

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

EFFECTIVE JUNE 1, 2024 THROUGH MAY 31, 2025

PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE ^(a)	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE			TOTAL PKG	TOTAL REMIT TO	
	ORGANIZING			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	34.92	1.03	35.95	7.60	4.97	11.56	0.32	0.29	0.02	0.15	0.03	1.71	62.60	25.79	1.89
Foreman	36.92	1.03	37.95	7.60	4.97	11.56	0.32	0.29	0.02	0.15	0.03	1.71	64.60	25.79	1.89
General Foreman	37.42	1.03	38.45	7.60	4.97	11.56	0.32	0.29	0.02	0.15	0.03	1.71	65.10	25.79	1.89
Single Coverage - Plan A															
Journeyman	36.42	1.03	37.45	7.60	4.97	10.06	0.32	0.29	0.02	0.15	0.03	1.71	62.60	24.29	1.89
Foreman	38.42	1.03	39.45	7.60	4.97	10.06	0.32	0.29	0.02	0.15	0.03	1.71	64.60	24.29	1.89
General Foreman	38.92	1.03	39.95	7.60	4.97	10.06	0.32	0.29	0.02	0.15	0.03	1.71	65.10	24.29	1.89
Family Coverage - Plan B															
Journeyman	37.59	1.03	38.62	7.60	4.97	8.89	0.32	0.29	0.02	0.15	0.03	1.71	62.60	23.12	1.89
Foreman	39.59	1.03	40.62	7.60	4.97	8.89	0.32	0.29	0.02	0.15	0.03	1.71	64.60	23.12	1.89
General Foreman	40.09	1.03	41.12	7.60	4.97	8.89	0.32	0.29	0.02	0.15	0.03	1.71	65.10	23.12	1.89
Single Coverage - Plan B															
Journeyman	42.60	1.03	43.63	7.60	4.97	3.88	0.32	0.29	0.02	0.15	0.03	1.71	62.60	18.11	1.89
Foreman	44.60	1.03	45.63	7.60	4.97	3.88	0.32	0.29	0.02	0.15	0.03	1.71	64.60	18.11	1.89
General Foreman	45.10	1.03	46.13	7.60	4.97	3.88	0.32	0.29	0.02	0.15	0.03	1.71	65.10	18.11	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	12.69	1.03	13.72	3.80	2.49	8.89	0.32	0.29	0.02	0.15	0.03	0.82	30.53	16.84	1.00
2001-4000	59	15.92	1.03	16.95	4.48	2.93	8.89	0.32	0.29	0.02	0.15	0.03	0.94	35.00	17.96	1.12
4001-6000	67	18.80	1.03	19.83	5.09	3.33	8.89	0.32	0.29	0.02	0.15	0.03	1.05	39.00	18.97	1.23
6001-8000	75	21.67	1.03	22.70	5.70	3.73	8.89	0.32	0.29	0.02	0.15	0.03	1.16	42.99	19.98	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	17.70	1.03	18.73	3.80	2.49	3.88	0.32	0.29	0.02	0.15	0.03	0.82	30.53	11.83	1.00
2001-4000	59	20.93	1.03	21.96	4.48	2.93	3.88	0.32	0.29	0.02	0.15	0.03	0.94	35.00	12.95	1.12
4001-6000	67	23.81	1.03	24.84	5.09	3.33	3.88	0.32	0.29	0.02	0.15	0.03	1.05	39.00	13.96	1.23
6001-8000	75	26.68	1.03	27.71	5.70	3.73	3.88	0.32	0.29	0.02	0.15	0.03	1.16	42.99	14.97	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	13.88	0.50	14.38	0.00	0.00	0.00	0.32	0.14	0.02	0.15	0.02	0.00	15.03	0.98	0.17
(c)	1001+	40	13.88	0.50	14.38	0.00	0.00	3.88	0.32	0.14	0.02	0.15	0.02	0.00	18.91	4.86	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 Total Package will increase \$3.00 on June 1, 2025, and an additional \$3.00 on June 1, 2026.

The current IRS mileage rate is \$.67 per mile.

Contract expires May 31, 2027

Date Revised: 5/24/2024 9:15 AM