

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, 2021 THROUGH APRIL 30, 2022

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	23.26	1.00	0.70	24.96	3.47	1.75	10.76	0.40	0.19	0.03	1.84	0.15	0.02	43.57	18.30	2.01		
Residential HVAC Journeymen					Single Plan A													
HVAC Journeyman	24.76	1.00	0.70	26.46	3.47	1.75	9.26	0.40	0.19	0.03	1.84	0.15	0.02	43.57	16.80	2.01		
Residential HVAC Journeymen					Family Plan B													
HVAC Journeyman	25.93	1.00	0.70	27.63	3.47	1.75	8.09	0.40	0.19	0.03	1.84	0.15	0.02	43.57	15.63	2.01		
Residential HVAC Journeymen					Single Plan B													
HVAC Journeyman	30.49	1.00	0.70	32.19	3.47	1.75	3.53	0.40	0.19	0.03	1.84	0.15	0.02	43.57	11.07	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	11.65	1.00	0.70	13.35	0.00	0.00	10.76	0.40	0.19	0.03	1.01	0.15	0.02	25.91	13.08	1.18
2	1001-2000	65	11.99	1.00	0.70	13.69	2.26	1.14	10.76	0.40	0.19	0.03	1.20	0.15	0.02	29.84	16.48	1.37
3	2001-3000	75	15.21	1.00	0.70	16.91	2.60	1.31	10.76	0.40	0.19	0.03	1.38	0.15	0.02	33.75	16.99	1.55
4	3001-4000	85	18.43	1.00	0.70	20.13	2.95	1.49	10.76	0.40	0.19	0.03	1.56	0.15	0.02	37.68	17.52	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	13.15	1.00	0.70	14.85	0.00	0.00	9.26	0.40	0.19	0.03	1.01	0.15	0.02	25.91	11.58	1.18
2	1001-2000	65	13.49	1.00	0.70	15.19	2.26	1.14	9.26	0.40	0.19	0.03	1.20	0.15	0.02	29.84	14.98	1.37
3	2001-3000	75	16.71	1.00	0.70	18.41	2.60	1.31	9.26	0.40	0.19	0.03	1.38	0.15	0.02	33.75	15.49	1.55
4	3001-4000	85	19.93	1.00	0.70	21.63	2.95	1.49	9.26	0.40	0.19	0.03	1.56	0.15	0.02	37.68	16.02	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	14.32	1.00	0.70	16.02	0.00	0.00	8.09	0.40	0.19	0.03	1.01	0.15	0.02	25.91	10.41	1.18
2	1001-2000	65	14.66	1.00	0.70	16.36	2.26	1.14	8.09	0.40	0.19	0.03	1.20	0.15	0.02	29.84	13.81	1.37
3	2001-3000	75	17.88	1.00	0.70	19.58	2.60	1.31	8.09	0.40	0.19	0.03	1.38	0.15	0.02	33.75	14.32	1.55
4	3001-4000	85	21.10	1.00	0.70	22.80	2.95	1.49	8.09	0.40	0.19	0.03	1.56	0.15	0.02	37.68	14.85	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	18.88	1.00	0.70	20.58	0.00	0.00	3.53	0.40	0.19	0.03	1.01	0.15	0.02	25.91	5.85	1.18
2	1001-2000	65	19.22	1.00	0.70	20.92	2.26	1.14	3.53	0.40	0.19	0.03	1.20	0.15	0.02	29.84	9.25	1.37
3	2001-3000	75	22.44	1.00	0.70	24.14	2.60	1.31	3.53	0.40	0.19	0.03	1.38	0.15	0.02	33.75	9.76	1.55
4	3001-4000	85	25.66	1.00	0.70	27.36	2.95	1.49	3.53	0.40	0.19	0.03	1.56	0.15	0.02	37.68	10.29	1.73

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, 2021 THROUGH APRIL 30, 2022

