

**FARGO AREA  
COMMERCIAL, INDUSTRIAL & RESIDENTIAL  
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

EFFECTIVE DECEMBER 30, 2024 THROUGH MAY 31, 2025

	PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE	LOCAL BEFORE TAXABLE BASE					NATIONAL BEFORE TAXABLE BASE				TOTAL PACKAGE	TOTAL REMIT TO	
		ORGA- VAC	NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	LOCAL I.F.	NATL PENSION	ITI & NEMI	SMOHI	SASMI <sup>(a)</sup>		LOCAL CNTRL BD	NAT'L BENE FND
<b>Family Coverage - Plan A</b>																
Journeyman	\$30.98	2.25	1.03	34.26	1.58	5.00	11.56	0.43	0.14	3.20	0.15	0.02	1.57	\$57.91	21.99	4.94
Foreman	\$33.48	2.25	1.03	36.76	1.58	5.00	11.56	0.43	0.14	3.20	0.15	0.02	1.57	\$60.41	21.99	4.94
<b>Single Coverage - Plan A</b>																
Journeyman	\$32.48	2.25	1.03	35.76	1.58	5.00	10.06	0.43	0.14	3.20	0.15	0.02	1.57	\$57.91	20.49	4.94
Foreman	\$34.98	2.25	1.03	38.26	1.58	5.00	10.06	0.43	0.14	3.20	0.15	0.02	1.57	\$60.41	20.49	4.94
<b>Family Coverage - Plan B</b>																
Journeyman	\$33.65	2.25	1.03	36.93	1.58	5.00	8.89	0.43	0.14	3.20	0.15	0.02	1.57	\$57.91	19.32	4.94
Foreman	\$36.15	2.25	1.03	39.43	1.58	5.00	8.89	0.43	0.14	3.20	0.15	0.02	1.57	\$60.41	19.32	4.94
<b>Single Coverage - Plan B</b>																
Journeyman	\$38.66	2.25	1.03	41.94	1.58	5.00	3.88	0.43	0.14	3.20	0.15	0.02	1.57	\$57.91	14.31	4.94
Foreman	\$41.16	2.25	1.03	44.44	1.58	5.00	3.88	0.43	0.14	3.20	0.15	0.02	1.57	\$60.41	14.31	4.94
<b>RESIDENTIAL JOURNEYMAN</b>																
<b>Family Coverage - Plan A</b>																
	\$27.19	2.25	1.03	30.47	1.58	5.00	11.56	0.43	0.14	3.20	0.15	0.02	1.46	\$54.01	21.99	4.83
<b>Single Coverage - Plan A</b>																
	\$28.69	2.25	1.03	31.97	1.58	5.00	10.06	0.43	0.14	3.20	0.15	0.02	1.46	\$54.01	20.49	4.83
<b>Family Coverage - Plan B</b>																
	\$29.86	2.25	1.03	33.14	1.58	5.00	8.89	0.43	0.14	3.20	0.15	0.02	1.46	\$54.01	19.32	4.83
<b>Single Coverage - Plan B</b>																
	\$34.87	2.25	1.03	38.15	1.58	5.00	3.88	0.43	0.14	3.20	0.15	0.02	1.46	\$54.01	14.31	4.83

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

The contract expires May 31, 2027.

