

**EAST RIVER, SIOUX FALLS, SD  
COMMERCIAL  
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

**EFFECTIVE JUNE 1, 2019 - MAY 31, 2020**

|                          | PAY-CHECK | LOCAL<br>AFTER TAXABLE BASE |             | TAXABLE<br>BASE | LOCAL<br>BEFORE TAXABLE BASE |              |               | NATIONAL<br>BEFORE TAXABLE BASE |               |       |       | TOTAL<br>PKG | TOTAL<br>REMIT TO |                   |       |      |
|--------------------------|-----------|-----------------------------|-------------|-----------------|------------------------------|--------------|---------------|---------------------------------|---------------|-------|-------|--------------|-------------------|-------------------|-------|------|
|                          |           | SAV-INGS                    | ORGA-NIZING |                 | HEALTH<br>FUND               | APPR<br>FUND | LOCAL<br>I.F. | NATL<br>PENSION                 | ITI &<br>NEMI | SMOHI | SASMI |              | LOCAL<br>CNTRL BD | NAT'L<br>BENE FND |       |      |
|                          |           |                             |             |                 |                              |              |               |                                 |               |       |       |              |                   |                   |       |      |
| Family Coverage - Plan A |           |                             |             |                 |                              |              |               |                                 |               |       |       |              |                   |                   |       |      |
| Journeyman               | \$22.74   | 2.98                        | 0.83        | 26.55           | 10.06                        | 0.37         | 0.14          | 4.13                            | 0.15          | 0.02  | 1.22  | \$42.64      | 14.38             | 5.52              |       |      |
| Foreman                  | \$24.24   | 2.98                        | 0.83        | 28.05           | 10.06                        | 0.37         | 0.14          | 4.13                            | 0.15          | 0.02  | 1.22  | \$44.14      | 14.38             | 5.52              |       |      |
| General Foreman          | \$25.24   | 2.98                        | 0.83        | 29.05           | 10.06                        | 0.37         | 0.14          | 4.13                            | 0.15          | 0.02  | 1.22  | \$45.14      | 14.38             | 5.52              |       |      |
| Single Coverage - Plan A |           |                             |             |                 |                              |              |               |                                 |               |       |       |              |                   |                   |       |      |
| Journeyman               | \$24.24   | 2.98                        | 0.83        | 28.05           | 8.56                         | 0.37         | 0.14          | 4.13                            | 0.15          | 0.02  | 1.22  | \$42.64      | 12.88             | 5.52              |       |      |
| Foreman                  | \$25.74   | 2.98                        | 0.83        | 29.55           | 8.56                         | 0.37         | 0.14          | 4.13                            | 0.15          | 0.02  | 1.22  | \$44.14      | 12.88             | 5.52              |       |      |
| General Foreman          | \$26.74   | 2.98                        | 0.83        | 30.55           | 8.56                         | 0.37         | 0.14          | 4.13                            | 0.15          | 0.02  | 1.22  | \$45.14      | 12.88             | 5.52              |       |      |
| Family Coverage - Plan B |           |                             |             |                 |                              |              |               |                                 |               |       |       |              |                   |                   |       |      |
| Journeyman               | \$25.06   | 2.98                        | 0.83        | 28.87           | 7.74                         | 0.37         | 0.14          | 4.13                            | 0.15          | 0.02  | 1.22  | \$42.64      | 12.06             | 5.52              |       |      |
| Foreman                  | \$26.56   | 2.98                        | 0.83        | 30.37           | 7.74                         | 0.37         | 0.14          | 4.13                            | 0.15          | 0.02  | 1.22  | \$44.14      | 12.06             | 5.52              |       |      |
| General Foreman          | \$27.56   | 2.98                        | 0.83        | 31.37           | 7.74                         | 0.37         | 0.14          | 4.13                            | 0.15          | 0.02  | 1.22  | \$45.14      | 12.06             | 5.52              |       |      |
| Single Coverage - Plan B |           |                             |             |                 |                              |              |               |                                 |               |       |       |              |                   |                   |       |      |
| Journeyman               | \$29.42   | 2.98                        | 0.83        | 33.23           | 3.38                         | 0.37         | 0.14          | 4.13                            | 0.15          | 0.02  | 1.22  | \$42.64      | 7.70              | 5.52              |       |      |
| Foreman                  | \$30.92   | 2.98                        | 0.83        | 34.73           | 3.38                         | 0.37         | 0.14          | 4.13                            | 0.15          | 0.02  | 1.22  | \$44.14      | 7.70              | 5.52              |       |      |
| General Foreman          | \$31.92   | 2.98                        | 0.83        | 35.73           | 3.38                         | 0.37         | 0.14          | 4.13                            | 0.15          | 0.02  | 1.22  | \$45.14      | 7.70              | 5.52              |       |      |
| APPRENTICES              | %         | Family Plan B               |             |                 |                              |              |               |                                 |               |       |       |              |                   |                   |       |      |
| 1                        | 0000-2000 | 55.0                        | \$11.28     | 1.27            | 0.83                         | 13.38        | 7.74          | 0.37                            | 0.14          | 2.27  | 0.15  | 0.02         | 0.70              | \$24.77           | 10.35 | 3.14 |
| 2                        | 2001-4000 | 62.5                        | \$13.78     | 1.55            | 0.83                         | 16.16        | 7.74          | 0.37                            | 0.14          | 2.58  | 0.15  | 0.02         | 0.79              | \$27.95           | 10.63 | 3.54 |
| 3                        | 4001-6000 | 70.0                        | \$15.06     | 1.84            | 0.83                         | 17.73        | 7.74          | 0.37                            | 0.14          | 2.89  | 0.15  | 0.02         | 0.85              | \$29.89           | 10.92 | 3.91 |
| 4                        | 6001-8000 | 77.5                        | \$17.57     | 2.12            | 0.83                         | 20.52        | 7.74          | 0.37                            | 0.14          | 3.20  | 0.15  | 0.02         | 0.94              | \$33.08           | 11.20 | 4.31 |
| APPRENTICES              |           | Single Plan B               |             |                 |                              |              |               |                                 |               |       |       |              |                   |                   |       |      |
| 1                        | 0000-2000 | 55.0                        | \$15.64     | 1.27            | 0.83                         | 17.74        | 3.38          | 0.37                            | 0.14          | 2.27  | 0.15  | 0.02         | 0.70              | \$24.77           | 5.99  | 3.14 |
| 2                        | 2001-4000 | 62.5                        | \$18.14     | 1.55            | 0.83                         | 20.52        | 3.38          | 0.37                            | 0.14          | 2.58  | 0.15  | 0.02         | 0.79              | \$27.95           | 6.27  | 3.54 |
| 3                        | 4001-6000 | 70.0                        | \$19.42     | 1.84            | 0.83                         | 22.09        | 3.38          | 0.37                            | 0.14          | 2.89  | 0.15  | 0.02         | 0.85              | \$29.89           | 6.56  | 3.91 |
| 4                        | 6001-8000 | 77.5                        | \$21.93     | 2.12            | 0.83                         | 24.88        | 3.38          | 0.37                            | 0.14          | 3.20  | 0.15  | 0.02         | 0.94              | \$33.08           | 6.84  | 4.31 |
| TRAINEES                 |           |                             |             |                 |                              |              |               |                                 |               |       |       |              |                   |                   |       |      |
|                          | 30.0      | \$9.45                      | 0.00        | 0.35            | 9.80                         | 0.00         | 0.15          | 0.00                            | 0.00          | 0.15  | 0.02  | 0.00         | \$10.12           | 0.50              | 0.17  |      |
| Optional after 6 months  | 30.0      | \$9.45                      | 0.00        | 0.35            | 9.80                         | 3.38         | 0.15          | 0.00                            | 0.00          | 0.15  | 0.02  | 0.00         | \$13.50           | 3.88              | 0.17  |      |

