

**BEMIDJI AREA
COMMERCIAL & INDUSTRIAL
SHEET METAL WORKERS UNION LOCAL NO. 10 WAGE SHEET**

EFFECTIVE JUNE 1, 2025 THROUGH MAY 31, 2026

PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE ^(a)	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE			TOTAL PKG	TOTAL REMIT TO		
	ORGA-NIZING			SUPP PENSION	LOCAL HEALTH FUND	APPR FUND	INDUST FUND(S)	FCF	ITI & NEMI	SCHLR & SMOHI	SASMI ^(b)	LOCAL CNTRL		NAT'L BENE FND		
Family Coverage - Plan A																
Journeyman	36.93	1.03	37.96	7.96	5.33	11.81	0.32	0.29	0.02	0.15	0.03	1.73	65.60	26.76	1.91	
Foreman	38.93	1.03	39.96	7.96	5.33	11.81	0.32	0.29	0.02	0.15	0.03	1.73	67.60	26.76	1.91	
General Foreman	39.43	1.03	40.46	7.96	5.33	11.81	0.32	0.29	0.02	0.15	0.03	1.73	68.10	26.76	1.91	
Single Coverage - Plan A																
Journeyman	38.43	1.03	39.46	7.96	5.33	10.31	0.32	0.29	0.02	0.15	0.03	1.73	65.60	25.26	1.91	
Foreman	40.43	1.03	41.46	7.96	5.33	10.31	0.32	0.29	0.02	0.15	0.03	1.73	67.60	25.26	1.91	
General Foreman	40.93	1.03	41.96	7.96	5.33	10.31	0.32	0.29	0.02	0.15	0.03	1.73	68.10	25.26	1.91	
Family Coverage - Plan B																
Journeyman	39.60	1.03	40.63	7.96	5.33	9.14	0.32	0.29	0.02	0.15	0.03	1.73	65.60	24.09	1.91	
Foreman	41.60	1.03	42.63	7.96	5.33	9.14	0.32	0.29	0.02	0.15	0.03	1.73	67.60	24.09	1.91	
General Foreman	42.10	1.03	43.13	7.96	5.33	9.14	0.32	0.29	0.02	0.15	0.03	1.73	68.10	24.09	1.91	
Single Coverage - Plan B																
Journeyman	44.76	1.03	45.79	7.96	5.33	3.98	0.32	0.29	0.02	0.15	0.03	1.73	65.60	18.93	1.91	
Foreman	46.76	1.03	47.79	7.96	5.33	3.98	0.32	0.29	0.02	0.15	0.03	1.73	67.60	18.93	1.91	
General Foreman	47.26	1.03	48.29	7.96	5.33	3.98	0.32	0.29	0.02	0.15	0.03	1.73	68.10	18.93	1.91	
Apprentices																
Family - Plan B Only																
(the base rate is computed using the applicable base rate for Single Coverage Plan B (below) and then deducting the difference between Single & Family Plan B)																
0000-2000	50	13.54	1.03	14.57	3.98	2.67	9.14	0.32	0.29	0.02	0.15	0.03	0.83	32.00	17.45	1.01
2001-4000	59	16.96	1.03	17.99	4.70	3.14	9.14	0.32	0.29	0.02	0.15	0.03	0.95	36.73	18.64	1.13
4001-6000	67	19.99	1.03	21.02	5.33	3.57	9.14	0.32	0.29	0.02	0.15	0.03	1.06	40.93	19.70	1.24
6001-8000	75	23.03	1.03	24.06	5.97	4.00	9.14	0.32	0.29	0.02	0.15	0.03	1.18	45.16	20.77	1.36
Apprentices																
Single - Plan B Only																
(the base rate is computed using the applicable % times the Taxable Base for Journeyman with Family Plan A Coverage and then adding \$.75)																
0000-2000	50	18.70	1.03	19.73	3.98	2.67	3.98	0.32	0.29	0.02	0.15	0.03	0.83	32.00	12.29	1.01
2001-4000	59	22.12	1.03	23.15	4.70	3.14	3.98	0.32	0.29	0.02	0.15	0.03	0.95	36.73	13.48	1.13
4001-6000	67	25.15	1.03	26.18	5.33	3.57	3.98	0.32	0.29	0.02	0.15	0.03	1.06	40.93	14.54	1.24
6001-8000	75	28.19	1.03	29.22	5.97	4.00	3.98	0.32	0.29	0.02	0.15	0.03	1.18	45.16	15.61	1.36
Preapprentices																
(the base rate is computed using the applicable % times the Taxable Base for Journeyman with Family Plan A Coverage)																
0000-1000	40	14.68	0.50	15.18	0.00	0.00	0.00	0.32	0.14	0.02	0.15	0.02	0.00	15.83	0.98	0.17
^(c) 1001+	40	14.68	0.50	15.18	0.00	0.00	3.98	0.32	0.14	0.02	0.15	0.02	0.00	19.81	4.96	0.17

401(k) Elective Deferral: ^(a) 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.

