

**ROCHESTER-AUSTIN-ALBERT LEA AREA
COMMERCIAL & RESIDENTIAL
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

EFFECTIVE APRIL 1, 2026 THROUGH APRIL 30, 2026

	PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE			TOTAL PKG	TOTAL REMIT TO			
		ORGA-VAC	ORGANIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	LOCAL I.F.	FCF	NATL PENSION	ITI & NEMI	SCHLR & SMOHIT		LOCAL CNTRL BD	NAT'L BENE FND		
Family Plan A																		
Residential Journeyman	\$34.76	2.00	1.03	37.79	2.39	4.30	11.81	0.98	0.14	0.02	7.47	0.18	0.05	\$65.13	22.67	7.70		
Commercial Journeyman	\$47.35	2.00	1.03	50.38	4.78	8.60	11.81	0.98	0.14	0.02	7.47	0.18	0.05	\$84.41	29.36	7.70		
Commercial Foreman	\$49.85	2.00	1.03	52.88	4.78	8.60	11.81	0.98	0.14	0.02	7.47	0.18	0.05	\$86.91	29.36	7.70		
Commercial General Foreman	\$50.35	2.00	1.03	53.38	4.78	8.60	11.81	0.98	0.14	0.02	7.47	0.18	0.05	\$87.41	29.36	7.70		
Single Plan A																		
Residential Journeyman	\$36.26	2.00	1.03	39.29	2.39	4.30	10.31	0.98	0.14	0.02	7.47	0.18	0.05	\$65.13	21.17	7.70		
Commercial Journeyman	\$48.85	2.00	1.03	51.88	4.78	8.60	10.31	0.98	0.14	0.02	7.47	0.18	0.05	\$84.41	27.86	7.70		
Commercial Foreman	\$51.35	2.00	1.03	54.38	4.78	8.60	10.31	0.98	0.14	0.02	7.47	0.18	0.05	\$86.91	27.86	7.70		
Commercial General Foreman	\$51.85	2.00	1.03	54.88	4.78	8.60	10.31	0.98	0.14	0.02	7.47	0.18	0.05	\$87.41	27.86	7.70		
APPRENTICES Family Plan B																		
1	0000-1000	55	\$21.02	1.00	1.03	23.05	1.94	4.73	9.14	0.98	0.14	0.02	4.11	0.18	0.05	\$44.34	18.98	4.34
2	1001-2000	58	\$22.53	1.00	1.03	24.56	2.05	4.99	9.14	0.98	0.14	0.02	4.33	0.18	0.05	\$46.44	19.35	4.56
3	2001-3000	62	\$24.55	1.00	1.03	26.58	2.19	5.33	9.14	0.98	0.14	0.02	4.63	0.18	0.05	\$49.24	19.83	4.86
4	3001-4000	65	\$26.06	1.00	1.03	28.09	2.29	5.59	9.14	0.98	0.14	0.02	4.86	0.18	0.05	\$51.34	20.19	5.09
5	4001-5000	70	\$28.58	1.00	1.03	30.61	2.47	6.02	9.14	0.98	0.14	0.02	5.23	0.18	0.05	\$54.84	20.80	5.46
6	5001-6000	75	\$31.10	1.00	1.03	33.13	2.65	6.45	9.14	0.98	0.14	0.02	5.60	0.18	0.05	\$58.34	21.41	5.83
7	6001-7000	80	\$33.61	1.00	1.03	35.64	2.82	6.88	9.14	0.98	0.14	0.02	5.98	0.18	0.05	\$61.83	22.01	6.21
8	7001-8000	85	\$36.13	1.00	1.03	38.16	3.00	7.31	9.14	0.98	0.14	0.02	6.35	0.18	0.05	\$65.33	22.62	6.58
APPRENTICES Single Plan B																		
1	0000-1000	55	\$26.18	1.00	1.03	28.21	1.94	4.73	3.98	0.98	0.14	0.02	4.11	0.18	0.05	\$44.34	13.82	4.34
2	1001-2000	58	\$27.69	1.00	1.03	29.72	2.05	4.99	3.98	0.98	0.14	0.02	4.33	0.18	0.05	\$46.44	14.19	4.56
3	2001-3000	62	\$29.71	1.00	1.03	31.74	2.19	5.33	3.98	0.98	0.14	0.02	4.63	0.18	0.05	\$49.24	14.67	4.86
4	3001-4000	65	\$31.22	1.00	1.03	33.25	2.29	5.59	3.98	0.98	0.14	0.02	4.86	0.18	0.05	\$51.34	15.03	5.09
5	4001-5000	70	\$33.74	1.00	1.03	35.77	2.47	6.02	3.98	0.98	0.14	0.02	5.23	0.18	0.05	\$54.84	15.64	5.46
6	5001-6000	75	\$36.26	1.00	1.03	38.29	2.65	6.45	3.98	0.98	0.14	0.02	5.60	0.18	0.05	\$58.34	16.25	5.83
7	6001-7000	80	\$38.77	1.00	1.03	40.80	2.82	6.88	3.98	0.98	0.14	0.02	5.98	0.18	0.05	\$61.83	16.85	6.21
8	7001-8000	85	\$41.29	1.00	1.03	43.32	3.00	7.31	3.98	0.98	0.14	0.02	6.35	0.18	0.05	\$65.33	17.46	6.58
TRAINEES:		40	\$19.65	0.00	0.50	20.15	0.00	0.00	0.00	0.05	0.14	0.02	0.00	0.18	0.04	\$20.58	0.71	0.22

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.

Trainees must receive health insurance benefits from the Sheet Metal #10 Benefit Fund or a company health plan after 1,000 hours of work. See Article XI Section 1.

Apprentice Supplemental Pension rate equals the Commercial Journeyman Supplemental Pension rate minus \$1.25 multiplied by the apprentice's base rate percentage.

Journeyman Total Package will increase \$5.00 on April 1, 2027.

Current IRS mileage rate is \$0.725 per mile.

Contract expires March 31, 2028.

Date Revised: 3/27/2026 10:55 AM