

**ROCHESTER-AUSTIN-ALBERT LEA AREA
SHEET METAL WAGE RATES**

EFFECTIVE MAY 1, 2016 - APRIL 30, 2017

		TAXABLE BASE*	Health Fund	Nat'l Pens.	Supp. Pens.	Local 10 Pens.	Local Appr. Fund	ITI/ NEMI	S/M Schlrshp & SMOHI	SE MN LMC Fund	FCF	Local I.F.	Total Package	Total Fringes + Vac/Org. Deduction	
Family Health Coverage (Plan A):															
	Residential Journeyman	23.69	9.27	6.58	1.26	1.25	0.38	0.15	0.03	0.05	0.02	0.15	42.83	21.72	
	Commercial Journeyman	31.58	9.27	6.58	2.52	2.49	0.38	0.15	0.03	0.05	0.02	0.15	53.22	24.22	
	Commercial Foreman	33.33	9.27	6.58	2.52	2.49	0.38	0.15	0.03	0.05	0.02	0.15	54.97	24.22	
	Commercial General Foreman	33.83	9.27	6.58	2.52	2.49	0.38	0.15	0.03	0.05	0.02	0.15	55.47	24.22	
Single Health Coverage (Plan A):															
	Residential Journeyman	25.19	7.77	6.58	1.26	1.25	0.38	0.15	0.03	0.05	0.02	0.15	42.83	20.22	
	Commercial Journeyman	33.08	7.77	6.58	2.52	2.49	0.38	0.15	0.03	0.05	0.02	0.15	53.22	22.72	
	Commercial Foreman	34.83	7.77	6.58	2.52	2.49	0.38	0.15	0.03	0.05	0.02	0.15	54.97	22.72	
	Commercial General Foreman	35.33	7.77	6.58	2.52	2.49	0.38	0.15	0.03	0.05	0.02	0.15	55.47	22.72	
APPRENTICES - Family Health Coverage (Plan B):					^										
1	0000-1000	50	11.74	7.14	3.29	0.64	1.25	0.38	0.15	0.03	0.05	0.02	0.15	24.84	14.68
2	1001-2000	55	13.32	7.14	3.62	0.70	1.37	0.38	0.15	0.03	0.05	0.02	0.15	26.93	15.19
3	2001-3000	60	14.90	7.14	3.95	0.76	1.49	0.38	0.15	0.03	0.05	0.02	0.15	29.02	15.70
4	3001-4000	65	16.48	7.14	4.28	0.83	1.62	0.38	0.15	0.03	0.05	0.02	0.15	31.13	16.23
5	4001-5000	70	18.06	7.14	4.61	0.89	1.74	0.38	0.15	0.03	0.05	0.02	0.15	33.22	16.74
6	5001-6000	75	19.64	7.14	4.94	0.95	1.87	0.38	0.15	0.03	0.05	0.02	0.15	35.32	17.26
7	6001-7000	80	21.21	7.14	5.26	1.02	1.99	0.38	0.15	0.03	0.05	0.02	0.15	37.40	17.77
8	7001-8000	85	22.79	7.14	5.59	1.08	2.12	0.38	0.15	0.03	0.05	0.02	0.15	39.50	18.29
APPRENTICES - Single Health Coverage (Plan B):					^										
1	0000-1000	50	15.79	3.09	3.29	0.64	1.25	0.38	0.15	0.03	0.05	0.02	0.15	24.84	10.63
2	1001-2000	55	17.37	3.09	3.62	0.70	1.37	0.38	0.15	0.03	0.05	0.02	0.15	26.93	11.14
3	2001-3000	60	18.95	3.09	3.95	0.76	1.49	0.38	0.15	0.03	0.05	0.02	0.15	29.02	11.65
4	3001-4000	65	20.53	3.09	4.28	0.83	1.62	0.38	0.15	0.03	0.05	0.02	0.15	31.13	12.18
5	4001-5000	70	22.11	3.09	4.61	0.89	1.74	0.38	0.15	0.03	0.05	0.02	0.15	33.22	12.69
6	5001-6000	75	23.69	3.09	4.94	0.95	1.87	0.38	0.15	0.03	0.05	0.02	0.15	35.32	13.21
7	6001-7000	80	25.26	3.09	5.26	1.02	1.99	0.38	0.15	0.03	0.05	0.02	0.15	37.40	13.72
8	7001-8000	85	26.84	3.09	5.59	1.08	2.12	0.38	0.15	0.03	0.05	0.02	0.15	39.50	14.24
TRAINEES:		40	12.63	0.00	0.00	0.00	0.00	0.05	0.00	0.00	0.00	0.02	0.15	12.85	0.37

After 1,000 hours of service, trainees must receive health insurance benefits from the Sheet Metal #10 Benefit Fund or a company health plan.

*Includes Vacation & Organizing Fund deduction of \$2.58 for Journeymen and \$1.58 for Apprentices. The Vacation deduction is \$2.00 per hour for Journeymen and \$1.00 for Apprentices. The Organizing Fund deduction is \$.58 per hour for both Journeymen and Apprentices. For Trainees, there is no vacation deduction and a \$.15 per hour Organizing Fund deduction. Vacation and Organizing Fund deductions are subtracted from the TAXABLE BASE rate.

^The Supplemental Pension rate equals the Journeyman Supplemental Pension rate minus \$1.25, the balance is then multiplied by the apprentice's base rate percentage.

The IRS Mileage rate as of January 1, 2015 is \$.54 per mile.

April 27, 2016

Contract expires April 30, 2017