

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 JUNE 22, 2020 - APRIL 30, 2021

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					Family Plan A													
HVAC Journeyman	22.01	1.00	0.70	23.71	3.47	0.75	10.66	0.40	0.19	0.03	1.84	0.15	0.02	41.22	17.20	2.01		
Residential HVAC Journeymen					Single Plan A													
HVAC Journeyman	23.51	1.00	0.70	25.21	3.47	0.75	9.16	0.40	0.19	0.03	1.84	0.15	0.02	41.22	15.70	2.01		
Residential HVAC Journeymen					Family Plan B													
HVAC Journeyman	24.68	1.00	0.70	26.38	3.47	0.75	7.99	0.40	0.19	0.03	1.84	0.15	0.02	41.22	14.53	2.01		
Residential HVAC Journeymen					Single Plan B													
HVAC Journeyman	29.19	1.00	0.70	30.89	3.47	0.75	3.48	0.40	0.19	0.03	1.84	0.15	0.02	41.22	10.02	2.01		
Residential HVAC Apprentices					Family Plan A													
PERIOD		%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
1	0000-1000	55	10.43	1.00	0.70	12.13	0.00	0.00	10.66	0.40	0.19	0.03	1.01	0.15	0.02	24.59	12.98	1.18
2	1001-2000	65	11.20	1.00	0.70	12.90	2.26	0.49	10.66	0.40	0.19	0.03	1.20	0.15	0.02	28.30	15.73	1.37
3	2001-3000	75	14.29	1.00	0.70	15.99	2.60	0.56	10.66	0.40	0.19	0.03	1.38	0.15	0.02	31.98	16.14	1.55
4	3001-4000	85	17.38	1.00	0.70	19.08	2.95	0.64	10.66	0.40	0.19	0.03	1.56	0.15	0.02	35.68	16.57	1.73
Residential HVAC Apprentices					Single Plan A													
PERIOD		%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
1	0000-1000	55	11.93	1.00	0.70	13.63	0.00	0.00	9.16	0.40	0.19	0.03	1.01	0.15	0.02	24.59	11.48	1.18
2	1001-2000	65	12.70	1.00	0.70	14.40	2.26	0.49	9.16	0.40	0.19	0.03	1.20	0.15	0.02	28.30	14.23	1.37
3	2001-3000	75	15.79	1.00	0.70	17.49	2.60	0.56	9.16	0.40	0.19	0.03	1.38	0.15	0.02	31.98	14.64	1.55
4	3001-4000	85	18.88	1.00	0.70	20.58	2.95	0.64	9.16	0.40	0.19	0.03	1.56	0.15	0.02	35.68	15.07	1.73
Residential HVAC Apprentices					Family Plan B													
PERIOD		%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
1	0000-1000	55	13.10	1.00	0.70	14.80	0.00	0.00	7.99	0.40	0.19	0.03	1.01	0.15	0.02	24.59	10.31	1.18
2	1001-2000	65	13.87	1.00	0.70	15.57	2.26	0.49	7.99	0.40	0.19	0.03	1.20	0.15	0.02	28.30	13.06	1.37
3	2001-3000	75	16.96	1.00	0.70	18.66	2.60	0.56	7.99	0.40	0.19	0.03	1.38	0.15	0.02	31.98	13.47	1.55
4	3001-4000	85	20.05	1.00	0.70	21.75	2.95	0.64	7.99	0.40	0.19	0.03	1.56	0.15	0.02	35.68	13.90	1.73
Residential HVAC Apprentices					Single Plan B													
PERIOD		%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
1	0000-1000	55	17.61	1.00	0.70	19.31	0.00	0.00	3.48	0.40	0.19	0.03	1.01	0.15	0.02	24.59	5.80	1.18
2	1001-2000	65	18.38	1.00	0.70	20.08	2.26	0.49	3.48	0.40	0.19	0.03	1.20	0.15	0.02	28.30	8.55	1.37
3	2001-3000	75	21.47	1.00	0.70	23.17	2.60	0.56	3.48	0.40	0.19	0.03	1.38	0.15	0.02	31.98	8.96	1.55
4	3001-4000	85	24.56	1.00	0.70	26.26	2.95	0.64	3.48	0.40	0.19	0.03	1.56	0.15	0.02	35.68	9.39	1.73

