

**GRAND FORKS AREA  
INDUSTRIAL  
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

**EFFECTIVE DECEMBER 4, 2023 THROUGH JUNE 2, 2024**

|                                 | PAY-CHECK | LOCAL       | TAXABLE BASE | LOCAL BEFORE TAXABLE BASE |             |           |                | NATIONAL BEFORE TAXABLE BASE |            |       |                      | TOTAL PACKAGE | TOTAL REMIT TO |                |
|---------------------------------|-----------|-------------|--------------|---------------------------|-------------|-----------|----------------|------------------------------|------------|-------|----------------------|---------------|----------------|----------------|
|                                 |           | ORGA-NIZING |              | SUPP PENSION              | HEALTH FUND | APPR FUND | INDUST FUND(S) | NATL PENSION                 | ITI & NEMI | SMOHI | SASMI <sup>(a)</sup> |               | LOCAL CNTRL BD | NAT'L BENE FND |
|                                 |           |             |              |                           |             |           |                |                              |            |       |                      |               |                |                |
| <b>Family Coverage - Plan A</b> |           |             |              |                           |             |           |                |                              |            |       |                      |               |                |                |
| Journeyman                      | 34.10     | 1.03        | 35.13        | 4.00                      | 11.31       | 0.43      | 0.29           | 3.26                         | 0.15       | 0.02  | 1.61                 | 56.20         | 17.06          | 5.04           |
| Foreman                         | 35.60     | 1.03        | 36.63        | 4.00                      | 11.31       | 0.43      | 0.29           | 3.26                         | 0.15       | 0.02  | 1.61                 | 57.70         | 17.06          | 5.04           |
| General Foreman                 | 36.35     | 1.03        | 37.38        | 4.00                      | 11.31       | 0.43      | 0.29           | 3.26                         | 0.15       | 0.02  | 1.61                 | 58.45         | 17.06          | 5.04           |
| <b>Single Coverage - Plan A</b> |           |             |              |                           |             |           |                |                              |            |       |                      |               |                |                |
| Journeyman                      | 35.60     | 1.03        | 36.63        | 4.00                      | 9.81        | 0.43      | 0.29           | 3.26                         | 0.15       | 0.02  | 1.61                 | 56.20         | 15.56          | 5.04           |
| Foreman                         | 37.10     | 1.03        | 38.13        | 4.00                      | 9.81        | 0.43      | 0.29           | 3.26                         | 0.15       | 0.02  | 1.61                 | 57.70         | 15.56          | 5.04           |
| General Foreman                 | 37.85     | 1.03        | 38.88        | 4.00                      | 9.81        | 0.43      | 0.29           | 3.26                         | 0.15       | 0.02  | 1.61                 | 58.45         | 15.56          | 5.04           |
| <b>Family Coverage - Plan B</b> |           |             |              |                           |             |           |                |                              |            |       |                      |               |                |                |
| Journeyman                      | 36.72     | 1.03        | 37.75        | 4.00                      | 8.69        | 0.43      | 0.29           | 3.26                         | 0.15       | 0.02  | 1.61                 | 56.20         | 14.44          | 5.04           |
| Foreman                         | 38.22     | 1.03        | 39.25        | 4.00                      | 8.69        | 0.43      | 0.29           | 3.26                         | 0.15       | 0.02  | 1.61                 | 57.70         | 14.44          | 5.04           |
| General Foreman                 | 38.97     | 1.03        | 40.00        | 4.00                      | 8.69        | 0.43      | 0.29           | 3.26                         | 0.15       | 0.02  | 1.61                 | 58.45         | 14.44          | 5.04           |
| <b>Single Coverage - Plan B</b> |           |             |              |                           |             |           |                |                              |            |       |                      |               |                |                |
| Journeyman                      | 41.63     | 1.03        | 42.66        | 4.00                      | 3.78        | 0.43      | 0.29           | 3.26                         | 0.15       | 0.02  | 1.61                 | 56.20         | 9.53           | 5.04           |
| Foreman                         | 43.13     | 1.03        | 44.16        | 4.00                      | 3.78        | 0.43      | 0.29           | 3.26                         | 0.15       | 0.02  | 1.61                 | 57.70         | 9.53           | 5.04           |
| General Foreman                 | 43.88     | 1.03        | 44.91        | 4.00                      | 3.78        | 0.43      | 0.29           | 3.26                         | 0.15       | 0.02  | 1.61                 | 58.45         | 9.53           | 5.04           |

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<sup>(a)</sup>The SASMI contribution rate for Foreman and General Foreman is the same rate as for Journeymen. All SASMI contributions are paid at the straight time rate, including work hours paid at the overtime pay rates.

The current IRS Mileage Rate is \$.655 per mile.

The Total Package will increase \$2.15 on June 3, 2024, and an additional \$2.25 on June 2, 2025.

Contract expires May 31, 2026.

