

**BISMARCK/MINOT AREA  
COMMERCIAL & RESIDENTIAL  
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

EFFECTIVE JUNE 2, 2025 THROUGH MAY 31, 2026

PAY-CHECK	LOCAL AFTER TAXABLE BASE	ORGA-NIZING	TAXABLE BASE	LOCAL BEFORE TAXABLE BASE					NATIONAL BEFORE TAXABLE BASE				TOTAL PKG	TOTAL REMIT TO			
				SUPP PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	NDCC	NATL PENSION	ITI & NEMI	SMOHI	SASMI <sup>(a)</sup>		LOCAL CNTRL	NAT'L BENE FND		
<b>Family Coverage- Plan A</b>																	
Journeyman	33.64	1.03	34.67	5.30	11.81	0.90	0.29	0.10	3.89	0.15	0.02	1.55	58.68	19.43	5.61		
Foreman	36.44	1.03	37.47	5.30	11.81	0.90	0.29	0.10	3.89	0.15	0.02	1.55	61.48	19.43	5.61		
General Foreman	37.44	1.03	38.47	5.30	11.81	0.90	0.29	0.10	3.89	0.15	0.02	1.55	62.48	19.43	5.61		
<b>Single Coverage-Plan A</b>																	
Journeyman	35.14	1.03	36.17	5.30	10.31	0.90	0.29	0.10	3.89	0.15	0.02	1.55	58.68	17.93	5.61		
Foreman	37.94	1.03	38.97	5.30	10.31	0.90	0.29	0.10	3.89	0.15	0.02	1.55	61.48	17.93	5.61		
General Foreman	38.94	1.03	39.97	5.30	10.31	0.90	0.29	0.10	3.89	0.15	0.02	1.55	62.48	17.93	5.61		
<b>Family Coverage-Plan B</b>																	
Journeyman	36.31	1.03	37.34	5.30	9.14	0.90	0.29	0.10	3.89	0.15	0.02	1.55	58.68	16.76	5.61		
Foreman	39.11	1.03	40.14	5.30	9.14	0.90	0.29	0.10	3.89	0.15	0.02	1.55	61.48	16.76	5.61		
General Foreman	40.11	1.03	41.14	5.30	9.14	0.90	0.29	0.10	3.89	0.15	0.02	1.55	62.48	16.76	5.61		
<b>Single Coverage-Plan B</b>																	
Journeyman	41.47	1.03	42.50	5.30	3.98	0.90	0.29	0.10	3.89	0.15	0.02	1.55	58.68	11.60	5.61		
Foreman	44.27	1.03	45.30	5.30	3.98	0.90	0.29	0.10	3.89	0.15	0.02	1.55	61.48	11.60	5.61		
General Foreman	45.27	1.03	46.30	5.30	3.98	0.90	0.29	0.10	3.89	0.15	0.02	1.55	62.48	11.60	5.61		
<b>Apprentices - Family Plan B</b>																	
1	0000-2000	67%	22.29	1.03	23.32	0.00	9.14	0.90	0.29	0.10	2.61	0.15	0.02	0.97	37.50	11.46	3.75
2	2001-4000	72%	24.41	1.03	25.44	0.00	9.14	0.90	0.29	0.10	2.80	0.15	0.02	1.04	39.88	11.46	4.01
3	4001-6000	76%	26.11	1.03	27.14	0.00	9.14	0.90	0.29	0.10	2.96	0.15	0.02	1.09	41.79	11.46	4.22
4	6001-8000	84%	29.51	1.03	30.54	0.00	9.14	0.90	0.29	0.10	3.27	0.15	0.02	1.19	45.60	11.46	4.63
<b>Apprentices - Single Plan B</b>																	
1	0000-2000	67%	27.45	1.03	28.48	0.00	3.98	0.90	0.29	0.10	2.61	0.15	0.02	0.97	37.50	6.30	3.75
2	2001-4000	72%	29.57	1.03	30.60	0.00	3.98	0.90	0.29	0.10	2.80	0.15	0.02	1.04	39.88	6.30	4.01
3	4001-6000	76%	31.27	1.03	32.30	0.00	3.98	0.90	0.29	0.10	2.96	0.15	0.02	1.09	41.79	6.30	4.22
4	6001-8000	84%	34.67	1.03	35.70	0.00	3.98	0.90	0.29	0.10	3.27	0.15	0.02	1.19	45.60	6.30	4.63
<b>Tradesman</b>																	
<b>Family Coverage-Plan B Only</b>																	
1	1st Year	72%	24.41	1.03	25.44	3.82	9.14	0.90	0.29	0.10	2.80	0.15	0.02	1.15	43.81	15.28	4.12
2	2nd Year	77%	26.54	1.03	27.57	4.08	9.14	0.90	0.29	0.10	3.00	0.15	0.02	1.22	46.47	15.54	4.39
3	3rd Year	81%	28.24	1.03	29.27	4.29	9.14	0.90	0.29	0.10	3.15	0.15	0.02	1.28	48.59	15.75	4.60
4	4th Year	86%	30.36	1.03	31.39	4.56	9.14	0.90	0.29	0.10	3.35	0.15	0.02	1.35	51.25	16.02	4.87
<b>Single Coverage-Plan B Only</b>																	
1	1st Year	72%	29.57	1.03	30.60	3.82	3.98	0.90	0.29	0.10	2.80	0.15	0.02	1.15	43.81	10.12	4.12
2	2nd Year	77%	31.70	1.03	32.73	4.08	3.98	0.90	0.29	0.10	3.00	0.15	0.02	1.22	46.47	10.38	4.39
3	3rd Year	81%	33.40	1.03	34.43	4.29	3.98	0.90	0.29	0.10	3.15	0.15	0.02	1.28	48.59	10.59	4.60
4	4th Year	86%	35.52	1.03	36.55	4.56	3.98	0.90	0.29	0.10	3.35	0.15	0.02	1.35	51.25	10.86	4.87
<b>Preapprentices</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	3.98	0.00	0.14	0.00	0.00	0.00	0.00	0.00	*	4.67	0.00	

<sup>(a)</sup>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.

<sup>(b)</sup>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 1, 2026.

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

Contract expires May 31, 2027.

Date Revised: 5/15/2025 7:45 AM