WILLMAR AREA RESIDENTIAL WAGE RATES CENTRAL MINNESOTA DIVISION (SHEET METAL #10 BENEFIT FUND)

EFFECTIVE SEPTEMBER 5, 2016 - SEPTEMBER 3, 2017

4	ω	2	_	PERIOD	Apprentices	Journeymar				
3001-4000	2001-3000	1001-2000	0000-1000	HOURS		_				
85	75	65	55	%						
20.19	17.56	14.93	12.30			\$24.14	BASE*	TAXABLE		
9.27	9.27	9.27	9.27			\$9.27		Health		
3.95	3.49	3.02	2.56			\$4.65	PENSION	NATL		
2.94	2.60	2.25	1.90			\$3.46	PENSION PENSION	SUPP.		
0.37	0.33	0.29	0.24			\$0.44	PENSION	SUPP. LOCAL 10		
0.45	0.45	0.45	0.45			\$0.45	FUND	APPR.	LOCAL	
0.17	0.17	0.17	0.17				& FCF		II/	
0.03	0.03	0.03	0.03			\$0.03	FUND	& SMOHI	SCLRSHP	S/M
0.15	0.15	0.15	0.15			\$0.15	Į.F.	LOCAL		
37.52	34.05	30.56	27.07			\$42.76	PACKAGE	TOTAL		

^{*}Includes \$3.28 per hour Savings Account and Organizing Fund deduction for journeymen and apprentices. The Savings Account deduction is \$2.70 per hour and the Organizing Fund deduction is \$.58 per hour, both of which are made from the TAXABLE base rate.

The current IRS Mileage Rate is \$.54

The contract expires on September 1, 2019

10/4/16