

**GRAND FORKS AREA
INDUSTRIAL
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

EFFECTIVE JUNE 1, 2020 - JUNE 6, 2021

| | PAY-CHECK | LOCAL | TAXABLE | LOCAL | | | | NATIONAL | | | | TOTAL PACKAGE | TOTAL | |
|---------------------------------|-----------|--------------------|---------|---------------------|--------------|-------------|-----------|---------------------|--------------|------------|-------|---------------|----------------------|----------|
| | | AFTER TAXABLE BASE | | BEFORE TAXABLE BASE | | | | BEFORE TAXABLE BASE | | | | | LOCAL | NAT'L |
| | | ORGA-NIZING | | BASE | SUPP PENSION | HEALTH FUND | APPR FUND | INDUST FUND(S) | NATL PENSION | ITI & NEMI | SMOHI | | SASMI ^(a) | CNTRL BD |
| Family Coverage - Plan A | | | | | | | | | | | | | | |
| Journeyman | 29.33 | 0.93 | 30.26 | 3.75 | 10.66 | 0.40 | 0.26 | 3.14 | 0.15 | 0.02 | 1.43 | 50.07 | 16.00 | 4.74 |
| Foreman | 30.83 | 0.93 | 31.76 | 3.75 | 10.66 | 0.40 | 0.26 | 3.14 | 0.15 | 0.02 | 1.43 | 51.57 | 16.00 | 4.74 |
| General Foreman | 31.58 | 0.93 | 32.51 | 3.75 | 10.66 | 0.40 | 0.26 | 3.14 | 0.15 | 0.02 | 1.43 | 52.32 | 16.00 | 4.74 |
| Single Coverage - Plan A | | | | | | | | | | | | | | |
| Journeyman | 30.83 | 0.93 | 31.76 | 3.75 | 9.16 | 0.40 | 0.26 | 3.14 | 0.15 | 0.02 | 1.43 | 50.07 | 14.50 | 4.74 |
| Foreman | 32.33 | 0.93 | 33.26 | 3.75 | 9.16 | 0.40 | 0.26 | 3.14 | 0.15 | 0.02 | 1.43 | 51.57 | 14.50 | 4.74 |
| General Foreman | 33.08 | 0.93 | 34.01 | 3.75 | 9.16 | 0.40 | 0.26 | 3.14 | 0.15 | 0.02 | 1.43 | 52.32 | 14.50 | 4.74 |
| Family Coverage - Plan B | | | | | | | | | | | | | | |
| Journeyman | 32.00 | 0.93 | 32.93 | 3.75 | 7.99 | 0.40 | 0.26 | 3.14 | 0.15 | 0.02 | 1.43 | 50.07 | 13.33 | 4.74 |
| Foreman | 33.50 | 0.93 | 34.43 | 3.75 | 7.99 | 0.40 | 0.26 | 3.14 | 0.15 | 0.02 | 1.43 | 51.57 | 13.33 | 4.74 |
| General Foreman | 34.25 | 0.93 | 35.18 | 3.75 | 7.99 | 0.40 | 0.26 | 3.14 | 0.15 | 0.02 | 1.43 | 52.32 | 13.33 | 4.74 |
| Single Coverage - Plan B | | | | | | | | | | | | | | |
| Journeyman | 36.51 | 0.93 | 37.44 | 3.75 | 3.48 | 0.40 | 0.26 | 3.14 | 0.15 | 0.02 | 1.43 | 50.07 | 8.82 | 4.74 |
| Foreman | 38.01 | 0.93 | 38.94 | 3.75 | 3.48 | 0.40 | 0.26 | 3.14 | 0.15 | 0.02 | 1.43 | 51.57 | 8.82 | 4.74 |
| General Foreman | 38.76 | 0.93 | 39.69 | 3.75 | 3.48 | 0.40 | 0.26 | 3.14 | 0.15 | 0.02 | 1.43 | 52.32 | 8.82 | 4.74 |

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.

^(a) The SASMI contribution rate for Foreman and General Foreman is the same rate as for Journeymen. All SASMI contributions are paid at the straight time rate, including work hours paid at the overtime pay rates.

The Joureyman Total Package Wage Rate will increase \$1.55 on June 7, 2021 and an additional \$1.55 on June 6, 2022.

The current IRS Mileage Rate is \$.575 per mile as of June 1, 2020.

The contract expires on June 4, 2023.

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INDUSTRIAL
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

