

**BISMARCK/MINOT AREA  
INDUSTRIAL  
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

EFFECTIVE JUNE 8, 2020 - MAY 30, 2021

	PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE	LOCAL BEFORE TAXABLE BASE					NATIONAL BEFORE TAXABLE BASE				TOTAL PKG	TOTAL REMIT TO		
		ORGA- NIZING	PENSION		HEALTH FUND	APPR FUND	INDUST FUND(S)	NDCC	NATL PENSION	ITI & NEMI	SMOHI	SASMI <sup>(a)</sup>	LOCAL CNTRL BD		NAT'L BENE FND		
<b>Family Coverage - Plan A</b>																	
JOURNEYMAN	32.71	0.93	33.64	4.27	10.66	0.30	0.27	0.10	3.60	0.15	0.02	1.57	54.58	16.53	5.34		
Foreman	35.01	0.93	35.94	4.27	10.66	0.30	0.27	0.10	3.60	0.15	0.02	1.57	56.88	16.53	5.34		
General Foreman	36.01	0.93	36.94	4.27	10.66	0.30	0.27	0.10	3.60	0.15	0.02	1.57	57.88	16.53	5.34		
<b>Single Coverage - Plan A</b>																	
JOURNEYMAN	34.21	0.93	35.14	4.27	9.16	0.30	0.27	0.10	3.60	0.15	0.02	1.57	54.58	15.03	5.34		
Foreman	36.51	0.93	37.44	4.27	9.16	0.30	0.27	0.10	3.60	0.15	0.02	1.57	56.88	15.03	5.34		
General Foreman	37.51	0.93	38.44	4.27	9.16	0.30	0.27	0.10	3.60	0.15	0.02	1.57	57.88	15.03	5.34		
<b>Family Coverage - Plan B</b>																	
JOURNEYMAN	35.38	0.93	36.31	4.27	7.99	0.30	0.27	0.10	3.60	0.15	0.02	1.57	54.58	13.86	5.34		
Foreman	37.68	0.93	38.61	4.27	7.99	0.30	0.27	0.10	3.60	0.15	0.02	1.57	56.88	13.86	5.34		
General Foreman	38.68	0.93	39.61	4.27	7.99	0.30	0.27	0.10	3.60	0.15	0.02	1.57	57.88	13.86	5.34		
<b>Single Coverage - Plan B</b>																	
Journeyman	39.89	0.93	40.82	4.27	3.48	0.30	0.27	0.10	3.60	0.15	0.02	1.57	54.58	9.35	5.34		
Foreman	42.19	0.93	43.12	4.27	3.48	0.30	0.27	0.10	3.60	0.15	0.02	1.57	56.88	9.35	5.34		
General Foreman	43.19	0.93	44.12	4.27	3.48	0.30	0.27	0.10	3.60	0.15	0.02	1.57	57.88	9.35	5.34		
<b>Apprentices - Family Plan B</b>																	
1	0000-2000	67	21.91	0.93	22.84	0.00	7.99	0.30	0.27	0.10	2.41	0.15	0.02	1.00	35.08	9.59	3.58
2	2001-4000	72	23.95	0.93	24.88	0.00	7.99	0.30	0.27	0.10	2.59	0.15	0.02	1.06	37.36	9.59	3.82
3	4001-6000	76	25.58	0.93	26.51	0.00	7.99	0.30	0.27	0.10	2.74	0.15	0.02	1.12	39.20	9.59	4.03
4	6001-8000	84	28.85	0.93	29.78	0.00	7.99	0.30	0.27	0.10	3.02	0.15	0.02	1.22	42.85	9.59	4.41
<b>Apprentices -Single Plan B</b>																	
1	0000-2000	67	26.42	0.93	27.35	0.00	3.48	0.30	0.27	0.10	2.41	0.15	0.02	1.00	35.08	5.08	3.58
2	2001-4000	72	28.46	0.93	29.39	0.00	3.48	0.30	0.27	0.10	2.59	0.15	0.02	1.06	37.36	5.08	3.82
3	4001-6000	76	30.09	0.93	31.02	0.00	3.48	0.30	0.27	0.10	2.74	0.15	0.02	1.12	39.20	5.08	4.03
4	6001-8000	84	33.36	0.93	34.29	0.00	3.48	0.30	0.27	0.10	3.02	0.15	0.02	1.22	42.85	5.08	4.41
<b>TRADESMAN</b>																	
Family Coverage-Plan B Only																	
1	1st Year	72	23.95	0.93	24.88	3.07	7.99	0.30	0.27	0.10	2.59	0.15	0.02	1.16	40.53	12.66	3.92
2	2nd Year	77	25.99	0.93	26.92	3.29	7.99	0.30	0.27	0.10	2.77	0.15	0.02	1.23	43.04	12.88	4.17
3	3rd Year	81	27.62	0.93	28.55	3.46	7.99	0.30	0.27	0.10	2.92	0.15	0.02	1.29	45.05	13.05	4.38
4	4th Year	86	29.67	0.93	30.60	3.67	7.99	0.30	0.27	0.10	3.10	0.15	0.02	1.36	47.56	13.26	4.63
Single Coverage-Plan B Only																	
1	1st Year	72	28.46	0.93	29.39	3.07	3.48	0.30	0.27	0.10	2.59	0.15	0.02	1.16	40.53	8.15	3.92
2	2nd Year	77	30.50	0.93	31.43	3.29	3.48	0.30	0.27	0.10	2.77	0.15	0.02	1.23	43.04	8.37	4.17
3	3rd Year	81	32.13	0.93	33.06	3.46	3.48	0.30	0.27	0.10	2.92	0.15	0.02	1.29	45.05	8.54	4.38
4	4th Year	86	34.18	0.93	35.11	3.67	3.48	0.30	0.27	0.10	3.10	0.15	0.02	1.36	47.56	8.75	4.63
<b>PREAPPRENTICES<sup>(b)</sup></b>																	
**																	
Part time	after school Mon-Sat		0.45		0.00	0.00	0.00	0.14	0.00	0.00	0.00	0.00	0.00	*	0.59	0.00	
Regular	0 hours on w/o health		0.45		0.00	0.00	0.00	0.14	0.00	0.00	0.00	0.00	0.00	*	0.59	0.00	
Regular	0 hours on with health		0.45		0.00	3.48	0.00	0.14	0.00	0.00	0.00	0.00	0.00	*	4.07	0.00	

<sup>(a)</sup>The SASMI rate for Foreman and General Foreman is the same as the rate for Journeyman. The SASMI rate for overtime hours is paid at the straight time rate.

<sup>(b)</sup>Health Coverage may be added for Preapprentices at any point.

\*There is no minimum or set Total Package for Prapprentices, but employers must make any applicable contributions to the Industry Fund, Health Fund and Organizing Fund.

The IRS mileage rate is \$.575 per mile as of June 8, 2020.

Contract expires midnight May 30, 2021.