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	
Res. HVAC Journeyman																	
Working on Light Commercial Service Work																	
Family Plan A																	
Journeyman	36.16	1.00	0.70	37.86	3.47	1.98	10.76	0.40	0.19	0.03	1.84	0.15	0.02	56.70	18.53	2.01	
Res. HVAC Journeyman																	
Working on Light Commercial Service Work																	
Single Plan A																	
Journeyman	37.66	1.00	0.70	39.36	3.47	1.98	9.26	0.40	0.19	0.03	1.84	0.15	0.02	56.70	17.03	2.01	
Res. HVAC Journeyman																	
Working on Light Commercial Service Work																	
Family Plan B																	
Journeyman	38.83	1.00	0.70	40.53	3.47	1.98	8.09	0.40	0.19	0.03	1.84	0.15	0.02	56.70	15.86	2.01	
Res. HVAC Journeyman																	
Working on Light Commercial Service Work																	
Single Plan B																	
Journeyman	43.39	1.00	0.70	45.09	3.47	1.98	3.53	0.40	0.19	0.03	1.84	0.15	0.02	56.70	11.30	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	18.87	1.00	0.70	20.57	0.00	0.00	10.76	0.40	0.19	0.03	1.01	0.15	0.02	33.13	13.08	1.18
1001-2000	65	20.38	1.00	0.70	22.08	2.26	1.29	10.76	0.40	0.19	0.03	1.20	0.15	0.02	38.38	16.63	1.37
2001-3000	75	24.89	1.00	0.70	26.59	2.60	1.49	10.76	0.40	0.19	0.03	1.38	0.15	0.02	43.61	17.17	1.55
3001-4000	85	29.40	1.00	0.70	31.10	2.95	1.68	10.76	0.40	0.19	0.03	1.56	0.15	0.02	48.84	17.71	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	20.37	1.00	0.70	22.07	0.00	0.00	9.26	0.40	0.19	0.03	1.01	0.15	0.02	33.13	11.58	1.18
1001-2000	65	21.88	1.00	0.70	23.58	2.26	1.29	9.26	0.40	0.19	0.03	1.20	0.15	0.02	38.38	15.13	1.37
2001-3000	75	26.39	1.00	0.70	28.09	2.60	1.49	9.26	0.40	0.19	0.03	1.38	0.15	0.02	43.61	15.67	1.55
3001-4000	85	30.90	1.00	0.70	32.60	2.95	1.68	9.26	0.40	0.19	0.03	1.56	0.15	0.02	48.84	16.21	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	21.54	1.00	0.70	23.24	0.00	0.00	8.09	0.40	0.19	0.03	1.01	0.15	0.02	33.13	10.41	1.18
1001-2000	65	23.05	1.00	0.70	24.75	2.26	1.29	8.09	0.40	0.19	0.03	1.20	0.15	0.02	38.38	13.96	1.37
2001-3000	75	27.56	1.00	0.70	29.26	2.60	1.49	8.09	0.40	0.19	0.03	1.38	0.15	0.02	43.61	14.50	1.55
3001-4000	85	32.07	1.00	0.70	33.77	2.95	1.68	8.09	0.40	0.19	0.03	1.56	0.15	0.02	48.84	15.04	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	26.10	1.00	0.70	27.80	0.00	0.00	3.53	0.40	0.19	0.03	1.01	0.15	0.02	33.13	5.85	1.18
1001-2000	65	27.61	1.00	0.70	29.31	2.26	1.29	3.53	0.40	0.19	0.03	1.20	0.15	0.02	38.38	9.40	1.37
2001-3000	75	32.12	1.00	0.70	33.82	2.60	1.49	3.53	0.40	0.19	0.03	1.38	0.15	0.02	43.61	9.94	1.55
3001-4000	85	36.63	1.00	0.70	38.33	2.95	1.68	3.53	0.40	0.19	0.03	1.56	0.15	0.02	48.84	10.48	1.73

DULUTH, IRON RANGE & WISCONSIN
 ST. LOUIS, AITKIN, LAKE, COOK, CARLTON, KOOSKIPING, 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, 2021 THROUGH APRIL 30, 2022

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

Residential HVAC Applicant						Single Plan B											
0-500	50	16.10	0.00	0.00	16.10	0.00	0.00	0.00	0.40	0.19	0.03	0.00	0.15	0.02	16.89	0.62	0.17
501+	50	16.10	0.00	0.00	16.10	0.00	0.00	3.53	0.40	0.19	0.03	0.00	0.15	0.02	20.42	4.15	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, 2022.

The current IRS mileage rate is \$.56 per mile.

Contract expires April 30, 2023.

Date Revised: 4/26/2021 12:45 PM