

**SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**  
**Residential HVAC Journeymen and Apprentices hired ON OR AFTER May 1, 2007**

**DULUTH, IRON RANGE & WISCONSIN**

*SOUTHERN 1/3rd of ST. LOUIS, AITKEN, CARLTON, LAKE, AND COOK COUNTIES IN MN,  
 AND IN WISCONSIN, ASHLAND, BAYFIELD, DOUGLAS, AND IRON COUNTIES*

**EFFECTIVE MAY 1, 2023 THROUGH APRIL 30, 2024**

PAY-CHECK	LOCAL AFTER TAXABLE BASE			LOCAL BEFORE TAXABLE BASE							NATIONAL BEFORE TAXABLE BASE			TOTAL REMIT TO				
	ORG-VAC	ORG-NIZING	TAXABLE BASE <sup>(a)</sup>	SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	DRUG TESTING	NATL PENSION	ITI & NEMI	SCHLR & SMOHI	TOTAL PKG	LOCAL	NAT'L			
														CNTRL BD	BENE FND			
<b>Residential HVAC Journeymen</b>																		
<b>Family Plan A</b>																		
HVAC Journeyman	25.37	1.00	0.80	27.17	3.47	4.10	11.31	0.40	0.19	0.00	1.88	0.15	0.02	48.69	21.27	2.05		
<b>Residential HVAC Journeymen</b>																		
<b>Single Plan A</b>																		
HVAC Journeyman	26.87	1.00	0.80	28.67	3.47	4.10	9.81	0.40	0.19	0.00	1.88	0.15	0.02	48.69	19.77	2.05		
<b>Residential HVAC Journeymen</b>																		
<b>Family Plan B</b>																		
HVAC Journeyman	27.99	1.00	0.80	29.79	3.47	4.10	8.69	0.40	0.19	0.00	1.88	0.15	0.02	48.69	18.65	2.05		
<b>Residential HVAC Journeymen</b>																		
<b>Single Plan B</b>																		
HVAC Journeyman	32.90	1.00	0.80	34.70	3.47	4.10	3.78	0.40	0.19	0.00	1.88	0.15	0.02	48.69	13.74	2.05		
<b>Residential HVAC Apprentices</b>																		
<b>Family Plan A</b>																		
PERIOD	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.																
1	0000-1000	55	13.92	1.00	0.80	15.72	0.00	0.00	11.31	0.40	0.19	0.00	1.03	0.15	0.02	28.82	13.70	1.20
2	1001-2000	65	13.23	1.00	0.80	15.03	2.26	2.67	11.31	0.40	0.19	0.00	1.22	0.15	0.02	33.25	18.63	1.39
3	2001-3000	75	16.70	1.00	0.80	18.50	2.60	3.08	11.31	0.40	0.19	0.00	1.41	0.15	0.02	37.66	19.38	1.58
4	3001-4000	85	20.17	1.00	0.80	21.97	2.95	3.49	11.31	0.40	0.19	0.00	1.60	0.15	0.02	42.08	20.14	1.77
<b>Residential HVAC Apprentices</b>																		
<b>Single Plan A</b>																		
PERIOD	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.																
1	0000-1000	55	15.42	1.00	0.80	17.22	0.00	0.00	9.81	0.40	0.19	0.00	1.03	0.15	0.02	28.82	12.20	1.20
2	1001-2000	65	14.73	1.00	0.80	16.53	2.26	2.67	9.81	0.40	0.19	0.00	1.22	0.15	0.02	33.25	17.13	1.39
3	2001-3000	75	18.20	1.00	0.80	20.00	2.60	3.08	9.81	0.40	0.19	0.00	1.41	0.15	0.02	37.66	17.88	1.58
4	3001-4000	85	21.67	1.00	0.80	23.47	2.95	3.49	9.81	0.40	0.19	0.00	1.60	0.15	0.02	42.08	18.64	1.77
<b>Residential HVAC Apprentices</b>																		
<b>Family Plan B</b>																		
PERIOD	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.																
1	0000-1000	55	16.54	1.00	0.80	18.34	0.00	0.00	8.69	0.40	0.19	0.00	1.03	0.15	0.02	28.82	11.08	1.20
2	1001-2000	65	15.85	1.00	0.80	17.65	2.26	2.67	8.69	0.40	0.19	0.00	1.22	0.15	0.02	33.25	16.01	1.39
3	2001-3000	75	19.32	1.00	0.80	21.12	2.60	3.08	8.69	0.40	0.19	0.00	1.41	0.15	0.02	37.66	16.76	1.58
4	3001-4000	85	22.79	1.00	0.80	24.59	2.95	3.49	8.69	0.40	0.19	0.00	1.60	0.15	0.02	42.08	17.52	1.77
<b>Residential HVAC Apprentices</b>																		
<b>Single Plan B</b>																		
PERIOD	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.																
1	0000-1000	55	21.45	1.00	0.80	23.25	0.00	0.00	3.78	0.40	0.19	0.00	1.03	0.15	0.02	28.82	6.17	1.20
2	1001-2000	65	20.76	1.00	0.80	22.56	2.26	2.67	3.78	0.40	0.19	0.00	1.22	0.15	0.02	33.25	11.10	1.39
3	2001-3000	75	24.23	1.00	0.80	26.03	2.60	3.08	3.78	0.40	0.19	0.00	1.41	0.15	0.02	37.66	11.85	1.58