**FARGO AREA  
COMMERCIAL, INDUSTRIAL & RESIDENTIAL  
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

**EFFECTIVE DECEMBER 30, 2024 THROUGH MAY 31, 2025**

	PAY-CHECK	LOCAL AFTER TAXABLE BASE			TAXABLE BASE	LOCAL BEFORE TAXABLE BASE					NATIONAL BEFORE TAXABLE BASE				TOTAL PACKAGE	TOTAL REMIT TO		
		ORGA-VAC	NIZING			SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	LOCAL I.F.	NATL PENSION	ITI & NEMI	SMOHI	SASMI <sup>(a)</sup>		LOCAL CNTRL BD	NAT'L BENE FND	
<b>APPRENTICES<sup>(b)</sup></b>																		
<b>Family Coverage - Plan B</b>																		
1	0000-1000	50	\$14.41	0.00	1.03	15.44	0.79	0.00	8.89	0.43	0.14	1.60	0.15	0.02	0.76	\$28.22	11.28	2.53
2	1001-2000	54	\$15.78	0.00	1.03	16.81	0.85	0.00	8.89	0.43	0.14	1.73	0.15	0.02	0.80	\$29.82	11.34	2.70
3	2001-3000	58	\$17.15	0.00	1.03	18.18	0.92	0.10	8.89	0.43	0.14	1.86	0.15	0.02	0.85	\$31.54	11.51	2.88
4	3001-4000	62	\$18.52	0.00	1.03	19.55	0.98	0.10	8.89	0.43	0.14	1.98	0.15	0.02	0.89	\$33.13	11.57	3.04
5	4001-5000	64	\$19.21	0.00	1.03	20.24	1.01	3.20	8.89	0.43	0.14	2.05	0.15	0.02	1.00	\$37.13	14.70	3.22
6	5001-6000	68	\$20.58	0.00	1.03	21.61	1.07	3.40	8.89	0.43	0.14	2.18	0.15	0.02	1.05	\$38.94	14.96	3.40
7	6001-7000	72	\$21.95	0.00	1.03	22.98	1.14	3.60	8.89	0.43	0.14	2.30	0.15	0.02	1.10	\$40.75	15.23	3.57
8	7001-8000	76	\$23.32	0.00	1.03	24.35	1.20	3.80	8.89	0.43	0.14	2.43	0.15	0.02	1.15	\$42.56	15.49	3.75
<b>APPRENTICES<sup>(c)</sup></b>																		
<b>Single Coverage - Plan B</b>																		
1	0000-1000	50	\$19.42	0.00	1.03	20.45	0.79	0.00	3.88	0.43	0.14	1.60	0.15	0.02	0.76	\$28.22	6.27	2.53
2	1001-2000	54	\$20.79	0.00	1.03	21.82	0.85	0.00	3.88	0.43	0.14	1.73	0.15	0.02	0.80	\$29.82	6.33	2.70
3	2001-3000	58	\$22.16	0.00	1.03	23.19	0.92	0.10	3.88	0.43	0.14	1.86	0.15	0.02	0.85	\$31.54	6.50	2.88
4	3001-4000	62	\$23.53	0.00	1.03	24.56	0.98	0.10	3.88	0.43	0.14	1.98	0.15	0.02	0.89	\$33.13	6.56	3.04
5	4001-5000	64	\$24.22	0.00	1.03	25.25	1.01	3.20	3.88	0.43	0.14	2.05	0.15	0.02	1.00	\$37.13	9.69	3.22
6	5001-6000	68	\$25.59	0.00	1.03	26.62	1.07	3.40	3.88	0.43	0.14	2.18	0.15	0.02	1.05	\$38.94	9.95	3.40
7	6001-7000	72	\$26.96	0.00	1.03	27.99	1.14	3.60	3.88	0.43	0.14	2.30	0.15	0.02	1.10	\$40.75	10.22	3.57
8	7001-8000	76	\$28.33	0.00	1.03	29.36	1.20	3.80	3.88	0.43	0.14	2.43	0.15	0.02	1.15	\$42.56	10.48	3.75
<b>PREAPPRENTICES</b>			\$9.65	0.00	0.35	10.00	0.00	0.00	0.00	0.00	0.14	0.00	0.15	0.02	0.00	\$10.31	0.49	0.17

**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.

<sup>(a)</sup>The SASMI contribution rate for Foremen is the same rate as for Journeymen. All SASMI contributions are paid at the straight time rate, including work hours paid at the overtime pay rates.

<sup>(b)</sup>The TAXABLE BASE for Apprentices Family Plan B is calculated by beginning with the applicable Single Coverage rate and reducing it by the difference in cost for Single and Family coverage.

<sup>(c)</sup>The TAXABLE BASE for Apprentices Single Plan B is calculated by multiplying the applicable percentage rate by the Journeyman Plan A Family TAXABLE BASE and adding \$3.32.

The Journeyman Total Package will increase \$2.75 increase on June 1, 2025, and an additional \$2.75 increase on June 1, 2026.

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

The contract expires May 31, 2027.