

**BISMARCK/MINOT AREA
INDUSTRIAL
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

EFFECTIVE JUNE 2, 2025 THROUGH MAY 31, 2026

	PAY-CHECK	LOCAL		LOCAL						NATIONAL				TOTAL PKG	TOTAL REMIT TO		
		ORGA-NIZING	TAXABLE BASE	BEFORE TAXABLE BASE					BEFORE TAXABLE BASE				LOCAL CNTRL BD		NAT'L BENE FND		
				SUPP PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	NDCC	NATL PENSION	ITI & NEMI	SMOHI	SASMI ^(a)					
Family Coverage - Plan A																	
Journeyman	40.40	1.03	41.43	5.30	11.81	0.90	0.29	0.10	3.89	0.15	0.02	1.76	65.65	19.43	5.82		
Foreman	43.20	1.03	44.23	5.30	11.81	0.90	0.29	0.10	3.89	0.15	0.02	1.76	68.45	19.43	5.82		
General Foreman	44.20	1.03	45.23	5.30	11.81	0.90	0.29	0.10	3.89	0.15	0.02	1.76	69.45	19.43	5.82		
Single Coverage - Plan A																	
Journeyman	41.90	1.03	42.93	5.30	10.31	0.90	0.29	0.10	3.89	0.15	0.02	1.76	65.65	17.93	5.82		
Foreman	44.70	1.03	45.73	5.30	10.31	0.90	0.29	0.10	3.89	0.15	0.02	1.76	68.45	17.93	5.82		
General Foreman	45.70	1.03	46.73	5.30	10.31	0.90	0.29	0.10	3.89	0.15	0.02	1.76	69.45	17.93	5.82		
Family Coverage - Plan B																	
Journeyman	43.07	1.03	44.10	5.30	9.14	0.90	0.29	0.10	3.89	0.15	0.02	1.76	65.65	16.76	5.82		
Foreman	45.87	1.03	46.90	5.30	9.14	0.90	0.29	0.10	3.89	0.15	0.02	1.76	68.45	16.76	5.82		
General Foreman	46.87	1.03	47.90	5.30	9.14	0.90	0.29	0.10	3.89	0.15	0.02	1.76	69.45	16.76	5.82		
Single Coverage - Plan B																	
Journeyman	48.23	1.03	49.26	5.30	3.98	0.90	0.29	0.10	3.89	0.15	0.02	1.76	65.65	11.60	5.82		
Foreman	51.03	1.03	52.06	5.30	3.98	0.90	0.29	0.10	3.89	0.15	0.02	1.76	68.45	11.60	5.82		
General Foreman	52.03	1.03	53.06	5.30	3.98	0.90	0.29	0.10	3.89	0.15	0.02	1.76	69.45	11.60	5.82		
Apprentices - Family Plan B																	
1	0000-2000	67	26.81	1.03	27.84	0.00	9.14	0.90	0.29	0.10	2.61	0.15	0.02	1.11	42.16	11.46	3.89
2	2001-4000	72	29.28	1.03	30.31	0.00	9.14	0.90	0.29	0.10	2.80	0.15	0.02	1.18	44.89	11.46	4.15
3	4001-6000	76	31.25	1.03	32.28	0.00	9.14	0.90	0.29	0.10	2.96	0.15	0.02	1.24	47.08	11.46	4.37
4	6001-8000	84	35.19	1.03	36.22	0.00	9.14	0.90	0.29	0.10	3.27	0.15	0.02	1.36	51.45	11.46	4.80
Apprentices -Single Plan B																	
1	0000-2000	67	31.97	1.03	33.00	0.00	3.98	0.90	0.29	0.10	2.61	0.15	0.02	1.11	42.16	6.30	3.89
2	2001-4000	72	34.44	1.03	35.47	0.00	3.98	0.90	0.29	0.10	2.80	0.15	0.02	1.18	44.89	6.30	4.15
3	4001-6000	76	36.41	1.03	37.44	0.00	3.98	0.90	0.29	0.10	2.96	0.15	0.02	1.24	47.08	6.30	4.37
4	6001-8000	84	40.35	1.03	41.38	0.00	3.98	0.90	0.29	0.10	3.27	0.15	0.02	1.36	51.45	6.30	4.80
Tradesman																	
Family Coverage-Plan B Only																	
1	1st Year	72	29.28	1.03	30.31	3.82	9.14	0.90	0.29	0.10	2.80	0.15	0.02	1.30	48.83	15.28	4.27
2	2nd Year	77	31.74	1.03	32.77	4.08	9.14	0.90	0.29	0.10	3.00	0.15	0.02	1.38	51.83	15.54	4.55
3	3rd Year	81	33.71	1.03	34.74	4.29	9.14	0.90	0.29	0.10	3.15	0.15	0.02	1.45	54.23	15.75	4.77
4	4th Year	86	36.17	1.03	37.20	4.56	9.14	0.90	0.29	0.10	3.35	0.15	0.02	1.53	57.24	16.02	5.05
Tradesman																	
Single Coverage-Plan B Only																	
1	1st Year	72	34.44	1.03	35.47	3.82	3.98	0.90	0.29	0.10	2.80	0.15	0.02	1.30	48.83	10.12	4.27
2	2nd Year	77	36.90	1.03	37.93	4.08	3.98	0.90	0.29	0.10	3.00	0.15	0.02	1.38	51.83	10.38	4.55
3	3rd Year	81	38.87	1.03	39.90	4.29	3.98	0.90	0.29	0.10	3.15	0.15	0.02	1.45	54.23	10.59	4.77
4	4th Year	86	41.33	1.03	42.36	4.56	3.98	0.90	0.29	0.10	3.35	0.15	0.02	1.53	57.24	10.86	5.05
Preapprentice^(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	

^(a)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.

^(b)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.