

**DULUTH, IRON RANGE & WISCONSIN**  
 ST. LOUIS, AITKIN, LAKE, COOK, CARLTON, KOOCHICHING, 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, 2024 THROUGH APRIL 30, 2025**

**Applies to Residential HVAC Employees Hired on and After May 1, 2007**

	PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE <sup>(a)</sup>	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)	NATL PENSION	ITI & NEMI	SMOHI		LOCAL CNTRL BD	NAT'L BENE FND		
<b>Residential HVAC Journeymen Family Plan A</b>																	
HVAC Journeyman	26.42	1.00	0.80	28.22	3.47	5.60	11.56	0.40	0.19	1.88	0.15	0.02	51.49	23.02	2.05		
<b>Residential HVAC Journeymen Single Plan A</b>																	
HVAC Journeyman	27.92	1.00	0.80	29.72	3.47	5.60	10.06	0.40	0.19	1.88	0.15	0.02	51.49	21.52	2.05		
<b>Residential HVAC Journeymen Family Plan B</b>																	
HVAC Journeyman	29.09	1.00	0.80	30.89	3.47	5.60	8.89	0.40	0.19	1.88	0.15	0.02	51.49	20.35	2.05		
<b>Residential HVAC Journeymen Single Plan B</b>																	
HVAC Journeyman	34.10	1.00	0.80	35.90	3.47	5.60	3.88	0.40	0.19	1.88	0.15	0.02	51.49	15.34	2.05		
<b>Residential HVAC Apprentices Family Plan A</b>																	
PERIOD	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
1	0000-1000	55	15.26	1.00	0.80	17.06	0.00	0.00	11.56	0.40	0.19	1.03	0.15	0.02	30.41	13.95	1.20
2	1001-2000	65	13.86	1.00	0.80	15.66	2.26	3.64	11.56	0.40	0.19	1.22	0.15	0.02	35.10	19.85	1.39
3	2001-3000	75	17.45	1.00	0.80	19.25	2.60	4.20	11.56	0.40	0.19	1.41	0.15	0.02	39.78	20.75	1.58
4	3001-4000	85	21.04	1.00	0.80	22.84	2.95	4.76	11.56	0.40	0.19	1.60	0.15	0.02	44.47	21.66	1.77
<b>Residential HVAC Apprentices Single Plan A</b>																	
PERIOD	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
1	0000-1000	55	16.76	1.00	0.80	18.56	0.00	0.00	10.06	0.40	0.19	1.03	0.15	0.02	30.41	12.45	1.20
2	1001-2000	65	15.36	1.00	0.80	17.16	2.26	3.64	10.06	0.40	0.19	1.22	0.15	0.02	35.10	18.35	1.39
3	2001-3000	75	18.95	1.00	0.80	20.75	2.60	4.20	10.06	0.40	0.19	1.41	0.15	0.02	39.78	19.25	1.58
4	3001-4000	85	22.54	1.00	0.80	24.34	2.95	4.76	10.06	0.40	0.19	1.60	0.15	0.02	44.47	20.16	1.77
<b>Residential HVAC Apprentices Family Plan B</b>																	
PERIOD	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
1	0000-1000	55	17.93	1.00	0.80	19.73	0.00	0.00	8.89	0.40	0.19	1.03	0.15	0.02	30.41	11.28	1.20
2	1001-2000	65	16.53	1.00	0.80	18.33	2.26	3.64	8.89	0.40	0.19	1.22	0.15	0.02	35.10	17.18	1.39
3	2001-3000	75	20.12	1.00	0.80	21.92	2.60	4.20	8.89	0.40	0.19	1.41	0.15	0.02	39.78	18.08	1.58
4	3001-4000	85	23.71	1.00	0.80	25.51	2.95	4.76	8.89	0.40	0.19	1.60	0.15	0.02	44.47	18.99	1.77
<b>Residential HVAC Apprentices Single Plan B</b>																	
PERIOD	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
1	0000-1000	55	22.94	1.00	0.80	24.74	0.00	0.00	3.88	0.40	0.19	1.03	0.15	0.02	30.41	6.27	1.20
2	1001-2000	65	21.54	1.00	0.80	23.34	2.26	3.64	3.88	0.40	0.19	1.22	0.15	0.02	35.10	12.17	1.39
3	2001-3000	75	25.13	1.00	0.80	26.93	2.60	4.20	3.88	0.40	0.19	1.41	0.15	0.02	39.78	13.07	1.58
4	3001-4000	85	28.72	1.00	0.80	30.52	2.95	4.76	3.88	0.40	0.19	1.60	0.15	0.02	44.47	13.98	1.77

