

**BISMARCK/MINOT AREA
INDUSTRIAL
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

EFFECTIVE SEPTEMBER 30, 2024 THROUGH JUNE 1, 2025

	PAY-CHECK	LOCAL		LOCAL						NATIONAL				TOTAL PKG	TOTAL REMIT TO		
		ORGANIZING	TAXABLE BASE	BEFORE TAXABLE BASE					BEFORE TAXABLE BASE				LOCAL CNTRL BD		NAT'L BENE FND		
				SUPP PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	NDCC	NATL PENSION	ITI & NEMI	SMOHI	SASMI ^(a)					
Family Coverage - Plan A																	
Journeyman	38.82	1.03	39.85	4.70	11.56	0.75	0.29	0.10	3.74	0.15	0.02	1.69	62.85	18.43	5.60		
Foreman	41.62	1.03	42.65	4.70	11.56	0.75	0.29	0.10	3.74	0.15	0.02	1.69	65.65	18.43	5.60		
General Foreman	42.62	1.03	43.65	4.70	11.56	0.75	0.29	0.10	3.74	0.15	0.02	1.69	66.65	18.43	5.60		
Single Coverage - Plan A																	
Journeyman	40.32	1.03	41.35	4.70	10.06	0.75	0.29	0.10	3.74	0.15	0.02	1.69	62.85	16.93	5.60		
Foreman	43.12	1.03	44.15	4.70	10.06	0.75	0.29	0.10	3.74	0.15	0.02	1.69	65.65	16.93	5.60		
General Foreman	44.12	1.03	45.15	4.70	10.06	0.75	0.29	0.10	3.74	0.15	0.02	1.69	66.65	16.93	5.60		
Family Coverage - Plan B																	
Journeyman	41.49	1.03	42.52	4.70	8.89	0.75	0.29	0.10	3.74	0.15	0.02	1.69	62.85	15.76	5.60		
Foreman	44.29	1.03	45.32	4.70	8.89	0.75	0.29	0.10	3.74	0.15	0.02	1.69	65.65	15.76	5.60		
General Foreman	45.29	1.03	46.32	4.70	8.89	0.75	0.29	0.10	3.74	0.15	0.02	1.69	66.65	15.76	5.60		
Single Coverage - Plan B																	
Journeyman	46.50	1.03	47.53	4.70	3.88	0.75	0.29	0.10	3.74	0.15	0.02	1.69	62.85	10.75	5.60		
Foreman	49.30	1.03	50.33	4.70	3.88	0.75	0.29	0.10	3.74	0.15	0.02	1.69	65.65	10.75	5.60		
General Foreman	50.30	1.03	51.33	4.70	3.88	0.75	0.29	0.10	3.74	0.15	0.02	1.69	66.65	10.75	5.60		
Apprentices - Family Plan B																	
1	0000-2000	67	25.81	1.03	26.84	0.00	8.89	0.75	0.29	0.10	2.51	0.15	0.02	1.08	40.63	11.06	3.76
2	2001-4000	72	28.18	1.03	29.21	0.00	8.89	0.75	0.29	0.10	2.69	0.15	0.02	1.15	43.25	11.06	4.01
3	4001-6000	76	30.08	1.03	31.11	0.00	8.89	0.75	0.29	0.10	2.84	0.15	0.02	1.21	45.36	11.06	4.22
4	6001-8000	84	33.89	1.03	34.92	0.00	8.89	0.75	0.29	0.10	3.14	0.15	0.02	1.33	49.59	11.06	4.64
Apprentices -Single Plan B																	
1	0000-2000	67	30.82	1.03	31.85	0.00	3.88	0.75	0.29	0.10	2.51	0.15	0.02	1.08	40.63	6.05	3.76
2	2001-4000	72	33.19	1.03	34.22	0.00	3.88	0.75	0.29	0.10	2.69	0.15	0.02	1.15	43.25	6.05	4.01
3	4001-6000	76	35.09	1.03	36.12	0.00	3.88	0.75	0.29	0.10	2.84	0.15	0.02	1.21	45.36	6.05	4.22
4	6001-8000	84	38.90	1.03	39.93	0.00	3.88	0.75	0.29	0.10	3.14	0.15	0.02	1.33	49.59	6.05	4.64
Tradesman																	
Family Coverage-Plan B Only																	
1	1st Year	72	28.18	1.03	29.21	3.38	8.89	0.75	0.29	0.10	2.69	0.15	0.02	1.25	46.73	14.44	4.11
2	2nd Year	77	30.56	1.03	31.59	3.62	8.89	0.75	0.29	0.10	2.88	0.15	0.02	1.33	49.62	14.68	4.38
3	3rd Year	81	32.46	1.03	33.49	3.81	8.89	0.75	0.29	0.10	3.03	0.15	0.02	1.39	51.92	14.87	4.59
4	4th Year	86	34.84	1.03	35.87	4.04	8.89	0.75	0.29	0.10	3.22	0.15	0.02	1.47	54.80	15.10	4.86
Single Coverage-Plan B Only																	
1	1st Year	72	33.19	1.03	34.22	3.38	3.88	0.75	0.29	0.10	2.69	0.15	0.02	1.25	46.73	9.43	4.11
2	2nd Year	77	35.57	1.03	36.60	3.62	3.88	0.75	0.29	0.10	2.88	0.15	0.02	1.33	49.62	9.67	4.38
3	3rd Year	81	37.47	1.03	38.50	3.81	3.88	0.75	0.29	0.10	3.03	0.15	0.02	1.39	51.92	9.86	4.59
4	4th Year	86	39.85	1.03	40.88	4.04	3.88	0.75	0.29	0.10	3.22	0.15	0.02	1.47	54.80	10.09	4.86
Preapprentice^(b)																	
**																	
Part time	after school Mon-Sat		0.55		0.00	0.00	0.00	0.14	0.00	0.00	0.00	0.00	0.00	*	0.69	0.00	
Regular	0 hours on w/o health		0.55		0.00	0.00	0.00	0.14	0.00	0.00	0.00	0.00	0.00	*	0.69	0.00	
Regular	0 hours on with health		0.55		0.00	3.88	0.00	0.14	0.00	0.00	0.00	0.00	0.00	*	4.57	0.00	

^(a)The SASMI rate for Foreman and General Foreman is the same as the rate for Journeyman. The SASMI rate for overtime hours is paid at the straight time rate.

^(b)Health Coverage may be added for Preapprentices at any point.

*There is no minimum or set Total Package for Prepprentices, but employers must make any applicable contributions to the Industry Fund, Health Fund and Organizing Fund.

The Total Package will increase \$2.80 on June 2, 2025, and an additional \$2.80 on June 1, 2026.

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

Contract expires May 31, 2027.