The wage scale for Trainees shall be thirty percent (30%) of the hourly Taxable Base rate for the Journeyman Single Plan B, less the contribution to ITI/NEMI & SMOHI. After six (6) months, Health Fund Coverage may be added.

The SASMI rate for Foreman and General Foreman are the same as the rate for Journeymen and all SASMI hours are paid at the straight time rate.

Apprentice's Savings is Apprentice level multiplied by Journeymen deduction of \$3.81 (\$2.98+\$.83) less Apprentice Organizing Fund of \$.83. For example 55% x \$3.81 = \$2.10 - \$.83 (Organizing) = \$1.27 Savings for 55% Apprentice. For Trainees, there is a \$.20 per hour deduction for Organizing and no Savings.

The Apprentice Total Package is determined by taking the Journeyman's Total Package less the Industry Fund contribution, then multiplying by the Apprentice level percentage then adding back in the Industry Fund contribution. In addition, on the first two (2) stages of Apprentices \$1.25 is added to the Total Package.

The Apprentice Taxable Base is determined by deducting the Health Fund, Appr Fund, Local Industry Fund, National Pension Fund (which is the Apprentices' percent times the National Pension rate for Journeyman), ITI/NEMI and SASMI from the Total Package.

Subsistence is \$55.55 effective 6/1/19.

There will be a Total Package increase of \$1.40 on 6/1/2020, \$1.40 on 6/1/2021, \$1.45 on 6/1/2022, and \$1.50 on 6/1/2023.

The IRS mileage rate is \$.58 per mile as of June 1, 2019.

Contract expires May 31, 2024

Date Revised: 6/7/2019 2:46 PM