

**IRON RANGE  
(NORTHERN ST. LOUIS, ITASCA, AND KOOCHICHING COUNTIES)  
COMMERCIAL**

**EFFECTIVE MAY 1, 2026 THROUGH APRIL 30, 2027**

	PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE <sup>(a)</sup>	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	SCHLR & SMOHT	SASMI <sup>(b)</sup>		LOCAL CNTRL	NAT'L BENE FND		
																		Family Plan A	
Journeyman	44.80	2.00	1.03	47.83	1.70	3.25	12.21	0.62	0.30	0.02	12.04	0.18	0.05	2.02	80.22	21.13	14.29		
Foreman	48.30	2.00	1.03	51.33	1.70	3.25	12.21	0.62	0.30	0.02	12.04	0.18	0.05	2.02	83.72	21.13	14.29		
General Foreman	50.05	2.00	1.03	53.08	1.70	3.25	12.21	0.62	0.30	0.02	12.04	0.18	0.05	2.02	85.47	21.13	14.29		
<b>APPRENTICES:</b>																			
Period	Hours	%																	
1	0000-1000	50	21.89	1.00	1.03	23.92	0.85	1.63	12.21	0.62	0.30	0.02	6.02	0.18	0.05	1.18	46.98	17.66	7.43
2	1001-2000	55	24.28	1.00	1.03	26.31	0.94	1.79	12.21	0.62	0.30	0.02	6.62	0.18	0.05	1.26	50.30	17.91	8.11
3	2001-3000	59	26.19	1.00	1.03	28.22	1.00	1.92	12.21	0.62	0.30	0.02	7.10	0.18	0.05	1.33	52.95	18.10	8.66
4	3001-4000	63	28.10	1.00	1.03	30.13	1.07	2.05	12.21	0.62	0.30	0.02	7.59	0.18	0.05	1.40	55.62	18.30	9.22
5	4001-5000	67	30.02	1.00	1.03	32.05	1.14	2.18	12.21	0.62	0.30	0.02	8.07	0.18	0.05	1.46	58.28	18.50	9.76
6	5001-6000	71	31.93	1.00	1.03	33.96	1.21	2.31	12.21	0.62	0.30	0.02	8.55	0.18	0.05	1.53	60.94	18.70	10.31
7	6001-7000	75	33.84	1.00	1.03	35.87	1.28	2.44	12.21	0.62	0.30	0.02	9.03	0.18	0.05	1.60	63.60	18.90	10.86
8	7001-8000	79	35.76	1.00	1.03	37.79	1.34	2.57	12.21	0.62	0.30	0.02	9.51	0.18	0.05	1.66	66.25	19.09	11.40
<b>Pre-Apprentice</b>																			
		40	18.55	0.00	0.58	19.13	0.00	0.00	0.00	0.49	0.14	0.02	0.00	0.00	0.05	0.00	19.83	1.23	0.05

**401(k) Elective** <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.

<sup>(b)</sup>The SASMI rate for Foreman and General Foreman are the same as the rate for Journeymen and the SASMI rate for overtime hours is the same on any classification meaning 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 Total Package will increase \$3.50 on May 1, 2027.

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

Contract expires April 30, 2028.

Date Revised: 4/27/2026 10:05 AM