

DULUTH, IRON RANGE & WISCONSIN
 ST. LOUIS, AITKIN, LAKE, COOK, CARLTON, KOOCHICHING, AND ITASCA COUNTIES
 AND IN WISCONSIN, ASHLAND, BAYFIELD, DOUGLAS, AND IRON COUNTIES
RESIDENTIAL
HIRED ON OR AFTER MAY 1, 2007
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET

EFFECTIVE MAY 1, 2025 THROUGH APRIL 30, 2026

Applies to Residential HVAC Employees Hired on and After May 1, 2007

	PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE ^(a)	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)	NATL PENSION	ITI & NEMI	SMOHI		LOCAL CNTRL BD	NAT'L BENE FND		
Residential HVAC Journeymen Family Plan A																	
HVAC Journeyman	28.05	1.00	0.80	29.85	3.47	6.60	11.81	0.40	0.19	1.88	0.17	0.02	54.39	24.27	2.07		
Residential HVAC Journeymen Single Plan A																	
HVAC Journeyman	29.55	1.00	0.80	31.35	3.47	6.60	10.31	0.40	0.19	1.88	0.17	0.02	54.39	22.77	2.07		
Residential HVAC Journeymen Family Plan B																	
HVAC Journeyman	30.72	1.00	0.80	32.52	3.47	6.60	9.14	0.40	0.19	1.88	0.17	0.02	54.39	21.60	2.07		
Residential HVAC Journeymen Single Plan B																	
HVAC Journeyman	35.88	1.00	0.80	37.68	3.47	6.60	3.98	0.40	0.19	1.88	0.17	0.02	54.39	16.44	2.07		
Residential HVAC Apprentices Family Plan A																	
PERIOD	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
1	0000-1000	55	16.63	1.00	0.80	18.43	0.00	0.00	11.81	0.40	0.19	1.03	0.17	0.02	32.05	14.20	1.22
2	1001-2000	65	14.86	1.00	0.80	16.66	2.26	4.29	11.81	0.40	0.19	1.22	0.17	0.02	37.02	20.75	1.41
3	2001-3000	75	18.63	1.00	0.80	20.43	2.60	4.95	11.81	0.40	0.19	1.41	0.17	0.02	41.98	21.75	1.60
4	3001-4000	85	22.40	1.00	0.80	24.20	2.95	5.61	11.81	0.40	0.19	1.60	0.17	0.02	46.95	22.76	1.79
Residential HVAC Apprentices Single Plan A																	
PERIOD	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
1	0000-1000	55	18.13	1.00	0.80	19.93	0.00	0.00	10.31	0.40	0.19	1.03	0.17	0.02	32.05	12.70	1.22
2	1001-2000	65	16.36	1.00	0.80	18.16	2.26	4.29	10.31	0.40	0.19	1.22	0.17	0.02	37.02	19.25	1.41
3	2001-3000	75	20.13	1.00	0.80	21.93	2.60	4.95	10.31	0.40	0.19	1.41	0.17	0.02	41.98	20.25	1.60
4	3001-4000	85	23.90	1.00	0.80	25.70	2.95	5.61	10.31	0.40	0.19	1.60	0.17	0.02	46.95	21.26	1.79
Residential HVAC Apprentices Family Plan B																	
PERIOD	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
1	0000-1000	55	19.30	1.00	0.80	21.10	0.00	0.00	9.14	0.40	0.19	1.03	0.17	0.02	32.05	11.53	1.22
2	1001-2000	65	17.53	1.00	0.80	19.33	2.26	4.29	9.14	0.40	0.19	1.22	0.17	0.02	37.02	18.08	1.41
3	2001-3000	75	21.30	1.00	0.80	23.10	2.60	4.95	9.14	0.40	0.19	1.41	0.17	0.02	41.98	19.08	1.60
4	3001-4000	85	25.07	1.00	0.80	26.87	2.95	5.61	9.14	0.40	0.19	1.60	0.17	0.02	46.95	20.09	1.79
Residential HVAC Apprentices Single Plan B																	
PERIOD	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
1	0000-1000	55	24.46	1.00	0.80	26.26	0.00	0.00	3.98	0.40	0.19	1.03	0.17	0.02	32.05	6.37	1.22
2	1001-2000	65	22.69	1.00	0.80	24.49	2.26	4.29	3.98	0.40	0.19	1.22	0.17	0.02	37.02	12.92	1.41
3	2001-3000	75	26.46	1.00	0.80	28.26	2.60	4.95	3.98	0.40	0.19	1.41	0.17	0.02	41.98	13.92	1.60
4	3001-4000	85	30.23	1.00	0.80	32.03	2.95	5.61	3.98	0.40	0.19	1.60	0.17	0.02	46.95	14.93	1.79

DULUTH, IRON RANGE & WISCONSIN
 ST. LOUIS, AITKIN, LAKE, COOK, CARLTON, KOOCHICHING, AND ITASCA COUNTIES
 AND IN WISCONSIN, ASHLAND, BAYFIELD, DOUGLAS, AND IRON COUNTIES
RESIDENTIAL
HIRED ON OR AFTER MAY 1, 2007
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET

