

**WILLMAR AREA  
SHEET METAL #10 BENEFIT FUND  
COMMERCIAL  
SHEET METAL LOCAL UNION NO. 10 WAGE SHEET**

**EFFECTIVE SEPTEMBER 2, 2024 THROUGH SEPTEMBER 1, 2025**

	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	LOCAL I.F.	FCF	NATL PENSION	ITI & NEMI	SCHLR & SMOHI		LOCAL CNTRL BD	NAT'L BENE FND		
Journeyman	\$35.94	3.26	1.03	40.23	6.00	6.55	11.56	0.55	0.14	0.02	5.18	0.15	0.03	70.41	29.11	\$5.36		
Foreman	\$38.19	3.26	1.03	42.48	6.00	6.55	11.56	0.55	0.14	0.02	5.18	0.15	0.03	72.66	29.11	\$5.36		
General Foreman	\$38.44	3.26	1.03	42.73	6.00	6.55	11.56	0.55	0.14	0.02	5.18	0.15	0.03	72.91	29.11	\$5.36		
Apprentices																		
PERIOD	HOURS	%																
1	0000-1000	50	\$14.96	3.26	1.03	19.25	3.00	3.28	11.56	0.55	0.14	0.02	2.59	0.15	0.03	40.57	22.84	\$2.77
2	1001-2000	54	\$16.64	3.26	1.03	20.93	3.24	3.54	11.56	0.55	0.14	0.02	2.80	0.15	0.03	42.96	23.34	\$2.98
3	2001-3000	59	\$18.74	3.26	1.03	23.03	3.54	3.86	11.56	0.55	0.14	0.02	3.06	0.15	0.03	45.94	23.96	\$3.24
4	3001-4000	63	\$20.41	3.26	1.03	24.70	3.78	4.13	11.56	0.55	0.14	0.02	3.26	0.15	0.03	48.32	24.47	\$3.44
5	4001-5000	67	\$22.09	3.26	1.03	26.38	4.02	4.39	11.56	0.55	0.14	0.02	3.47	0.15	0.03	50.71	24.97	\$3.65
6	5001-6000	71	\$23.77	3.26	1.03	28.06	4.26	4.65	11.56	0.55	0.14	0.02	3.68	0.15	0.03	53.10	25.47	\$3.86
7	6001-7000	75	\$25.45	3.26	1.03	29.74	4.50	4.91	11.56	0.55	0.14	0.02	3.89	0.15	0.03	55.49	25.97	\$4.07
8	7001-8000	79	\$27.13	3.26	1.03	31.42	4.74	5.17	11.56	0.55	0.14	0.02	4.09	0.15	0.03	57.87	26.47	\$4.27
9	8001-+	90	\$31.74	3.26	1.03	36.03	5.40	5.90	11.56	0.55	0.14	0.02	5.18 <sup>(a)</sup>	0.15	0.03	64.96	27.86	\$5.36
JMN	(Complete)	100	\$35.94	3.26	1.03	40.23	6.00	6.55	11.56	0.55	0.14	0.02	5.18	0.15	0.03	70.41	29.11	\$5.36
Pre-apprentices																		
	0000-650	35	\$14.19	0.00	0.50	14.69	0.00	0.00	0.00	0.55	0.14	0.02	0.00	0.15	0.02	15.57	1.21	\$0.17
	0651-1500	35	\$12.46	0.00	0.50	12.96	0.00	0.00	11.56	0.55	0.14	0.02	0.00	0.15	0.02	25.40	12.77	\$0.17

**401(k) Elective** 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.

<sup>(a)</sup>National Pension Fund contributions for Apprentices shall be paid based on the same percentage listed for each Period, except for Period 9 Apprentices which shall be paid 100% of the Journeyman contribution rate.

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

The contract expires on September 1, 2025