EFFECTIVE JUNE 1, 2020 - JUNE 6, 2021

| | PAY-CHECK | LOCAL AFTER TAXABLE BASE | TAXABLE BASE | LOCAL BEFORE TAXABLE BASE | | | | | | NATIONAL BEFORE TAXABLE BASE | | | | TOTAL PACKAGE | TOTAL REMIT TO | |
|---|----------------------|--------------------------|--------------|---------------------------|--------------|-------------|-----------|----------------|--------------|------------------------------|-------|----------------------|----------------|---------------|----------------|------|
| | | | | ORGA-NIZING | SUPP PENSION | HEALTH FUND | APPR FUND | INDUST FUND(S) | NATL PENSION | ITI & NEMI | SMOHI | SASMI ^(a) | LOCAL CNTRL BD | | NAT'L BENE FND | |
| | | | | | | | | | | | | | | | | |
| Apprentices - Family Coverage - Plan B | | | | | | | | | | | | | | | | |
| 1 | 0000-1000 | 68 | 15.14 | 0.93 | 16.07 | 0.00 | 7.99 | 0.40 | 0.26 | 2.14 | 0.15 | 0.02 | 0.79 | 27.82 | 9.58 | 3.10 |
| 2 | 1001-2000 | 72 | 16.35 | 0.93 | 17.28 | 0.00 | 7.99 | 0.40 | 0.26 | 2.26 | 0.15 | 0.02 | 0.83 | 29.19 | 9.58 | 3.26 |
| 3 | 2001-3000 | 76 | 17.56 | 0.93 | 18.49 | 0.00 | 7.99 | 0.40 | 0.26 | 2.39 | 0.15 | 0.02 | 0.87 | 30.57 | 9.58 | 3.43 |
| 4 | 3001-4000 | 79 | 18.47 | 0.93 | 19.40 | 2.96 | 7.99 | 0.40 | 0.26 | 2.48 | 0.15 | 0.02 | 0.98 | 34.64 | 12.54 | 3.63 |
| 5 | 4001-5000 | 81 | 19.07 | 0.93 | 20.00 | 3.04 | 7.99 | 0.40 | 0.26 | 2.54 | 0.15 | 0.02 | 1.01 | 35.41 | 12.62 | 3.72 |
| 6 | 5001-6000 | 85 | 20.28 | 0.93 | 21.21 | 3.19 | 7.99 | 0.40 | 0.26 | 2.67 | 0.15 | 0.02 | 1.05 | 36.94 | 12.77 | 3.89 |
| 7 | 6001-7000 | 89 | 21.49 | 0.93 | 22.42 | 3.34 | 7.99 | 0.40 | 0.26 | 2.79 | 0.15 | 0.02 | 1.10 | 38.47 | 12.92 | 4.06 |
| 8 | 7001-8000 | 93 | 22.70 | 0.93 | 23.63 | 3.49 | 7.99 | 0.40 | 0.26 | 2.92 | 0.15 | 0.02 | 1.14 | 40.00 | 13.07 | 4.23 |
| Apprentices - Single Coverage - Plan B | | | | | | | | | | | | | | | | |
| 1 | 0000-1000 | 68 | 19.65 | 0.93 | 20.58 | 0.00 | 3.48 | 0.40 | 0.26 | 2.14 | 0.15 | 0.02 | 0.79 | 27.82 | 5.07 | 3.10 |
| 2 | 1001-2000 | 72 | 20.86 | 0.93 | 21.79 | 0.00 | 3.48 | 0.40 | 0.26 | 2.26 | 0.15 | 0.02 | 0.83 | 29.19 | 5.07 | 3.26 |
| 3 | 2001-3000 | 76 | 22.07 | 0.93 | 23.00 | 0.00 | 3.48 | 0.40 | 0.26 | 2.39 | 0.15 | 0.02 | 0.87 | 30.57 | 5.07 | 3.43 |
| 4 | 3001-4000 | 79 | 22.98 | 0.93 | 23.91 | 2.96 | 3.48 | 0.40 | 0.26 | 2.48 | 0.15 | 0.02 | 0.98 | 34.64 | 8.03 | 3.63 |
| 5 | 4001-5000 | 81 | 23.58 | 0.93 | 24.51 | 3.04 | 3.48 | 0.40 | 0.26 | 2.54 | 0.15 | 0.02 | 1.01 | 35.41 | 8.11 | 3.72 |
| 6 | 5001-6000 | 85 | 24.79 | 0.93 | 25.72 | 3.19 | 3.48 | 0.40 | 0.26 | 2.67 | 0.15 | 0.02 | 1.05 | 36.94 | 8.26 | 3.89 |
| 7 | 6001-7000 | 89 | 26.00 | 0.93 | 26.93 | 3.34 | 3.48 | 0.40 | 0.26 | 2.79 | 0.15 | 0.02 | 1.10 | 38.47 | 8.41 | 4.06 |
| 8 | 7001-8000 | 93 | 27.21 | 0.93 | 28.14 | 3.49 | 3.48 | 0.40 | 0.26 | 2.92 | 0.15 | 0.02 | 1.14 | 40.00 | 8.56 | 4.23 |
| Preapprentices | | | | | | | | | | | | | | | | |
| | | 40 | 11.65 | 0.45 | 12.10 | 0.00 | 0.00 | 0.00 | 0.14 | 0.00 | 0.00 | 0.00 | 0.00 | 12.24 | 0.59 | 0.00 |
| | Plan B Single Health | 40 | 11.65 | 0.45 | 12.10 | 0.00 | 3.48 | 0.00 | 0.14 | 0.00 | 0.00 | 0.00 | 0.00 | 15.72 | 4.07 | 0.00 |
| | Plan B Family Health | 40 | 11.65 | 0.45 | 12.10 | 0.00 | 7.99 | 0.00 | 0.14 | 0.00 | 0.00 | 0.00 | 0.00 | 20.23 | 8.58 | 0.00 |

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