

**WINONA AREA
COMMERCIAL
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

EFFECTIVE MAY 1, 2024 THROUGH APRIL 30, 2025

	PAY-CHECK	LOCAL AFTER TAXABLE BASE			TAXABLE BASE	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE			TOTAL PACKAGE	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	NAT'L BENE FND	
Family Health Coverage (Plan A):																		
Journeyman	35.00	2.00	1.03	38.03	3.64	5.37	11.56	0.88	0.14	0.02	5.85	0.15	0.03	65.67	24.64	6.03		
Foreman	36.75	2.00	1.03	39.78	3.64	5.37	11.56	0.88	0.14	0.02	5.85	0.15	0.03	67.42	24.64	6.03		
General Foreman	37.25	2.00	1.03	40.28	3.64	5.37	11.56	0.88	0.14	0.02	5.85	0.15	0.03	67.92	24.64	6.03		
Single Health Coverage (Plan A):																		
Journeyman	36.50	2.00	1.03	39.53	3.64	5.37	10.06	0.88	0.14	0.02	5.85	0.15	0.03	65.67	23.14	6.03		
Foreman	38.25	2.00	1.03	41.28	3.64	5.37	10.06	0.88	0.14	0.02	5.85	0.15	0.03	67.42	23.14	6.03		
General Foreman	38.75	2.00	1.03	41.78	3.64	5.37	10.06	0.88	0.14	0.02	5.85	0.15	0.03	67.92	23.14	6.03		
TRADESMEN																		
PERIOD HOURS			%															
Stage 1	0000-1600	75	25.49	2.00	1.03	28.52	3.64	5.37	11.56	0.88	0.14	0.02	5.85	0.15	0.03	56.16	24.64	6.03
Stage 2	1601-3200	80	27.39	2.00	1.03	30.42	3.64	5.37	11.56	0.88	0.14	0.02	5.85	0.15	0.03	58.06	24.64	6.03
Stage 3	3201-4800	85	29.30	2.00	1.03	32.33	3.64	5.37	11.56	0.88	0.14	0.02	5.85	0.15	0.03	59.97	24.64	6.03
Stage 4	4801-6400	90	31.20	2.00	1.03	34.23	3.64	5.37	11.56	0.88	0.14	0.02	5.85	0.15	0.03	61.87	24.64	6.03
HELPERS																		
	0000-1000	15.47	0.00	0.53	16.00	0.00	0.00	0.00	0.00	0.14	0.02	0.00	0.15	0.03	16.34	0.69	0.18	
With Plan B Single	1001-on	15.47	0.00	0.53	16.00	0.00	0.00	3.88	0.00	0.14	0.02	0.00	0.15	0.03	20.22	4.57	0.18	
With Plan B Family	1001-on	15.47	0.00	0.53	16.00	0.00	0.00	8.89	0.00	0.14	0.02	0.00	0.15	0.03	25.23	9.58	0.18	

(Helpers will be added to Employer provided health coverage or contributions will be made to the Sheet Metal #10 Benefit Fund after 1,000 hours of service.)

APPRENTICES:

PERIOD	HOURS	%	Plan B - Family Coverage															
1	0000-1000	60	15.78	1.00	1.03	17.81	1.76	3.22	8.89	0.88	0.14	0.02	3.51	0.15	0.03	36.41	16.94	3.69
2	1001-2000	63	16.92	1.00	1.03	18.95	1.85	3.38	8.89	0.88	0.14	0.02	3.69	0.15	0.03	37.98	17.19	3.87
3	2001-3000	66	18.06	1.00	1.03	20.09	1.94	3.54	8.89	0.88	0.14	0.02	3.86	0.15	0.03	39.54	17.44	4.04
4	3001-4000	69	19.20	1.00	1.03	21.23	2.03	3.71	8.89	0.88	0.14	0.02	4.04	0.15	0.03	41.12	17.70	4.22
5	4001-5000	72	20.34	1.00	1.03	22.37	2.12	3.87	8.89	0.88	0.14	0.02	4.21	0.15	0.03	42.68	17.95	4.39
6	5001-6000	75	21.48	1.00	1.03	23.51	2.21	4.03	8.89	0.88	0.14	0.02	4.39	0.15	0.03	44.25	18.20	4.57
7	6001-7000	80	23.38	1.00	1.03	25.41	2.35	4.30	8.89	0.88	0.14	0.02	4.68	0.15	0.03	46.85	18.61	4.86
8	7001-8000	85	25.29	1.00	1.03	27.32	2.50	4.56	8.89	0.88	0.14	0.02	4.97	0.15	0.03	49.46	19.02	5.15

APPRENTICES:

PERIOD	HOURS	%	Plan B - Single Coverage															
1	0000-1000	60	20.79	1.00	1.03	22.82	1.76	3.22	3.88	0.88	0.14	0.02	3.51	0.15	0.03	36.41	11.93	3.69
2	1001-2000	63	21.93	1.00	1.03	23.96	1.85	3.38	3.88	0.88	0.14	0.02	3.69	0.15	0.03	37.98	12.18	3.87
3	2001-3000	66	23.07	1.00	1.03	25.10	1.94	3.54	3.88	0.88	0.14	0.02	3.86	0.15	0.03	39.54	12.43	4.04
4	3001-4000	69	24.21	1.00	1.03	26.24	2.03	3.71	3.88	0.88	0.14	0.02	4.04	0.15	0.03	41.12	12.69	4.22
5	4001-5000	72	25.35	1.00	1.03	27.38	2.12	3.87	3.88	0.88	0.14	0.02	4.21	0.15	0.03	42.68	12.94	4.39
6	5001-6000	75	26.49	1.00	1.03	28.52	2.21	4.03	3.88	0.88	0.14	0.02	4.39	0.15	0.03	44.25	13.19	4.57
7	6001-7000	80	28.39	1.00	1.03	30.42	2.35	4.30	3.88	0.88	0.14	0.02	4.68	0.15	0.03	46.85	13.60	4.86
8	7001-8000	85	30.30	1.00	1.03	32.33	2.50	4.56	3.88	0.88	0.14	0.02	4.97	0.15	0.03	49.46	14.01	5.15

401(k) Elective Deferral:

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.

Apprentice's SUPP PENSION = Journeyman SUPP PENSION minus \$.70, times the apprentice's base rate %.

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

Contract expires April 30, 2025.