EFFECTIVE MAY 1, 2025 THROUGH APRIL 30, 2026

Applies to Residential HVAC Employees Hired on and After May 1, 2007

	PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE ^(a)	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)	NATL PENSION	ITI & NEMI	SMOHI		LOCAL CNTRL BD	NAT'L BENE FND	
Res. HVAC Journeyman																
Working on Light Commercial Service Work																
Family Plan A																
Journeyman	40.95	1.00	0.80	42.75	3.47	6.83	11.81	0.40	0.19	1.88	0.17	0.02	67.52	24.50	2.07	
Res. HVAC Journeyman																
Working on Light Commercial Service Work																
Single Plan A																
Journeyman	42.45	1.00	0.80	44.25	3.47	6.83	10.31	0.40	0.19	1.88	0.17	0.02	67.52	23.00	2.07	
Res. HVAC Journeyman																
Working on Light Commercial Service Work																
Family Plan B																
Journeyman	43.62	1.00	0.80	45.42	3.47	6.83	9.14	0.40	0.19	1.88	0.17	0.02	67.52	21.83	2.07	
Res. HVAC Journeyman																
Working on Light Commercial Service Work																
Single Plan B																
Journeyman	48.78	1.00	0.80	50.58	3.47	6.83	3.98	0.40	0.19	1.88	0.17	0.02	67.52	16.67	2.07	
Res. Light Commercial Service Work																
Family Plan A																
HVAC Apprentices	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.														
0000-1000	55	23.85	1.00	0.80	25.65	0.00	0.00	11.81	0.40	0.19	1.03	0.17	0.02	39.27	14.20	1.22
1001-2000	65	23.25	1.00	0.80	25.05	2.26	4.44	11.81	0.40	0.19	1.22	0.17	0.02	45.56	20.90	1.41
2001-3000	75	28.31	1.00	0.80	30.11	2.60	5.12	11.81	0.40	0.19	1.41	0.17	0.02	51.83	21.92	1.60
3001-4000	85	33.36	1.00	0.80	35.16	2.95	5.81	11.81	0.40	0.19	1.60	0.17	0.02	58.11	22.96	1.79
Res. Light Commercial Service Work																
Single Plan A																
HVAC Apprentices	%	Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.														
0000-1000	55	25.35	1.00	0.80	27.15	0.00	0.00	10.31	0.40	0.19	1.03	0.17	0.02	39.27	12.70	1.22
1001-2000	65	24.75	1.00	0.80	26.55	2.26	4.44	10.31	0.40	0.19	1.22	0.17	0.02	45.56	19.40	1.41
2001-3000	75	29.81	1.00	0.80	31.61	2.60	5.12	10.31	0.40	0.19	1.41	0.17	0.02	51.83	20.42	1.60
3001-4000	85	34.86	1.00	0.80	36.66	2.95	5.81	10.31	0.40	0.19	1.60	0.17	0.02	58.11	21.46	1.79

DULUTH, IRON RANGE & WISCONSIN
 ST. LOUIS, AITKIN, LAKE, COOK, CARLTON, KOOCHICHING, AND ITASCA COUNTIES
 AND IN WISCONSIN, ASHLAND, BAYFIELD, DOUGLAS, AND IRON COUNTIES
RESIDENTIAL
HIRED ON OR AFTER MAY 1, 2007
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET

EFFECTIVE MAY 1, 2025 THROUGH APRIL 30, 2026

Applies to Residential HVAC Employees Hired on and After May 1, 2007

PAY-CHECK		LOCAL AFTER TAXABLE BASE		TAXABLE BASE ^(a)	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)	NATL PENSION	ITI & NEMI	SMOHI		LOCAL CNTRL BD	NAT'L BENE FND		
Res. Light Commercial Service Work		Family Plan B															
HVAC Apprentices		Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
	0000-1000	55	26.52	1.00	0.80	28.32	0.00	0.00	9.14	0.40	0.19	1.03	0.17	0.02	39.27	11.53	1.22
	1001-2000	65	25.92	1.00	0.80	27.72	2.26	4.44	9.14	0.40	0.19	1.22	0.17	0.02	45.56	18.23	1.41
	2001-3000	75	30.98	1.00	0.80	32.78	2.60	5.12	9.14	0.40	0.19	1.41	0.17	0.02	51.83	19.25	1.60
	3001-4000	85	36.03	1.00	0.80	37.83	2.95	5.81	9.14	0.40	0.19	1.60	0.17	0.02	58.11	20.29	1.79
Res. Light Commercial Service Work		Single Plan B															
HVAC Apprentices		Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.															
	0000-1000	55	31.68	1.00	0.80	33.48	0.00	0.00	3.98	0.40	0.19	1.03	0.17	0.02	39.27	6.37	1.22
	1001-2000	65	31.08	1.00	0.80	32.88	2.26	4.44	3.98	0.40	0.19	1.22	0.17	0.02	45.56	13.07	1.41
	2001-3000	75	36.14	1.00	0.80	37.94	2.60	5.12	3.98	0.40	0.19	1.41	0.17	0.02	51.83	14.09	1.60
	3001-4000	85	41.19	1.00	0.80	42.99	2.95	5.81	3.98	0.40	0.19	1.60	0.17	0.02	58.11	15.13	1.79
Residential HVAC Applicant		Single Plan B															
	0-500	50	18.74	0.00	0.10	18.84	0.00	0.00	0.00	0.40	0.19	0.00	0.17	0.02	19.62	0.69	0.19
	501+	50	18.74	0.00	0.10	18.84	0.00	0.00	3.98	0.40	0.19	0.00	0.17	0.02	23.60	4.67	0.19

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.

The Total Package will increase \$2.90 on May 1, 2026 and an additional \$2.90 on May 1, 2027.

Contract expires April 30, 2028.

Date Revised: 5/2/2025 3:37 PM