

DULUTH
 SOUTHERN ST. LOUIS, AITKIN, CARLTON, LAKE, COOK, AND DOUGLAS COUNTIES
COMMERCIAL & INDUSTRIAL
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET

EFFECTIVE MAY 1, 2026 THROUGH April 30, 2027

	PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE*	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE				TOTAL PKG	TOTAL REMIT TO			
		VAC	ORGA-NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	FCF	NATL PENSION	ITI & NEMI	SMOHIT	SASMI ^(a)		CNTRL	BD	BENE	FND
Journeyman	\$46.37	2.00	1.03	49.40	2.50	2.75	12.21	0.62	0.19	0.02	12.69	0.18	0.04	2.09	82.69	21.32	15.00		
Foreman	\$49.87	2.00	1.03	52.90	2.50	2.75	12.21	0.62	0.19	0.02	12.69	0.18	0.04	2.09	86.19	21.32	15.00		
General Foreman	\$51.87	2.00	1.03	54.90	2.50	2.75	12.21	0.62	0.19	0.02	12.69	0.18	0.04	2.09	88.19	21.32	15.00		
Apprentice	Hours	%																	
	0-1000	55	\$25.14	1.00	1.03	27.17	1.38	1.51	12.21	0.62	0.19	0.02	6.98	0.18	0.04	1.30	51.60	17.96	8.50
	1001-2000	59	\$27.12	1.00	1.03	29.15	1.48	1.62	12.21	0.62	0.19	0.02	7.49	0.18	0.04	1.37	54.37	18.17	9.08
	2001-3000	63	\$29.09	1.00	1.03	31.12	1.58	1.73	12.21	0.62	0.19	0.02	7.99	0.18	0.04	1.44	57.12	18.38	9.65
	3001-4000	68	\$31.56	1.00	1.03	33.59	1.70	1.87	12.21	0.62	0.19	0.02	8.63	0.18	0.04	1.53	60.58	18.64	10.38
	4001-5000	72	\$33.54	1.00	1.03	35.57	1.80	1.98	12.21	0.62	0.19	0.02	9.14	0.18	0.04	1.60	63.35	18.85	10.96
	5001-6000	76	\$35.51	1.00	1.03	37.54	1.90	2.09	12.21	0.62	0.19	0.02	9.64	0.18	0.04	1.67	66.10	19.06	11.53
	6001-7000	80	\$37.49	1.00	1.03	39.52	2.00	2.20	12.21	0.62	0.19	0.02	10.15	0.18	0.04	1.74	68.87	19.27	12.11
	7001-8000	84	\$39.47	1.00	1.03	41.50	2.10	2.31	12.21	0.62	0.19	0.02	10.66	0.18	0.04	1.81	71.64	19.48	12.69
Classified Worker	Hours	%																	
	0-500	45	\$20.88	0.55	0.58	22.01	0.00	0.00	0.00	0.62	0.00	0.02	0.00	0.18	0.04	0.00	22.87	1.77	0.22
	501-on	45	\$20.88	0.55	0.58	22.01	0.00	0.00	4.13	0.62	0.00	0.02	2.98	0.18	0.04	0.00	29.98	5.90	3.20
	501-on	45	\$15.57	0.55	0.58	16.70	0.00	0.00	9.44	0.62	0.00	0.02	2.98	0.18	0.04	0.00	29.98	11.21	3.20

^(a)The SASMI rate for Foreman and General Foreman are the same as the rate for Journeymen and there is no longer a different SASMI rate for overtime hours on any classification. All SASMI hours are paid at the straight time rate.

The Foreman and General Foreman Wage Premium will increase \$.50 on May 1, 2027.

The Journeyman Total Package will increase \$3.55 on May 1, 2027.

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

Contract expires April 30, 2028.

Date Revised: 4/24/2026 2:05 PM