

DULUTH, IRON RANGE & WISCONSIN
ST. LOUIS, AITKIN, LAKE, COOK, CARLTON, KOCHICHING, AND ITASCA COUNTIES
AND IN WISCONSIN, ASHLAND, BAYFIELD, DOUGLAS, AND IRON COUNTIES

RESIDENTIAL

HIRED ON OR AFTER MAY 1, 2007

SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET

EFFECTIVE MAY 1, 2020 - APRIL 30, 2021

INTERIM WAGE SHEET UNTIL NEW RESIDENTIAL CONTRACT IS SETTLED

Applies to Residential HVAC Employees Hired on and After May 1, 2007

	PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE ^(a)	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE			TOTAL PKG	TOTAL REMIT TO			
		ORGA-VAC	NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	DRUG TESTING	NATL PENSION	ITI & NEMI	SCHLR & SMOHI		LOCAL CNTRL BD	NAT'L BENE FND		
Residential HVAC Journeymen																		
HVAC Journeyman		21.21	1.00	0.60	22.81	3.47	0.00	10.66	0.40	0.19	0.03	1.84	0.15	0.02	39.57	16.35	2.01	
Residential HVAC Journeymen																		
HVAC Journeyman		22.71	1.00	0.60	24.31	3.47	0.00	9.16	0.40	0.19	0.03	1.84	0.15	0.02	39.57	14.85	2.01	
Residential HVAC Journeymen																		
HVAC Journeyman		23.53	1.00	0.60	25.13	3.47	0.00	7.99	0.40	0.19	0.03	1.84	0.15	0.02	39.22	13.68	2.01	
Residential HVAC Journeymen																		
HVAC Journeyman		27.89	1.00	0.60	29.49	3.47	0.00	3.48	0.40	0.19	0.03	1.84	0.15	0.02	39.07	9.17	2.01	
Residential HVAC Apprentices																		
PERIOD		%	Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.															
1	0000-1000	55	9.85	1.00	0.60	11.45	0.00	0.00	10.66	0.40	0.19	0.03	1.01	0.15	0.02	23.91	12.88	1.18
2	1001-2000	65	10.89	1.00	0.60	12.49	2.26	0.00	10.66	0.40	0.19	0.03	1.20	0.15	0.02	27.40	15.14	1.37
3	2001-3000	75	13.84	1.00	0.60	15.44	2.60	0.00	10.66	0.40	0.19	0.03	1.38	0.15	0.02	30.87	15.48	1.55
4	3001-4000	85	16.79	1.00	0.60	18.39	2.95	0.00	10.66	0.40	0.19	0.03	1.56	0.15	0.02	34.35	15.83	1.73
Residential HVAC Apprentices																		
PERIOD		%	Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.															
1	0000-1000	55	11.35	1.00	0.60	12.95	0.00	0.00	9.16	0.40	0.19	0.03	1.01	0.15	0.02	23.91	11.38	1.18
2	1001-2000	65	12.39	1.00	0.60	13.99	2.26	0.00	9.16	0.40	0.19	0.03	1.20	0.15	0.02	27.40	13.64	1.37
3	2001-3000	75	15.34	1.00	0.60	16.94	2.60	0.00	9.16	0.40	0.19	0.03	1.38	0.15	0.02	30.87	13.98	1.55
4	3001-4000	85	18.29	1.00	0.60	19.89	2.95	0.00	9.16	0.40	0.19	0.03	1.56	0.15	0.02	34.35	14.33	1.73

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				AFTER TAXABLE BASE			BEFORE TAXABLE BASE						BEFORE TAXABLE BASE				REMIT TO		
				ORGA-VAC	NIZING		BASE ^(a)	SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	DRUG TESTING	NATL PENSION	ITI & NEMI		SCHLR & SMOHI	LOCAL CNTRL BD	NAT'L BENE FND
Residential HVAC Apprentices			Family Plan B																
PERIOD		%	Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.																
1	0000-1000	55	12.17	1.00	0.60	13.77	0.00	0.00	7.99	0.40	0.19	0.03	1.01	0.15	0.02	23.56	10.21	1.18	
2	1001-2000	65	13.21	1.00	0.60	14.81	2.26	0.00	7.99	0.40	0.19	0.03	1.20	0.15	0.02	27.05	12.47	1.37	
3	2001-3000	75	16.16	1.00	0.60	17.76	2.60	0.00	7.99	0.40	0.19	0.03	1.38	0.15	0.02	30.52	12.81	1.55	
4	3001-4000	85	19.11	1.00	0.60	20.71	2.95	0.00	7.99	0.40	0.19	0.03	1.56	0.15	0.02	34.00	13.16	1.73	
Residential HVAC Apprentices			Single Plan B																
PERIOD		%	Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.																
1	0000-1000	55	16.53	1.00	0.60	18.13	0.00	0.00	3.48	0.40	0.19	0.03	1.01	0.15	0.02	23.41	5.70	1.18	
2	1001-2000	65	17.57	1.00	0.60	19.17	2.26	0.00	3.48	0.40	0.19	0.03	1.20	0.15	0.02	26.90	7.96	1.37	
3	2001-3000	75	20.52	1.00	0.60	22.12	2.60	0.00	3.48	0.40	0.19	0.03	1.38	0.15	0.02	30.37	8.30	1.55	
4	3001-4000	85	23.47	1.00	0.60	25.07	2.95	0.00	3.48	0.40	0.19	0.03	1.56	0.15	0.02	33.85	8.65	1.73	
Res. HVAC Journeyman																			
Working on Light Commercial Service Work			Family Plan A																
Journeyman			34.11	1.00	0.60	35.71	3.47	0.23	10.66	0.40	0.19	0.03	1.84	0.15	0.02	52.70	16.58	2.01	
Res. HVAC Journeyman																			
Working on Light Commercial Service Work			Single Plan A																
Journeyman			35.61	1.00	0.60	37.21	3.47	0.23	9.16	0.40	0.19	0.03	1.84	0.15	0.02	52.70	15.08	2.01	
Res. HVAC Journeyman																			
Working on Light Commercial Service Work			Family Plan B																
Journeyman			36.43	1.00	0.60	38.03	3.47	0.23	7.99	0.40	0.19	0.03	1.84	0.15	0.02	52.35	13.91	2.01	
Res. HVAC Journeyman																			
Working on Light Commercial Service Work			Single Plan B																
Journeyman			40.79	1.00	0.60	42.39	3.47	0.23	3.48	0.40	0.19	0.03	1.84	0.15	0.02	52.20	9.40	2.01	

