

**BEMIDJI AREA
COMMERCIAL & INDUSTRIAL
SHEET METAL WORKERS UNION LOCAL NO. 10 WAGE SHEET**

EFFECTIVE JUNE 1, 2023 THROUGH MAY 31, 2024

PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE ^(a)	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE			TOTAL PKG	TOTAL REMIT TO		
	ORGA-NIZING			SUPP PENSION	LOCAL HEALTH FUND	APPR FUND	INDUST FUND(S)	FCF	ITI & NEMI	SCHLR & SMOHI	SASMI ^(b)	LOCAL CNTRL		NAT'L BENE FND		
Family Coverage - Plan A																
Journeyman	32.92	1.03	33.95	7.15	4.52	11.31	0.32	0.29	0.02	0.15	0.03	1.71	59.45	24.64	1.89	
Foreman	34.92	1.03	35.95	7.15	4.52	11.31	0.32	0.29	0.02	0.15	0.03	1.71	61.45	24.64	1.89	
General Foreman	35.42	1.03	36.45	7.15	4.52	11.31	0.32	0.29	0.02	0.15	0.03	1.71	61.95	24.64	1.89	
Single Coverage - Plan A																
Journeyman	34.42	1.03	35.45	7.15	4.52	9.81	0.32	0.29	0.02	0.15	0.03	1.71	59.45	23.14	1.89	
Foreman	36.42	1.03	37.45	7.15	4.52	9.81	0.32	0.29	0.02	0.15	0.03	1.71	61.45	23.14	1.89	
General Foreman	36.92	1.03	37.95	7.15	4.52	9.81	0.32	0.29	0.02	0.15	0.03	1.71	61.95	23.14	1.89	
Family Coverage - Plan B																
Journeyman	35.54	1.03	36.57	7.15	4.52	8.69	0.32	0.29	0.02	0.15	0.03	1.71	59.45	22.02	1.89	
Foreman	37.54	1.03	38.57	7.15	4.52	8.69	0.32	0.29	0.02	0.15	0.03	1.71	61.45	22.02	1.89	
General Foreman	38.04	1.03	39.07	7.15	4.52	8.69	0.32	0.29	0.02	0.15	0.03	1.71	61.95	22.02	1.89	
Single Coverage - Plan B																
Journeyman	40.45	1.03	41.48	7.15	4.52	3.78	0.32	0.29	0.02	0.15	0.03	1.71	59.45	17.11	1.89	
Foreman	42.45	1.03	43.48	7.15	4.52	3.78	0.32	0.29	0.02	0.15	0.03	1.71	61.45	17.11	1.89	
General Foreman	42.95	1.03	43.98	7.15	4.52	3.78	0.32	0.29	0.02	0.15	0.03	1.71	61.95	17.11	1.89	
Apprentices																
Family - Plan B Only																
(the base rate is computed using the applicable base rate for Single Coverage Plan B (below) and then deducting the difference between Single & Family Plan B)																
0000-2000	50	11.79	1.03	12.82	3.58	2.26	8.69	0.32	0.29	0.02	0.15	0.03	0.82	28.98	16.19	1.00
2001-4000	59	14.84	1.03	15.87	4.22	2.67	8.69	0.32	0.29	0.02	0.15	0.03	0.94	33.20	17.24	1.12
4001-6000	67	17.56	1.03	18.59	4.79	3.03	8.69	0.32	0.29	0.02	0.15	0.03	1.05	36.96	18.17	1.23
6001-8000	75	20.27	1.03	21.30	5.36	3.39	8.69	0.32	0.29	0.02	0.15	0.03	1.16	40.71	19.10	1.34
Apprentices																
Single - Plan B Only																
(the base rate is computed using the applicable % times the Taxable Base for Journeyman with Family Plan A Coverage and then adding \$.75)																
0000-2000	50	16.70	1.03	17.73	3.58	2.26	3.78	0.32	0.29	0.02	0.15	0.03	0.82	28.98	11.28	1.00
2001-4000	59	19.75	1.03	20.78	4.22	2.67	3.78	0.32	0.29	0.02	0.15	0.03	0.94	33.20	12.33	1.12
4001-6000	67	22.47	1.03	23.50	4.79	3.03	3.78	0.32	0.29	0.02	0.15	0.03	1.05	36.96	13.26	1.23
6001-8000	75	25.18	1.03	26.21	5.36	3.39	3.78	0.32	0.29	0.02	0.15	0.03	1.16	40.71	14.19	1.34
Preapprentices																
(the base rate is computed using the applicable % times the Taxable Base for Journeyman with Family Plan A Coverage)																
0000-1000	40	13.08	0.50	13.58	0.00	0.00	0.00	0.32	0.14	0.02	0.15	0.02	0.00	14.23	0.98	0.17
^(c) 1001+	40	13.08	0.50	13.58	0.00	0.00	3.78	0.32	0.14	0.02	0.15	0.02	0.00	18.01	4.76	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.

^(b) The SASMI rate for Foreman and General Foreman are the same as the rate for Journeymen and the SASMI rate for overtime hours is the same on any classification meaning all SASMI hours are paid at the straight time rate.

^(c) For Preapprentices, at 1001 hours the employer has the option of providing coverage through the local 10 Health Fund or through their office employee coverage in which case the Total Package stays the same as the 1st stage.

The current IRS mileage rate is \$.655 per mile.

Contract expires May 31, 2024

Date Revised: 5/31/2023 10:24 AM