

DULUTH, IRON RANGE & WISCONSIN
 ST. LOUIS, AITKIN, LAKE, COOK, CARLTON, KOCHICHING, 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, 2026 THROUGH APRIL 30, 2027

Residential HVAC 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	SMOHT		LOCAL CNTRL BD	NAT'L BENE FND	
Residential HVAC Journeymen																
HVAC Journeyman - Family Plan A	30.05	1.00	0.80	31.85	3.47	7.00	12.21	0.47	0.19	1.88	0.18	0.04	57.29	25.14	2.10	
HVAC Journeyman - Single Plan A	31.55	1.00	0.80	33.35	3.47	7.00	10.71	0.47	0.19	1.88	0.18	0.04	57.29	23.64	2.10	
HVAC Journeyman - Family Plan B	32.82	1.00	0.80	34.62	3.47	7.00	9.44	0.47	0.19	1.88	0.18	0.04	57.29	22.37	2.10	
HVAC Journeyman - Single Plan B	38.13	1.00	0.80	39.93	3.47	7.00	4.13	0.47	0.19	1.88	0.18	0.04	57.29	17.06	2.10	

Residential HVAC Apprentices

Period	Hours	%	Family Plan A														
1	0000-1000	55	17.84	1.00	0.80	19.64	0.00	0.00	12.21	0.47	0.19	1.03	0.18	0.04	33.76	14.67	1.25
2	1001-2000	65	16.07	1.00	0.80	17.87	2.26	4.55	12.21	0.47	0.19	1.22	0.18	0.04	38.99	21.48	1.44
3	2001-3000	75	20.07	1.00	0.80	21.87	2.60	5.25	12.21	0.47	0.19	1.41	0.18	0.04	44.22	22.52	1.63
4	3001-4000	85	24.06	1.00	0.80	25.86	2.95	5.95	12.21	0.47	0.19	1.60	0.18	0.04	49.45	23.57	1.82

Residential HVAC Apprentices

Period	Hours	%	Single Plan A														
1	0000-1000	55	19.34	1.00	0.80	21.14	0.00	0.00	10.71	0.47	0.19	1.03	0.18	0.04	33.76	13.17	1.25
2	1001-2000	65	17.57	1.00	0.80	19.37	2.26	4.55	10.71	0.47	0.19	1.22	0.18	0.04	38.99	19.98	1.44
3	2001-3000	75	21.57	1.00	0.80	23.37	2.60	5.25	10.71	0.47	0.19	1.41	0.18	0.04	44.22	21.02	1.63
4	3001-4000	85	25.56	1.00	0.80	27.36	2.95	5.95	10.71	0.47	0.19	1.60	0.18	0.04	49.45	22.07	1.82

Residential HVAC Apprentices

Period	Hours	%	Family Plan B														
1	0000-1000	55	20.61	1.00	0.80	22.41	0.00	0.00	9.44	0.47	0.19	1.03	0.18	0.04	33.76	11.90	1.25
2	1001-2000	65	18.84	1.00	0.80	20.64	2.26	4.55	9.44	0.47	0.19	1.22	0.18	0.04	38.99	18.71	1.44
3	2001-3000	75	22.84	1.00	0.80	24.64	2.60	5.25	9.44	0.47	0.19	1.41	0.18	0.04	44.22	19.75	1.63
4	3001-4000	85	26.83	1.00	0.80	28.63	2.95	5.95	9.44	0.47	0.19	1.60	0.18	0.04	49.45	20.80	1.82

Residential HVAC Apprentices

Period	Hours	%	Single Plan B														
1	0000-1000	55	25.92	1.00	0.80	27.72	0.00	0.00	4.13	0.47	0.19	1.03	0.18	0.04	33.76	6.59	1.25
2	1001-2000	65	24.15	1.00	0.80	25.95	2.26	4.55	4.13	0.47	0.19	1.22	0.18	0.04	38.99	13.40	1.44
3	2001-3000	75	28.15	1.00	0.80	29.95	2.60	5.25	4.13	0.47	0.19	1.41	0.18	0.04	44.22	14.44	1.63
4	3001-4000	85	32.14	1.00	0.80	33.94	2.95	5.95	4.13	0.47	0.19	1.60	0.18	0.04	49.45	15.49	1.82

Note: Period 1 Apprentices the Supplemental & Local Pension contribution amounts are added to the Taxable Base.

