

**BEMIDJI AREA  
COMMERCIAL & INDUSTRIAL  
SHEET METAL WORKERS UNION LOCAL NO. 10 WAGE SHEET**

**EFFECTIVE JULY 6, 2020 - MAY 31, 2021**

PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE <sup>(a)</sup>	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE			TOTAL PKG	TOTAL REMIT TO		
	ORGANIZING			SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	FCF	ITI & NEMI	SCHLR & SMOHI	SASMI <sup>(b)</sup>		LOCAL CNTRL	NAT'L BENE FND	
<b>Family Coverage - Plan A</b>																
Journeyman	29.82	0.93	30.75	6.00	3.36	10.66	0.32	0.27	0.02	0.15	0.03	1.52	53.08	21.56	1.70	
Foreman	31.57	0.93	32.50	6.00	3.36	10.66	0.32	0.27	0.02	0.15	0.03	1.52	54.83	21.56	1.70	
General Foreman	32.32	0.93	33.25	6.00	3.36	10.66	0.32	0.27	0.02	0.15	0.03	1.52	55.58	21.56	1.70	
<b>Single Coverage - Plan A</b>																
Journeyman	31.32	0.93	32.25	6.00	3.36	9.16	0.32	0.27	0.02	0.15	0.03	1.52	53.08	20.06	1.70	
Foreman	33.07	0.93	34.00	6.00	3.36	9.16	0.32	0.27	0.02	0.15	0.03	1.52	54.83	20.06	1.70	
General Foreman	33.82	0.93	34.75	6.00	3.36	9.16	0.32	0.27	0.02	0.15	0.03	1.52	55.58	20.06	1.70	
<b>Family Coverage - Plan B</b>																
Journeyman	32.49	0.93	33.42	6.00	3.36	7.99	0.32	0.27	0.02	0.15	0.03	1.52	53.08	18.89	1.70	
Foreman	34.24	0.93	35.17	6.00	3.36	7.99	0.32	0.27	0.02	0.15	0.03	1.52	54.83	18.89	1.70	
General Foreman	34.99	0.93	35.92	6.00	3.36	7.99	0.32	0.27	0.02	0.15	0.03	1.52	55.58	18.89	1.70	
<b>Single Coverage - Plan B</b>																
Journeyman	37.00	0.93	37.93	6.00	3.36	3.48	0.32	0.27	0.02	0.15	0.03	1.52	53.08	14.38	1.70	
Foreman	38.75	0.93	39.68	6.00	3.36	3.48	0.32	0.27	0.02	0.15	0.03	1.52	54.83	14.38	1.70	
General Foreman	39.50	0.93	40.43	6.00	3.36	3.48	0.32	0.27	0.02	0.15	0.03	1.52	55.58	14.38	1.70	
<b>Apprentices</b>																
Family - Plan B Only																
(the base rate is computed using the applicable base rate for Single Coverage Plan B (below) and then deducting the difference between Single & Family Plan B)																
0000-2000	50	10.69	0.93	11.62	3.00	1.68	7.99	0.32	0.27	0.02	0.15	0.03	0.73	25.81	14.21	0.91
2001-4000	59	13.45	0.93	14.38	3.54	1.98	7.99	0.32	0.27	0.02	0.15	0.03	0.84	29.52	15.05	1.02
4001-6000	67	15.91	0.93	16.84	4.02	2.25	7.99	0.32	0.27	0.02	0.15	0.03	0.93	32.82	15.80	1.11
6001-8000	75	18.37	0.93	19.30	4.50	2.52	7.99	0.32	0.27	0.02	0.15	0.03	1.03	36.13	16.55	1.21
<b>Apprentices</b>																
Single - Plan B Only																
(the base rate is computed using the applicable % times the Taxable Base for Journeyman with Family Plan A Coverage and then adding \$.75)																
0000-2000	50	15.20	0.93	16.13	3.00	1.68	3.48	0.32	0.27	0.02	0.15	0.03	0.73	25.81	9.70	0.91
2001-4000	59	17.96	0.93	18.89	3.54	1.98	3.48	0.32	0.27	0.02	0.15	0.03	0.84	29.52	10.54	1.02
4001-6000	67	20.42	0.93	21.35	4.02	2.25	3.48	0.32	0.27	0.02	0.15	0.03	0.93	32.82	11.29	1.11
6001-8000	75	22.88	0.93	23.81	4.50	2.52	3.48	0.32	0.27	0.02	0.15	0.03	1.03	36.13	12.04	1.21
<b>Preapprentices</b>																
(the base rate is computed using the applicable % times the Taxable Base for Journeyman with Family Plan A Coverage)																
0000-1000	40	11.90	0.40	12.30	0.00	0.00	0.00	0.32	0.14	0.02	0.15	0.02	0.00	12.95	0.88	0.17
<sup>(c)</sup> 1001+	40	11.90	0.40	12.30	0.00	0.00	3.48	0.32	0.14	0.02	0.15	0.02	0.00	16.43	4.36	0.17

**401(k) Elective Deferral:** <sup>(a)</sup> 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.

<sup>(b)</sup> The SASMI rate for Foreman and General Foreman are the same as the rate for Journeymen and the SASMI rate for overtime hours is the same on any classification meaning all SASMI hours are paid at the straight time rate.

<sup>(c)</sup> For Preapprentices, at 1001 hours the employer has the option of providing coverage through the local 10 Health Fund or through their office employee coverage in which case the Total Package stays the same as the 1st stage.

The Journeyman Total Package will increase \$1.60 on 6/1/2021, and an additional \$1.65 on 6/1/2022.

The IRS mileage rate is \$.575 per mile as of July 6, 2020.

Contract expires May 31, 2023