

**METROPOLITAN DIVISION  
RESIDENTIAL HVAC  
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

**EFFECTIVE MAY 1, 2020 - APRIL 30, 2021**

| Journeyman                          | PAY-CHECK | LOCAL AFTER TAXABLE BASE |             | TAXABLE BASE | LOCAL BEFORE TAXABLE BASE |               |             |           |                |      |      | NATIONAL BEFORE TAXABLE BASE |            |               | TOTAL PKG. | TOTAL REMIT TO |                |
|-------------------------------------|-----------|--------------------------|-------------|--------------|---------------------------|---------------|-------------|-----------|----------------|------|------|------------------------------|------------|---------------|------------|----------------|----------------|
|                                     |           | SAV-INGS                 | ORGA-NIZING |              | SUPP PENSION              | LOCAL PENSION | HEALTH FUND | APPR FUND | INDUST FUND(S) | FCF  | LMC  | NATL PENSION                 | ITI & NEMI | SCHLR & SMOHI |            | LOCAL CNTRL BD | NAT'L BENE FND |
| HVAC Journeyman - Family A Coverage | 32.66     | 1.12                     | 0.93        | 34.71        | 4.11                      | 4.00          | 10.66       | 0.45      | 0.35           | 0.02 | 0.02 | 2.66                         | 0.15       | 0.03          | 57.16      | 21.66          | 2.84           |
| HVAC Journeyman - Single A Coverage | 34.16     | 1.12                     | 0.93        | 36.21        | 4.11                      | 4.00          | 9.16        | 0.45      | 0.35           | 0.02 | 0.02 | 2.66                         | 0.15       | 0.03          | 57.16      | 20.16          | 2.84           |
| HVAC Foreman - Family A Coverage    | 35.66     | 1.12                     | 0.93        | 37.71        | 4.11                      | 4.00          | 10.66       | 0.45      | 0.35           | 0.02 | 0.02 | 2.66                         | 0.15       | 0.03          | 60.16      | 21.66          | 2.84           |
| HVAC Foreman - Single A Coverage    | 37.16     | 1.12                     | 0.93        | 39.21        | 4.11                      | 4.00          | 9.16        | 0.45      | 0.35           | 0.02 | 0.02 | 2.66                         | 0.15       | 0.03          | 60.16      | 20.16          | 2.84           |

  

| Apprentices |           |    | Family B Health Coverage |      |      |       |      |      |      |      |      |      |      |      |      |      |       |       |      |
|-------------|-----------|----|--------------------------|------|------|-------|------|------|------|------|------|------|------|------|------|------|-------|-------|------|
| PERIOD      | HOURS     | %  |                          |      |      |       |      |      |      |      |      |      |      |      |      |      |       |       |      |
| 1           | 0-1000    | 50 | 12.32                    | 0.35 | 0.93 | 13.60 | 2.06 | 2.00 | 7.99 | 0.45 | 0.35 | 0.02 | 0.02 | 1.33 | 0.15 | 0.03 | 28.00 | 14.17 | 1.51 |
| 2           | 1001-2000 | 57 | 14.85                    | 0.35 | 0.93 | 16.13 | 2.34 | 2.28 | 7.99 | 0.45 | 0.35 | 0.02 | 0.02 | 1.52 | 0.15 | 0.03 | 31.28 | 14.73 | 1.70 |
| 3           | 2001-3000 | 64 | 17.38                    | 0.35 | 0.93 | 18.66 | 2.63 | 2.56 | 7.99 | 0.45 | 0.35 | 0.02 | 0.02 | 1.70 | 0.15 | 0.03 | 34.56 | 15.30 | 1.88 |
| 4           | 3001-4000 | 72 | 20.28                    | 0.35 | 0.93 | 21.56 | 2.96 | 2.88 | 7.99 | 0.45 | 0.35 | 0.02 | 0.02 | 1.92 | 0.15 | 0.03 | 38.33 | 15.95 | 2.10 |
| 5           | 4001-5000 | 80 | 23.18                    | 0.35 | 0.93 | 24.46 | 3.29 | 3.20 | 7.99 | 0.45 | 0.35 | 0.02 | 0.02 | 2.13 | 0.15 | 0.03 | 42.09 | 16.60 | 2.31 |
| 6           | 5001-6000 | 90 | 26.80                    | 0.35 | 0.93 | 28.08 | 3.70 | 3.60 | 7.99 | 0.45 | 0.35 | 0.02 | 0.02 | 2.39 | 0.15 | 0.03 | 46.78 | 17.41 | 2.57 |

