

**METROPOLITAN DIVISION  
COMMERCIAL AND SPECIALTY MANUFACTURING  
SHEET METAL WORKERS UNION LOCAL NO. 10 WAGE SHEET**

**EFFECTIVE MAY 1, 2021 THROUGH APRIL 30, 2022**

|                 | (a) PAY-CHECK | LOCAL<br>AFTER TAXABLE<br>BASE |                 | TAXABLE<br>BASE | LOCAL<br>BEFORE TAXABLE BASE |                  |                |              |                   |      |      | NATIONAL<br>BEFORE TAXABLE BASE |               |                  | TOTAL<br>PKG | TOTAL<br>REMIT TO |                   |
|-----------------|---------------|--------------------------------|-----------------|-----------------|------------------------------|------------------|----------------|--------------|-------------------|------|------|---------------------------------|---------------|------------------|--------------|-------------------|-------------------|
|                 |               | SAV-<br>INGS                   | ORGA-<br>NIZING |                 | SUPP<br>PENSION              | LOCAL<br>PENSION | HEALTH<br>FUND | APPR<br>FUND | INDUST<br>FUND(S) | FCF  | LMC  | NATL<br>PENSION                 | ITI &<br>NEMI | SCHLR &<br>SMOHI |              | LOCAL<br>CNTRL BD | NAT'L<br>BENE FND |
|                 |               |                                |                 |                 |                              |                  |                |              |                   |      |      |                                 |               |                  |              |                   |                   |
| Journeyman      | 43.65         | 2.78                           | 0.93            | 47.36           | 6.00                         | 8.75             | 10.76          | 0.57         | 0.37              | 0.02 | 0.02 | 5.16                            | 0.15          | 0.03             | 79.19        | 30.20             | 5.34              |
| Foreman         | 47.15         | 2.78                           | 0.93            | 50.86           | 6.00                         | 8.75             | 10.76          | 0.57         | 0.37              | 0.02 | 0.02 | 5.16                            | 0.15          | 0.03             | 82.69        | 30.20             | 5.34              |
| General Foreman | 48.15         | 2.78                           | 0.93            | 51.86           | 6.00                         | 8.75             | 10.76          | 0.57         | 0.37              | 0.02 | 0.02 | 5.16                            | 0.15          | 0.03             | 83.69        | 30.20             | 5.34              |

**Apprentices**

| PERIOD           | HOURS      | %   |       |      |      |       |      |      |       |      |      |      |      |      |      |      |       |       |      |
|------------------|------------|-----|-------|------|------|-------|------|------|-------|------|------|------|------|------|------|------|-------|-------|------|
| 1                | 0000-1000  | 52  | 22.57 | 1.13 | 0.93 | 24.63 | 3.12 | 4.55 | 10.76 | 0.57 | 0.37 | 0.02 | 0.02 | 2.68 | 0.15 | 0.03 | 46.90 | 21.47 | 2.86 |
| 2 <sup>(b)</sup> | 1001-2000  | 56  | 24.46 | 1.13 | 0.93 | 26.52 | 3.36 | 4.90 | 10.76 | 0.57 | 0.37 | 0.02 | 0.02 | 2.89 | 0.15 | 0.03 | 49.59 | 22.06 | 3.07 |
| 3                | 2001-3000  | 60  | 26.36 | 1.13 | 0.93 | 28.42 | 3.60 | 5.25 | 10.76 | 0.57 | 0.37 | 0.02 | 0.02 | 3.10 | 0.15 | 0.03 | 52.29 | 22.65 | 3.28 |
| 4                | 3001-4000  | 64  | 28.25 | 1.13 | 0.93 | 30.31 | 3.84 | 5.60 | 10.76 | 0.57 | 0.37 | 0.02 | 0.02 | 3.30 | 0.15 | 0.03 | 54.97 | 23.24 | 3.48 |
| 5                | 4001-5000  | 68  | 30.14 | 1.13 | 0.93 | 32.20 | 4.08 | 5.95 | 10.76 | 0.57 | 0.37 | 0.02 | 0.02 | 3.51 | 0.15 | 0.03 | 57.66 | 23.83 | 3.69 |
| 6                | 5001-6000  | 72  | 32.04 | 1.13 | 0.93 | 34.10 | 4.32 | 6.30 | 10.76 | 0.57 | 0.37 | 0.02 | 0.02 | 3.72 | 0.15 | 0.03 | 60.36 | 24.42 | 3.90 |
| 7                | 6001-7000  | 75  | 33.46 | 1.13 | 0.93 | 35.52 | 4.50 | 6.56 | 10.76 | 0.57 | 0.37 | 0.02 | 0.02 | 3.87 | 0.15 | 0.03 | 62.37 | 24.86 | 4.05 |
| 8                | 7001-8000  | 79  | 35.35 | 1.13 | 0.93 | 37.41 | 4.74 | 6.91 | 10.76 | 0.57 | 0.37 | 0.02 | 0.02 | 4.08 | 0.15 | 0.03 | 65.06 | 25.45 | 4.26 |
| 9                | 8001+      | 90  | 40.56 | 1.13 | 0.93 | 42.62 | 5.40 | 7.88 | 10.76 | 0.57 | 0.37 | 0.02 | 0.02 | 4.64 | 0.15 | 0.03 | 72.46 | 27.08 | 4.82 |
| JMN              | (Complete) | 100 | 43.65 | 2.78 | 0.93 | 47.36 | 6.00 | 8.75 | 10.76 | 0.57 | 0.37 | 0.02 | 0.02 | 5.16 | 0.15 | 0.03 | 79.19 | 30.20 | 5.34 |

<sup>(b)</sup> St Paul College day school graduates begin apprenticeship at period 2 pay rate and are credited with 1000 work hours.

**Pre-Apprentice**

|           |    |       |      |      |       |      |      |       |      |      |      |      |      |      |      |       |       |      |
|-----------|----|-------|------|------|-------|------|------|-------|------|------|------|------|------|------|------|-------|-------|------|
| 0000-0650 | 42 | 19.44 | 0.00 | 0.45 | 19.89 | 0.00 | 0.00 | 0.00  | 0.57 | 0.23 | 0.02 | 0.00 | 0.78 | 0.15 | 0.02 | 21.66 | 1.27  | 0.95 |
| 0651-3000 | 42 | 19.44 | 0.00 | 0.45 | 19.89 | 0.00 | 0.00 | 10.76 | 0.57 | 0.23 | 0.02 | 0.00 | 0.78 | 0.15 | 0.02 | 32.42 | 12.03 | 0.95 |

**401(k) Elective Deferral:** This contract allows for a 401(k) elective deferral of compensation to the Supplemental Retirement Fund by an employee for most classifications that have an employer contribution to the Fund.

Note: The Labor Agreement provides for a paid Labor Day holiday which equates to approximately \$.22 per hour for Journeymen. Therefore, the Journeyman total package cost should be increased by \$.22 per hour to determine the true total package cost per hour. See Article V, Section 2 of the Labor Agreement for further explanation.

The Journeyman Total Package Wage Rate will increase \$2.51 on May 1, 2022, and an additional \$2.50 on May 1, 2023. One cent of the 2022 increase will be to the National Industry Fund.

The current IRS mileage rate is \$.56 per mile.

The Contract expires April 30, 2024.

Date Revised: 5/3/2021 8:07 AM