

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

EFFECTIVE JUNE 1, 2023 THROUGH MAY 31, 2024

| | 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 | 23.74 | 1.03 | 24.77 | 5.70 | 4.52 | 8.69 | 0.32 | 0.29 | 0.02 | 0.15 | 0.03 | 1.31 | 45.80 | 20.57 | 1.49 | | |
| Single Coverage - Plan B | | | | | | | | | | | | | | | | | |
| Journeyman | 28.65 | 1.03 | 29.68 | 5.70 | 4.52 | 3.78 | 0.32 | 0.29 | 0.02 | 0.15 | 0.03 | 1.31 | 45.80 | 15.66 | 1.49 | | |
| 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 | 11.87 | 1.03 | 12.90 | 3.42 | 2.71 | 8.69 | 0.32 | 0.29 | 0.02 | 0.15 | 0.03 | 0.83 | 29.36 | 16.48 | 1.01 | |
| 1001-2000 | 70 | 14.84 | 1.03 | 15.87 | 3.99 | 3.16 | 8.69 | 0.32 | 0.29 | 0.02 | 0.15 | 0.03 | 0.95 | 33.47 | 17.50 | 1.13 | |
| 2001-3000 | 80 | 17.80 | 1.03 | 18.83 | 4.56 | 3.62 | 8.69 | 0.32 | 0.29 | 0.02 | 0.15 | 0.03 | 1.07 | 37.58 | 18.53 | 1.25 | |
| 3001-4000 | 90 | 20.77 | 1.03 | 21.80 | 5.13 | 4.07 | 8.69 | 0.32 | 0.29 | 0.02 | 0.15 | 0.03 | 1.19 | 41.69 | 19.55 | 1.37 | |
| Apprentices Single Coverage - Plan B Only | | | | | | | | | | | | | | | | | |
| 0000-1000 | 60 | 16.78 | 1.03 | 17.81 | 3.42 | 2.71 | 3.78 | 0.32 | 0.29 | 0.02 | 0.15 | 0.03 | 0.83 | 29.36 | 11.57 | 1.01 | |
| 1001-2000 | 70 | 19.75 | 1.03 | 20.78 | 3.99 | 3.16 | 3.78 | 0.32 | 0.29 | 0.02 | 0.15 | 0.03 | 0.95 | 33.47 | 12.59 | 1.13 | |
| 2001-3000 | 80 | 22.71 | 1.03 | 23.74 | 4.56 | 3.62 | 3.78 | 0.32 | 0.29 | 0.02 | 0.15 | 0.03 | 1.07 | 37.58 | 13.62 | 1.25 | |
| 3001-4000 | 90 | 25.68 | 1.03 | 26.71 | 5.13 | 4.07 | 3.78 | 0.32 | 0.29 | 0.02 | 0.15 | 0.03 | 1.19 | 41.69 | 14.64 | 1.37 | |
| Preapprentices^(c) | | | | | | | | | | | | | | | | | |
| 0000-1000 | 40 | 12.40 | 0.50 | 12.90 | 0.00 | 0.00 | 0.00 | 0.32 | 0.14 | 0.02 | 0.15 | 0.02 | 0.00 | 13.55 | 0.98 | 0.17 | |
| ^(d) 1001+ | 40 | 12.40 | 0.50 | 12.90 | 0.00 | 0.00 | 3.78 | 0.32 | 0.14 | 0.02 | 0.15 | 0.02 | 0.00 | 17.33 | 4.76 | 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 current IRS mileage rate is \$.655 per mile.

The Contract expires May 31, 2024

Date Revised: 5/31/2023 8:30 AM