  

|        |           |    | Single B Health Coverage |      |      |       |      |      |      |      |      |      |      |      |      |      |       |       |      |
|--------|-----------|----|--------------------------|------|------|-------|------|------|------|------|------|------|------|------|------|------|-------|-------|------|
| PERIOD | HOURS     | %  |                          |      |      |       |      |      |      |      |      |      |      |      |      |      |       |       |      |
| 1      | 0-1000    | 50 | 16.83                    | 0.35 | 0.93 | 18.11 | 2.06 | 2.00 | 3.48 | 0.45 | 0.35 | 0.02 | 0.02 | 1.33 | 0.15 | 0.03 | 28.00 | 9.66  | 1.51 |
| 2      | 1001-2000 | 57 | 19.36                    | 0.35 | 0.93 | 20.64 | 2.34 | 2.28 | 3.48 | 0.45 | 0.35 | 0.02 | 0.02 | 1.52 | 0.15 | 0.03 | 31.28 | 10.22 | 1.70 |
| 3      | 2001-3000 | 64 | 21.89                    | 0.35 | 0.93 | 23.17 | 2.63 | 2.56 | 3.48 | 0.45 | 0.35 | 0.02 | 0.02 | 1.70 | 0.15 | 0.03 | 34.56 | 10.79 | 1.88 |
| 4      | 3001-4000 | 72 | 24.79                    | 0.35 | 0.93 | 26.07 | 2.96 | 2.88 | 3.48 | 0.45 | 0.35 | 0.02 | 0.02 | 1.92 | 0.15 | 0.03 | 38.33 | 11.44 | 2.10 |
| 5      | 4001-5000 | 80 | 27.69                    | 0.35 | 0.93 | 28.97 | 3.29 | 3.20 | 3.48 | 0.45 | 0.35 | 0.02 | 0.02 | 2.13 | 0.15 | 0.03 | 42.09 | 12.09 | 2.31 |
| 6      | 5001-6000 | 90 | 31.31                    | 0.35 | 0.93 | 32.59 | 3.70 | 3.60 | 3.48 | 0.45 | 0.35 | 0.02 | 0.02 | 2.39 | 0.15 | 0.03 | 46.78 | 12.90 | 2.57 |

  

| Applicant            |          |  |       |      |      |       |      |      |      |      |      |      |      |      |      |      |       |      |      |
|----------------------|----------|--|-------|------|------|-------|------|------|------|------|------|------|------|------|------|------|-------|------|------|
|                      | 0-750    |  | 13.75 | 0.00 | 0.45 | 14.20 | 0.00 | 0.00 | 0.00 | 0.45 | 0.23 | 0.02 | 0.02 | 0.76 | 0.15 | 0.03 | 15.86 | 1.17 | 0.94 |
| <b>Family Plan B</b> | 751-3000 |  | 9.24  | 0.00 | 0.45 | 9.69  | 0.00 | 0.00 | 7.99 | 0.45 | 0.23 | 0.02 | 0.02 | 0.76 | 0.15 | 0.03 | 19.34 | 9.16 | 0.94 |
| <b>Single Plan B</b> | 751-3000 |  | 13.75 | 0.00 | 0.45 | 14.20 | 0.00 | 0.00 | 3.48 | 0.45 | 0.23 | 0.02 | 0.02 | 0.76 | 0.15 | 0.03 | 19.34 | 4.65 | 0.94 |

**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.

The Labor Agreement provides for a paid Labor Day holiday. The additional hourly cost of this paid holiday is approximately .15¢/hour (8 hours of taxable base pay ÷ 1700 hours per year), for an HVAC Journeyman. See Article V, Section 2 of the Labor Agreement.

The Foremen and General Foreman Total Package increased \$.50 on May 1, 2020 and will increase an additional \$.50 May 1st, 2021.

HVAC Journeymen with a gas card from the City of Minneapolis or St. Paul receive an additional \$1.00 per hour on the Taxable Base and an additional \$1.00 per hour if they have a refrigeration card from the City of Minneapolis or St. Paul for a total of \$2.00 per hour extra if they have both.

The Journeymen Total Package will increase \$2.80 On May 1, 2021.

The current IRS mileage rate is \$.575 per mile.

Contract expires April 30, 2022

Date Revised: 4/9/2020 9:30 AM