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PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE <sup>(a)</sup>	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE			TOTAL PKG	TOTAL REMIT TO				
	ORG- VAC	ORGA- NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	DRUG TESTING	NATL PENSION	ITI & NEMI	SCHLR & SMOHI		LOCAL CNTRL BD	NAT'L BENE FND			
4	3001-4000	85	27.70	1.00	0.80	29.50	2.95	3.49	3.78	0.40	0.19	0.00	1.60	0.15	0.02	42.08	12.61	1.77

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PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE <sup>(a)</sup>	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE			TOTAL PKG	TOTAL REMIT TO			
	ORGA-VAC	NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	DRUG TESTING	NATL PENSION	ITI & NEMI	SCHLR & SMOHI		LOCAL CNTRL BD	NAT'L BENE FND		
<b>Res. HVAC Journeyman</b>																	
<b>Working on Light Commercial Service Work</b>																	
<b>Family Plan A</b>																	
Journeyman	38.27	1.00	0.80	40.07	3.47	4.33	11.31	0.40	0.19	0.00	1.88	0.15	0.02	61.82	21.50	2.05	
<b>Res. HVAC Journeyman</b>																	
<b>Working on Light Commercial Service Work</b>																	
<b>Single Plan A</b>																	
Journeyman	39.77	1.00	0.80	41.57	3.47	4.33	9.81	0.40	0.19	0.00	1.88	0.15	0.02	61.82	20.00	2.05	
<b>Res. HVAC Journeyman</b>																	
<b>Working on Light Commercial Service Work</b>																	
<b>Family Plan B</b>																	
Journeyman	40.89	1.00	0.80	42.69	3.47	4.33	8.69	0.40	0.19	0.00	1.88	0.15	0.02	61.82	18.88	2.05	
<b>Res. HVAC Journeyman</b>																	
<b>Working on Light Commercial Service Work</b>																	
<b>Single Plan B</b>																	
Journeyman	45.80	1.00	0.80	47.60	3.47	4.33	3.78	0.40	0.19	0.00	1.88	0.15	0.02	61.82	13.97	2.05	
<b>Res. Light Commercial Service Work</b>																	
<b>Family Plan A</b>																	
<i>Note: Period 1 Apprentices the Supplemental &amp; Local Pension contribution amounts are added to the Taxable Base.</i>																	
HVAC Apprentices	%																
0000-1000	55	21.14	1.00	0.80	22.94	0.00	0.00	11.31	0.40	0.19	0.00	1.03	0.15	0.02	36.04	13.70	1.20
1001-2000	65	21.61	1.00	0.80	23.41	2.26	2.81	11.31	0.40	0.19	0.00	1.22	0.15	0.02	41.77	18.77	1.39
2001-3000	75	26.37	1.00	0.80	28.17	2.60	3.25	11.31	0.40	0.19	0.00	1.41	0.15	0.02	47.50	19.55	1.58
3001-4000	85	31.13	1.00	0.80	32.93	2.95	3.68	11.31	0.40	0.19	0.00	1.60	0.15	0.02	53.23	20.33	1.77
<b>Res. Light Commercial Service Work</b>																	
<b>Single Plan A</b>																	
<i>Note: Period 1 Apprentices the Supplemental &amp; Local Pension contribution amounts are added to the Taxable Base.</i>																	
HVAC Apprentices	%																
0000-1000	55	22.64	1.00	0.80	24.44	0.00	0.00	9.81	0.40	0.19	0.00	1.03	0.15	0.02	36.04	12.20	1.20
1001-2000	65	23.11	1.00	0.80	24.91	2.26	2.81	9.81	0.40	0.19	0.00	1.22	0.15	0.02	41.77	17.27	1.39
2001-3000	75	27.87	1.00	0.80	29.67	2.60	3.25	9.81	0.40	0.19	0.00	1.41	0.15	0.02	47.50	18.05	1.58
3001-4000	85	32.63	1.00	0.80	34.43	2.95	3.68	9.81	0.40	0.19	0.00	1.60	0.15	0.02	53.23	18.83	1.77