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Res. Light Commercial Service Work				Family Plan A														
HVAC Apprentices		%		Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.														
	0000-1000	55	16.94	1.00	0.60	18.54	0.00	0.00	10.66	0.40	0.19	0.03	1.01	0.15	0.02	31.00	12.88	1.18
	1001-2000	65	19.27	1.00	0.60	20.87	2.26	0.00	10.66	0.40	0.19	0.03	1.20	0.15	0.02	35.78	15.14	1.37
	2001-3000	75	23.51	1.00	0.60	25.11	2.60	0.00	10.66	0.40	0.19	0.03	1.38	0.15	0.02	40.54	15.48	1.55
	3001-4000	85	27.75	1.00	0.60	29.35	2.95	0.00	10.66	0.40	0.19	0.03	1.56	0.15	0.02	45.31	15.83	1.73
Res. Light Commercial Service Work				Single Plan A														
HVAC Apprentices		%		Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.														
	0000-1000	55	18.44	1.00	0.60	20.04	0.00	0.00	9.16	0.40	0.19	0.03	1.01	0.15	0.02	31.00	11.38	1.18
	1001-2000	65	20.77	1.00	0.60	22.37	2.26	0.00	9.16	0.40	0.19	0.03	1.20	0.15	0.02	35.78	13.64	1.37
	2001-3000	75	25.01	1.00	0.60	26.61	2.60	0.00	9.16	0.40	0.19	0.03	1.38	0.15	0.02	40.54	13.98	1.55
	3001-4000	85	29.25	1.00	0.60	30.85	2.95	0.00	9.16	0.40	0.19	0.03	1.56	0.15	0.02	45.31	14.33	1.73
Res. Light Commercial Service Work				Family Plan B														
HVAC Apprentices		%		Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.														
	0000-1000	55	19.26	1.00	0.60	20.86	0.00	0.00	7.99	0.40	0.19	0.03	1.01	0.15	0.02	30.65	10.21	1.18
	1001-2000	65	21.59	1.00	0.60	23.19	2.26	0.00	7.99	0.40	0.19	0.03	1.20	0.15	0.02	35.43	12.47	1.37
	2001-3000	75	25.83	1.00	0.60	27.43	2.60	0.00	7.99	0.40	0.19	0.03	1.38	0.15	0.02	40.19	12.81	1.55
	3001-4000	85	30.07	1.00	0.60	31.67	2.95	0.00	7.99	0.40	0.19	0.03	1.56	0.15	0.02	44.96	13.16	1.73
Res. Light Commercial Service Work				Single Plan B														
HVAC Apprentices		%		Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.														
	0000-1000	55	23.62	1.00	0.60	25.22	0.00	0.00	3.48	0.40	0.19	0.03	1.01	0.15	0.02	30.50	5.70	1.18
	1001-2000	65	25.95	1.00	0.60	27.55	2.26	0.00	3.48	0.40	0.19	0.03	1.20	0.15	0.02	35.28	7.96	1.37
	2001-3000	75	30.19	1.00	0.60	31.79	2.60	0.00	3.48	0.40	0.19	0.03	1.38	0.15	0.02	40.04	8.30	1.55
	3001-4000	85	34.43	1.00	0.60	36.03	2.95	0.00	3.48	0.40	0.19	0.03	1.56	0.15	0.02	44.81	8.65	1.73
Residential HVAC Applicant				Single Plan B														
	0-500	50	14.75	0.00	0.00	14.75	0.00	0.00	0.00	0.40	0.19	0.03	0.00	0.15	0.02	15.54	0.62	0.17
	501+	50	14.75	0.00	0.00	14.75	0.00	0.00	3.48	0.40	0.19	0.03	0.00	0.15	0.02	19.02	4.10	0.17

401(k) Elective Deferral: ^(a) 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.

The current IRS mileage rate is \$.575 per mile as of May 1, 2020.

Contract expired April 30, 2020, but has been extended until a new Residential Labor Agreement is reached.

Date Revised: 5/7/2020 10:24 AM