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	ORGA-VAC	ORGA-NIZING			SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	NATL PENSION	ITI & NEMI	SMOHIIT		LOCAL CNTRL BD	NAT'L BENE FND		
Res. HVAC Journeyman working on Light Commercial Service Work																	
Journeyman - Family Plan A	42.95	1.00	0.80	44.75	3.47	7.23	12.21	0.47	0.19	1.88	0.18	0.04	70.42	25.37	2.10		
Journeyman - Single Plan A	44.45	1.00	0.80	46.25	3.47	7.23	10.71	0.47	0.19	1.88	0.18	0.04	70.42	23.87	2.10		
Journeyman - Family Plan B	45.72	1.00	0.80	47.52	3.47	7.23	9.44	0.47	0.19	1.88	0.18	0.04	70.42	22.60	2.10		
Journeyman - Single Plan B	51.03	1.00	0.80	52.83	3.47	7.23	4.13	0.47	0.19	1.88	0.18	0.04	70.42	17.29	2.10		
Apprentice - Residential HVAC Light Commercial Service Work																	
Period	Hours	%	Family Plan A														
1	0000-1000	55	25.06	1.00	0.80	26.86	0.00	0.00	12.21	0.47	0.19	1.03	0.18	0.04	40.98	14.67	1.25
2	1001-2000	65	24.46	1.00	0.80	26.26	2.26	4.70	12.21	0.47	0.19	1.22	0.18	0.04	47.53	21.63	1.44
3	2001-3000	75	29.74	1.00	0.80	31.54	2.60	5.42	12.21	0.47	0.19	1.41	0.18	0.04	54.06	22.69	1.63
4	3001-4000	85	35.03	1.00	0.80	36.83	2.95	6.15	12.21	0.47	0.19	1.60	0.18	0.04	60.62	23.77	1.82
Apprentice - Residential HVAC Light Commercial Service Work																	
Period	%	Single Plan A															
1	0000-1000	55	26.56	1.00	0.80	28.36	0.00	0.00	10.71	0.47	0.19	1.03	0.18	0.04	40.98	13.17	1.25
2	1001-2000	65	25.96	1.00	0.80	27.76	2.26	4.70	10.71	0.47	0.19	1.22	0.18	0.04	47.53	20.13	1.44
3	2001-3000	75	31.24	1.00	0.80	33.04	2.60	5.42	10.71	0.47	0.19	1.41	0.18	0.04	54.06	21.19	1.63
4	3001-4000	85	36.53	1.00	0.80	38.33	2.95	6.15	10.71	0.47	0.19	1.60	0.18	0.04	60.62	22.27	1.82
Apprentice - Residential HVAC Light Commercial Service Work																	
Period	%	Family Plan B															
1	0000-1000	55	27.83	1.00	0.80	29.63	0.00	0.00	9.44	0.47	0.19	1.03	0.18	0.04	40.98	11.90	1.25
2	1001-2000	65	27.23	1.00	0.80	29.03	2.26	4.70	9.44	0.47	0.19	1.22	0.18	0.04	47.53	18.86	1.44
3	2001-3000	75	32.51	1.00	0.80	34.31	2.60	5.42	9.44	0.47	0.19	1.41	0.18	0.04	54.06	19.92	1.63
4	3001-4000	85	37.80	1.00	0.80	39.60	2.95	6.15	9.44	0.47	0.19	1.60	0.18	0.04	60.62	21.00	1.82
Apprentice - Residential HVAC Light Commercial Service Work																	
Period	%	Single Plan B															
1	0000-1000	55	33.14	1.00	0.80	34.94	0.00	0.00	4.13	0.47	0.19	1.03	0.18	0.04	40.98	6.59	1.25
2	1001-2000	65	32.54	1.00	0.80	34.34	2.26	4.70	4.13	0.47	0.19	1.22	0.18	0.04	47.53	13.55	1.44
3	2001-3000	75	37.82	1.00	0.80	39.62	2.60	5.42	4.13	0.47	0.19	1.41	0.18	0.04	54.06	14.61	1.63
4	3001-4000	85	43.11	1.00	0.80	44.91	2.95	6.15	4.13	0.47	0.19	1.60	0.18	0.04	60.62	15.69	1.82

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Applicant - Residential HVAC																	
0-500	50	19.87	0.00	0.10	19.97	0.00	0.00	0.00	0.47	0.19	0.00	0.18	0.04	20.85	0.76	0.22	
Single Plan B	501+	50	19.87	0.00	0.10	19.97	0.00	0.00	4.13	0.47	0.19	0.00	0.18	0.04	24.98	4.89	0.22

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, 2027.

The current IRS mileage rate is \$0.725 per mile.

Contract expires April 30, 2028.

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