

**SHEET METAL
COMMERCIAL AND SPECIALTY/MANUFACTURING**

**Journeyman/Apprentice Wage Rates
METROPOLITAN DIVISION
SHEET METAL WORKERS UNION LOCAL NO. 10
EFFECTIVE MAY 1, 2016 - APRIL 30, 2017**

	TAXABLE BASE*	NATL PENSION	LOCAL PENSION	SUPP PENSION	HEALTH FUND	SCHLR & SMOHI FUND	LOCAL APPR. FUND	FCF	ITI/ NEMI FUND	NATL/ LOCAL I.F.	LMC	TOTAL PKG.***	TOTAL FRINGES VAC/ORG DEDUCTION		
Journeyman	40.88	4.73	4.55	6.00	9.27	0.03	0.52	0.02	0.15	0.37	0.02	66.54	28.52		
Foreman	42.88	4.73	4.55	6.00	9.27	0.03	0.52	0.02	0.15	0.37	0.02	68.54	28.52		
General Foreman	43.88	4.73	4.55	6.00	9.27	0.03	0.52	0.02	0.15	0.37	0.02	69.54	28.52		
Apprentices															
PERIOD	HOURS	%													
1	0000-1000	52	21.26	2.46	2.37	3.12	9.27	0.03	0.52	0.02	0.15	0.37	0.02	39.59	19.84
2**	1001-2000	56	22.89	2.65	2.55	3.36	9.27	0.03	0.52	0.02	0.15	0.37	0.02	41.83	20.45
3	2001-3000	60	24.53	2.84	2.73	3.60	9.27	0.03	0.52	0.02	0.15	0.37	0.02	44.08	21.06
4	3001-4000	64	26.16	3.03	2.91	3.84	9.27	0.03	0.52	0.02	0.15	0.37	0.02	46.32	21.67
5	4001-5000	68	27.80	3.22	3.09	4.08	9.27	0.03	0.52	0.02	0.15	0.37	0.02	48.57	22.28
6	5001-6000	72	29.43	3.41	3.28	4.32	9.27	0.03	0.52	0.02	0.15	0.37	0.02	50.82	22.90
7	6001-7000	75	30.66	3.55	3.41	4.50	9.27	0.03	0.52	0.02	0.15	0.37	0.02	52.50	23.35
8	7001-8000	79	32.30	3.74	3.59	4.74	9.27	0.03	0.52	0.02	0.15	0.37	0.02	54.75	23.96
9	8001+	90	36.79	4.26	4.10	5.40	9.27	0.03	0.52	0.02	0.15	0.37	0.02	60.93	25.65
JMN	(Complete)	100	40.88	4.73	4.55	6.00	9.27	0.03	0.52	0.02	0.15	0.37	0.02	66.54	28.52

**Day school graduates begin apprenticeship at period 2 pay rate and are credited with 1000 work hours.

Pre-Apprentice

(No Vacation)	0000-0650	42	17.17	0.71	0.00	0.00	0.00	0.00	0.52	0.02	0.00	0.25	0.00	18.67	1.70
(No Vacation)	0651-3000	42	17.17	0.71	0.00	0.00	9.27	0.00	0.52	0.02	0.00	0.25	0.00	27.94	10.97

*Includes \$2.86 Vacation & Organizing Fund deduction for Journeymen (\$2.28 is Vacation and \$.58 is Organizing) and \$1.51 Vacation & Organizing Fund deduction for Apprentices (\$.93 is Vacation and \$.58 is Organizing). Also the deduction for Organizing for Preapprentices is \$.20, but there is no vacation deduction.

*** The Labor Agreement provides for a paid Labor Day holiday which equates to approximately \$.19 per hour for Journeymen. Therefore, the Journeyman total package cost should be increased by \$.19 per hour to determine the true total package cost per hour. See Article V, Section 3 of the Labor Agreement for further explanation.

The current IRS mileage rate is \$.54 per mile.

The Contract expires April 30, 2017

April 14, 2016