE and adding \$3.32.

The Total Package for all Journeymen will increase \$1.65 effective June 3, 2019

The current IRS mileage reimbursement rate is \$.545 per mile.

The contract expires May 31, 2020.

Date Revised: 5/4/2018 11:30 AM