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	VAC	ORGA-NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	DRUG TESTING	NATL PENSION	ITI & NEMI	SCHLR & SMOHI	LOCAL CNTRL BD		NAT'L BENE FND		
<b>Res. Light Commercial Service Work</b>				<b>Family Plan B</b>													
HVAC Apprentices				Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.													
	%																
0000-1000	55	23.76	1.00	0.80	25.56	0.00	0.00	8.69	0.40	0.19	0.00	1.03	0.15	0.02	36.04	11.08	1.20
1001-2000	65	24.23	1.00	0.80	26.03	2.26	2.81	8.69	0.40	0.19	0.00	1.22	0.15	0.02	41.77	16.15	1.39
2001-3000	75	28.99	1.00	0.80	30.79	2.60	3.25	8.69	0.40	0.19	0.00	1.41	0.15	0.02	47.50	16.93	1.58
3001-4000	85	33.75	1.00	0.80	35.55	2.95	3.68	8.69	0.40	0.19	0.00	1.60	0.15	0.02	53.23	17.71	1.77
<b>Res. Light Commercial Service Work</b>				<b>Single Plan B</b>													
HVAC Apprentices				Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.													
	%																
0000-1000	55	28.67	1.00	0.80	30.47	0.00	0.00	3.78	0.40	0.19	0.00	1.03	0.15	0.02	36.04	6.17	1.20
1001-2000	65	29.14	1.00	0.80	30.94	2.26	2.81	3.78	0.40	0.19	0.00	1.22	0.15	0.02	41.77	11.24	1.39
2001-3000	75	33.90	1.00	0.80	35.70	2.60	3.25	3.78	0.40	0.19	0.00	1.41	0.15	0.02	47.50	12.02	1.58
3001-4000	85	38.66	1.00	0.80	40.46	2.95	3.68	3.78	0.40	0.19	0.00	1.60	0.15	0.02	53.23	12.80	1.77
<b>Residential HVAC Applicant</b>				<b>Single Plan B</b>													
0-500	50	17.25	0.00	0.10	17.35	0.00	0.00	0.00	0.40	0.19	0.00	0.00	0.15	0.02	18.11	0.69	0.17
501+	50	17.25	0.00	0.10	17.35	0.00	0.00	3.78	0.40	0.19	0.00	0.00	0.15	0.02	21.89	4.47	0.17

**401(k) Elective Deferral:** <sup>(a)</sup> 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.

Total package increases \$2.80 on May 1, 2024. Contract expires April 30, 2025.

Date Revised: 5/5/2023 8:45 AM