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|   | PAY-CHECK            | LOCAL AFTER TAXABLE BASE | TAXABLE BASE | LOCAL BEFORE TAXABLE BASE |              |             |           | NATIONAL BEFORE TAXABLE BASE |              |            |       | TOTAL PACKAGE | TOTAL REMIT TO       |                |                |      |
|---|----------------------|--------------------------|--------------|---------------------------|--------------|-------------|-----------|------------------------------|--------------|------------|-------|---------------|----------------------|----------------|----------------|------|
|   |                      |                          |              | ORGA-NIZING               | SUPP PENSION | HEALTH FUND | APPR FUND | INDUST FUND(S)               | NATL PENSION | ITI & NEMI | SMOHI |               | SASMI <sup>(a)</sup> | LOCAL CNTRL BD | NAT'L BENE FND |      |
|   |                      |                          |              |                           |              |             |           |                              |              |            |       |               |                      |                |                |      |
| <b>Apprentices - Family Coverage - Plan B</b> |                      |                          |              |                           |              |             |           |                              |              |            |       |               |                      |                |                |      |
| 1   | 0000-1000            | 68                       | 17.95        | 1.03                      | 18.98        | 0.00        | 8.69      | 0.43                         | 0.29         | 2.22       | 0.15  | 0.02          | 0.90                 | 31.68          | 10.44          | 3.29 |
| 2   | 1001-2000            | 72                       | 19.35        | 1.03                      | 20.38        | 0.00        | 8.69      | 0.43                         | 0.29         | 2.35       | 0.15  | 0.02          | 0.94                 | 33.25          | 10.44          | 3.46 |
| 3   | 2001-3000            | 76                       | 20.76        | 1.03                      | 21.79        | 0.00        | 8.69      | 0.43                         | 0.29         | 2.48       | 0.15  | 0.02          | 0.99                 | 34.84          | 10.44          | 3.64 |
| 4   | 3001-4000            | 79                       | 21.81        | 1.03                      | 22.84        | 3.16        | 8.69      | 0.43                         | 0.29         | 2.58       | 0.15  | 0.02          | 1.12                 | 39.28          | 13.60          | 3.87 |
| 5   | 4001-5000            | 81                       | 22.52        | 1.03                      | 23.55        | 3.24        | 8.69      | 0.43                         | 0.29         | 2.64       | 0.15  | 0.02          | 1.14                 | 40.15          | 13.68          | 3.95 |
| 6   | 5001-6000            | 85                       | 23.92        | 1.03                      | 24.95        | 3.40        | 8.69      | 0.43                         | 0.29         | 2.77       | 0.15  | 0.02          | 1.19                 | 41.89          | 13.84          | 4.13 |
| 7   | 6001-7000            | 89                       | 25.33        | 1.03                      | 26.36        | 3.56        | 8.69      | 0.43                         | 0.29         | 2.90       | 0.15  | 0.02          | 1.25                 | 43.65          | 14.00          | 4.32 |
| 8   | 7001-8000            | 93                       | 26.73        | 1.03                      | 27.76        | 3.72        | 8.69      | 0.43                         | 0.29         | 3.03       | 0.15  | 0.02          | 1.30                 | 45.39          | 14.16          | 4.50 |
| <b>Apprentices - Single Coverage - Plan B</b> |                      |                          |              |                           |              |             |           |                              |              |            |       |               |                      |                |                |      |
| 1   | 0000-1000            | 68                       | 22.86        | 1.03                      | 23.89        | 0.00        | 3.78      | 0.43                         | 0.29         | 2.22       | 0.15  | 0.02          | 0.90                 | 31.68          | 5.53           | 3.29 |
| 2   | 1001-2000            | 72                       | 24.26        | 1.03                      | 25.29        | 0.00        | 3.78      | 0.43                         | 0.29         | 2.35       | 0.15  | 0.02          | 0.94                 | 33.25          | 5.53           | 3.46 |
| 3   | 2001-3000            | 76                       | 25.67        | 1.03                      | 26.70        | 0.00        | 3.78      | 0.43                         | 0.29         | 2.48       | 0.15  | 0.02          | 0.99                 | 34.84          | 5.53           | 3.64 |
| 4   | 3001-4000            | 79                       | 26.72        | 1.03                      | 27.75        | 3.16        | 3.78      | 0.43                         | 0.29         | 2.58       | 0.15  | 0.02          | 1.12                 | 39.28          | 8.69           | 3.87 |
| 5   | 4001-5000            | 81                       | 27.43        | 1.03                      | 28.46        | 3.24        | 3.78      | 0.43                         | 0.29         | 2.64       | 0.15  | 0.02          | 1.14                 | 40.15          | 8.77           | 3.95 |
| 6   | 5001-6000            | 85                       | 28.83        | 1.03                      | 29.86        | 3.40        | 3.78      | 0.43                         | 0.29         | 2.77       | 0.15  | 0.02          | 1.19                 | 41.89          | 8.93           | 4.13 |
| 7   | 6001-7000            | 89                       | 30.24        | 1.03                      | 31.27        | 3.56        | 3.78      | 0.43                         | 0.29         | 2.90       | 0.15  | 0.02          | 1.25                 | 43.65          | 9.09           | 4.32 |
| 8   | 7001-8000            | 93                       | 31.64        | 1.03                      | 32.67        | 3.72        | 3.78      | 0.43                         | 0.29         | 3.03       | 0.15  | 0.02          | 1.30                 | 45.39          | 9.25           | 4.50 |
| <b>Preapprentices</b>                         |                      |                          |              |                           |              |             |           |                              |              |            |       |               |                      |                |                |      |
|   |                      |                          | 15.45        | 0.55                      | 16.00        | 0.00        | 0.00      | 0.00                         | 0.14         | 0.00       | 0.00  | 0.00          | 0.00                 | 16.14          | 0.69           | 0.00 |
|   | Single Plan B Health |                          | 15.45        | 0.55                      | 16.00        | 0.00        | 3.78      | 0.00                         | 0.14         | 0.00       | 0.00  | 0.00          | 0.00                 | 19.92          | 4.47           | 0.00 |
|   | Family Plan B Health |                          | 15.45        | 0.55                      | 16.00        | 0.00        | 8.69      | 0.00                         | 0.14         | 0.00       | 0.00  | 0.00          | 0.00                 | 24.83          | 9.38           | 0.00 |

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