^(b) The SASMI rate for Foreman and General Foreman are the same as the rate for Journeymen and the SASMI rate for overtime hours is the same on any classification meaning all SASMI hours are paid at the straight time rate.

^(c) For Preapprentices, at 1001 hours the employer has the option of providing coverage through the local 10 Health Fund or through their office employee coverage in which case the Total Package stays the same as the 1st stage.

The Total Package will increase \$3.00 on June 1, 2026.

The current IRS mileage rate is \$.70 per mile.

Contract expires May 31, 2027

**BEMIDJI AREA
RESIDENTIAL
SHEET METAL WORKERS UNION LOCAL NO. 10 WAGE SHEET**

EFFECTIVE JUNE 1, 2025 THROUGH MAY 31, 2026

	PAY-CHECK	LOCAL AFTER TAXABLE BASE	TAXABLE BASE ^(a)	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE			TOTAL PACKAGE	TOTAL REMIT TO		
		ORGA-NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	FCF	ITI & NEMI	SCHLR & SMOHI	SASMI ^(b)		LOCAL CNTRL BD	NAT'L BENE FND	
Family Coverage - Plan B																
Journeyman	27.80	1.03	28.83	6.51	5.33	9.14	0.32	0.29	0.02	0.15	0.03	1.33	51.95	22.64	1.51	
Single Coverage - Plan B																
Journeyman	32.96	1.03	33.99	6.51	5.33	3.98	0.32	0.29	0.02	0.15	0.03	1.33	51.95	17.48	1.51	
Apprentices Family Coverage - Plan B Only																
(the base rate is computed using the applicable base rate for Single Coverage Plan B (below) and then deducting the difference between Single & Family Plan B)																
0000-1000	60	14.20	1.03	15.23	3.91	3.20	9.14	0.32	0.29	0.02	0.15	0.03	0.85	33.14	17.91	1.03
1001-2000	70	17.60	1.03	18.63	4.56	3.73	9.14	0.32	0.29	0.02	0.15	0.03	0.97	37.84	19.09	1.15
2001-3000	80	21.00	1.03	22.03	5.21	4.26	9.14	0.32	0.29	0.02	0.15	0.03	1.09	42.54	20.27	1.27
3001-4000	90	24.40	1.03	25.43	5.86	4.80	9.14	0.32	0.29	0.02	0.15	0.03	1.21	47.25	21.46	1.39
Apprentices Single Coverage - Plan B Only																
0000-1000	60	19.36	1.03	20.39	3.91	3.20	3.98	0.32	0.29	0.02	0.15	0.03	0.85	33.14	12.75	1.03
1001-2000	70	22.76	1.03	23.79	4.56	3.73	3.98	0.32	0.29	0.02	0.15	0.03	0.97	37.84	13.93	1.15
2001-3000	80	26.16	1.03	27.19	5.21	4.26	3.98	0.32	0.29	0.02	0.15	0.03	1.09	42.54	15.11	1.27
3001-4000	90	29.56	1.03	30.59	5.86	4.80	3.98	0.32	0.29	0.02	0.15	0.03	1.21	47.25	16.30	1.39
Preapprentices^(c)																
0000-1000	40	14.68	0.50	15.18	0.00	0.00	0.00	0.32	0.14	0.02	0.15	0.02	0.00	15.83	0.98	0.17
^(d) 1001+	40	14.68	0.50	15.18	0.00	0.00	3.98	0.32	0.14	0.02	0.15	0.02	0.00	19.81	4.96	0.17

401(k) Elective Deferral: ^(a) 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.

^(b) The SASMI rate for Foreman and General Foreman are the same as the rate for Journeymen and there is no longer a different SASMI rate for overtime hours on any classification. All SASMI hours are paid at the straight time rate.

^(c) Preapprentices Taxable Base rate for Residential and all service work is the same as the Preapprentice Taxable rate for Commercial and Industrial work.

^(d) For Preapprentices, at 1001 hours the employer has the option of providing coverage through the Local 10 Health Fund or through their office employee coverage in which case the Total Package stays the same as the 1st stage.

The Total Package will increase \$3.00 on June 1, 2026.

The current IRS mileage rate is \$.70 per mile.

The Contract expires May 31, 2027

Date Revised: 4/21/2025 10:15 AM