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Res. HVAC Journeyman																	
Working on Light Commercial Service Work																	
Family Plan A																	
Journeyman	34.91	1.00	0.70	36.61	3.47	0.98	10.66	0.40	0.19	0.03	1.84	0.15	0.02	54.35	17.43	2.01	
Res. HVAC Journeyman																	
Working on Light Commercial Service Work																	
Single Plan A																	
Journeyman	36.41	1.00	0.70	38.11	3.47	0.98	9.16	0.40	0.19	0.03	1.84	0.15	0.02	54.35	15.93	2.01	
Res. HVAC Journeyman																	
Working on Light Commercial Service Work																	
Family Plan B																	
Journeyman	37.58	1.00	0.70	39.28	3.47	0.98	7.99	0.40	0.19	0.03	1.84	0.15	0.02	54.35	14.76	2.01	
Res. HVAC Journeyman																	
Working on Light Commercial Service Work																	
Single Plan B																	
Journeyman	42.09	1.00	0.70	43.79	3.47	0.98	3.48	0.40	0.19	0.03	1.84	0.15	0.02	54.35	10.25	2.01	
Res. Light Commercial Service Work																	
Family Plan A																	
HVAC Apprentices	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
0000-1000	55	17.65	1.00	0.70	19.35	0.00	0.00	10.66	0.40	0.19	0.03	1.01	0.15	0.02	31.81	12.98	1.18
1001-2000	65	19.58	1.00	0.70	21.28	2.26	0.64	10.66	0.40	0.19	0.03	1.20	0.15	0.02	36.83	15.88	1.37
2001-3000	75	23.96	1.00	0.70	25.66	2.60	0.74	10.66	0.40	0.19	0.03	1.38	0.15	0.02	41.83	16.32	1.55
3001-4000	85	28.34	1.00	0.70	30.04	2.95	0.83	10.66	0.40	0.19	0.03	1.56	0.15	0.02	46.83	16.76	1.73
Res. Light Commercial Service Work																	
Single Plan A																	
HVAC Apprentices	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
0000-1000	55	19.15	1.00	0.70	20.85	0.00	0.00	9.16	0.40	0.19	0.03	1.01	0.15	0.02	31.81	11.48	1.18
1001-2000	65	21.08	1.00	0.70	22.78	2.26	0.64	9.16	0.40	0.19	0.03	1.20	0.15	0.02	36.83	14.38	1.37
2001-3000	75	25.46	1.00	0.70	27.16	2.60	0.74	9.16	0.40	0.19	0.03	1.38	0.15	0.02	41.83	14.82	1.55
3001-4000	85	29.84	1.00	0.70	31.54	2.95	0.83	9.16	0.40	0.19	0.03	1.56	0.15	0.02	46.83	15.26	1.73
Res. Light Commercial Service Work																	
Family Plan B																	
HVAC Apprentices	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
0000-1000	55	20.32	1.00	0.70	22.02	0.00	0.00	7.99	0.40	0.19	0.03	1.01	0.15	0.02	31.81	10.31	1.18
1001-2000	65	22.25	1.00	0.70	23.95	2.26	0.64	7.99	0.40	0.19	0.03	1.20	0.15	0.02	36.83	13.21	1.37
2001-3000	75	26.63	1.00	0.70	28.33	2.60	0.74	7.99	0.40	0.19	0.03	1.38	0.15	0.02	41.83	13.65	1.55
3001-4000	85	31.01	1.00	0.70	32.71	2.95	0.83	7.99	0.40	0.19	0.03	1.56	0.15	0.02	46.83	14.09	1.73
Res. Light Commercial Service Work																	
Single Plan B																	
HVAC Apprentices	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
0000-1000	55	24.83	1.00	0.70	26.53	0.00	0.00	3.48	0.40	0.19	0.03	1.01	0.15	0.02	31.81	5.80	1.18
1001-2000	65	26.76	1.00	0.70	28.46	2.26	0.64	3.48	0.40	0.19	0.03	1.20	0.15	0.02	36.83	8.70	1.37
2001-3000	75	31.14	1.00	0.70	32.84	2.60	0.74	3.48	0.40	0.19	0.03	1.38	0.15	0.02	41.83	9.14	1.55
3001-4000	85	35.52	1.00	0.70	37.22	2.95	0.83	3.48	0.40	0.19	0.03	1.56	0.15	0.02	46.83	9.58	1.73

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Residential HVAC Applicant						Single Plan B											
0-500	50	15.45	0.00	0.00	15.45	0.00	0.00	0.00	0.40	0.19	0.03	0.00	0.15	0.02	16.24	0.62	0.17
501+	50	15.45	0.00	0.00	15.45	0.00	0.00	3.48	0.40	0.19	0.03	0.00	0.15	0.02	19.72	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 Journeyman Total Package will increase \$2.35 on May 1, 2021 and an additional \$2.35 on May 1, 2022.

The current IRS mileage rate is \$.575 per mile as of June 22, 2020.

Contract expires April 30, 2023.

Date Revised: 6/24/2020 8:45 AM