

**WILLMAR AREA
RESIDENTIAL WAGE RATES
CENTRAL MINNESOTA DIVISION
(SHEET METAL #10 BENEFIT FUND)**

EFFECTIVE SEPTEMBER 5, 2011 - SEPTEMBER 2, 2012

| | | | TAXABLE | Health | NATL | SUPP. | LOCAL 10 | LOCAL | IT/I/ | S/M | LOCAL | TOTAL |
|-------------|-----------|----|---------|--------|---------|---------|----------|--------|--------|---------|--------|---------|
| | | | BASE* | Fund | PENSION | PENSION | PENSION | FUND | NEMI | & SMOHI | I.F. | PACKAGE |
| | | | | | | | | | | FUND | | |
| Journeyman | | | \$22.25 | \$7.60 | \$3.32 | \$3.01 | \$0.39 | \$0.37 | \$0.15 | \$0.03 | \$0.14 | \$37.26 |
| Apprentices | | | | | | | | | | | | |
| PERIOD | HOURS | % | | | | | | | | | | |
| 1 | 0000-1000 | 55 | 12.24 | 7.60 | 1.83 | 1.66 | 0.21 | 0.37 | 0.15 | 0.03 | 0.14 | 24.23 |
| 2 | 1001-2000 | 65 | 14.46 | 7.60 | 2.16 | 1.96 | 0.25 | 0.37 | 0.15 | 0.03 | 0.14 | 27.12 |
| 3 | 2001-3000 | 75 | 16.69 | 7.60 | 2.49 | 2.26 | 0.29 | 0.37 | 0.15 | 0.03 | 0.14 | 30.02 |
| 4 | 3001-4000 | 85 | 18.91 | 7.60 | 2.82 | 2.56 | 0.33 | 0.37 | 0.15 | 0.03 | 0.14 | 32.91 |

*Includes \$3.08 per hour Vacation and Organizing Fund deduction for journeymen and apprentices. The Vacation Fund deduction is \$2.50 per hour and the Organizing Fund deduction is \$.58 per hour, both of which are made from the TAXABLE base rate.

The current IRS Mileage Rate: \$.555

The contract expires on September 1, 2013

September 5, 2011