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		ORGA-VAC	NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	NATL PENSION	ITI & NEMI	SMOHI		LOCAL CNTRL BD	NAT'L BENE FND	
<b>Res. HVAC Journeyman</b>																
<b>Working on Light Commercial Service Work</b>																
<b>Family Plan A</b>																
Journeyman	39.32	1.00	0.80	41.12	3.47	5.83	11.56	0.40	0.19	1.88	0.15	0.02	64.62	23.25	2.05	
<b>Res. HVAC Journeyman</b>																
<b>Working on Light Commercial Service Work</b>																
<b>Single Plan A</b>																
Journeyman	40.82	1.00	0.80	42.62	3.47	5.83	10.06	0.40	0.19	1.88	0.15	0.02	64.62	21.75	2.05	
<b>Res. HVAC Journeyman</b>																
<b>Working on Light Commercial Service Work</b>																
<b>Family Plan B</b>																
Journeyman	41.99	1.00	0.80	43.79	3.47	5.83	8.89	0.40	0.19	1.88	0.15	0.02	64.62	20.58	2.05	
<b>Res. HVAC Journeyman</b>																
<b>Working on Light Commercial Service Work</b>																
<b>Single Plan B</b>																
Journeyman	47.00	1.00	0.80	48.80	3.47	5.83	3.88	0.40	0.19	1.88	0.15	0.02	64.62	15.57	2.05	
<b>Res. Light Commercial Service Work</b>																
<b>Family Plan A</b>																
HVAC Apprentices	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.														
0000-1000	55	22.48	1.00	0.80	24.28	0.00	0.00	11.56	0.40	0.19	1.03	0.15	0.02	37.63	13.95	1.20
1001-2000	65	22.24	1.00	0.80	24.04	2.26	3.79	11.56	0.40	0.19	1.22	0.15	0.02	43.63	20.00	1.39
2001-3000	75	27.12	1.00	0.80	28.92	2.60	4.37	11.56	0.40	0.19	1.41	0.15	0.02	49.62	20.92	1.58
3001-4000	85	32.00	1.00	0.80	33.80	2.95	4.96	11.56	0.40	0.19	1.60	0.15	0.02	55.63	21.86	1.77
<b>Res. Light Commercial Service Work</b>																
<b>Single Plan A</b>																
HVAC Apprentices	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.														
0000-1000	55	23.98	1.00	0.80	25.78	0.00	0.00	10.06	0.40	0.19	1.03	0.15	0.02	37.63	12.45	1.20
1001-2000	65	23.74	1.00	0.80	25.54	2.26	3.79	10.06	0.40	0.19	1.22	0.15	0.02	43.63	18.50	1.39
2001-3000	75	28.62	1.00	0.80	30.42	2.60	4.37	10.06	0.40	0.19	1.41	0.15	0.02	49.62	19.42	1.58
3001-4000	85	33.50	1.00	0.80	35.30	2.95	4.96	10.06	0.40	0.19	1.60	0.15	0.02	55.63	20.36	1.77

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					SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	NATL PENSION	ITI & NEMI	SMOHI		LOCAL CNTRL BD	NAT'L BENE FND		
<b>Res. Light Commercial Service Work</b>		<b>Family Plan B</b>															
HVAC Apprentices		%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.														
	0000-1000	55	25.15	1.00	0.80	26.95	0.00	0.00	8.89	0.40	0.19	1.03	0.15	0.02	37.63	11.28	1.20
	1001-2000	65	24.91	1.00	0.80	26.71	2.26	3.79	8.89	0.40	0.19	1.22	0.15	0.02	43.63	17.33	1.39
	2001-3000	75	29.79	1.00	0.80	31.59	2.60	4.37	8.89	0.40	0.19	1.41	0.15	0.02	49.62	18.25	1.58
	3001-4000	85	34.67	1.00	0.80	36.47	2.95	4.96	8.89	0.40	0.19	1.60	0.15	0.02	55.63	19.19	1.77
<b>Res. Light Commercial Service Work</b>		<b>Single Plan B</b>															
HVAC Apprentices		%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.														
	0000-1000	55	30.16	1.00	0.80	31.96	0.00	0.00	3.88	0.40	0.19	1.03	0.15	0.02	37.63	6.27	1.20
	1001-2000	65	29.92	1.00	0.80	31.72	2.26	3.79	3.88	0.40	0.19	1.22	0.15	0.02	43.63	12.32	1.39
	2001-3000	75	34.80	1.00	0.80	36.60	2.60	4.37	3.88	0.40	0.19	1.41	0.15	0.02	49.62	13.24	1.58
	3001-4000	85	39.68	1.00	0.80	41.48	2.95	4.96	3.88	0.40	0.19	1.60	0.15	0.02	55.63	14.18	1.77
<b>Residential HVAC Applicant</b>		<b>Single Plan B</b>															
	0-500	50	17.85	0.00	0.10	17.95	0.00	0.00	0.00	0.40	0.19	0.00	0.15	0.02	18.71	0.69	0.17
	501+	50	17.85	0.00	0.10	17.95	0.00	0.00	3.88	0.40	0.19	0.00	0.15	0.02	22.59	4.57	0.17

**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.

Contract expires April 30, 2025.

Date Revised: 4/30/2024 1:00 PM