

**IRON RANGE
(NORTHERN ST. LOUIS, ITASCA, AND KOOCHICHING COUNTIES)
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 ^(a)	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 & SMO HIT	SASMI ^(b)		LOCAL CNTRL	NAT'L BENE FND		
																		Family Plan A	
Journeyman	47.06	2.00	1.03	50.09	1.95	3.25	12.21	0.62	0.30	0.02	12.04	0.18	0.05	2.09	82.80	21.38	14.36		
Foreman	50.56	2.00	1.03	53.59	1.95	3.25	12.21	0.62	0.30	0.02	12.04	0.18	0.05	2.09	86.30	21.38	14.36		
General Foreman	52.56	2.00	1.03	55.59	1.95	3.25	12.21	0.62	0.30	0.02	12.04	0.18	0.05	2.09	88.30	21.38	14.36		
APPRENTICES:																			
Period	Hours	%																	
1	0000-1000	50	23.02	1.00	1.03	25.05	0.98	1.63	12.21	0.62	0.30	0.02	6.02	0.18	0.05	1.22	48.28	17.79	7.47
2	1001-2000	55	25.52	1.00	1.03	27.55	1.07	1.79	12.21	0.62	0.30	0.02	6.62	0.18	0.05	1.30	51.71	18.04	8.15
3	2001-3000	59	27.52	1.00	1.03	29.55	1.15	1.92	12.21	0.62	0.30	0.02	7.10	0.18	0.05	1.37	54.47	18.25	8.70
4	3001-4000	63	29.53	1.00	1.03	31.56	1.23	2.05	12.21	0.62	0.30	0.02	7.59	0.18	0.05	1.44	57.25	18.46	9.26
5	4001-5000	67	31.53	1.00	1.03	33.56	1.31	2.18	12.21	0.62	0.30	0.02	8.07	0.18	0.05	1.51	60.01	18.67	9.81
6	5001-6000	71	33.53	1.00	1.03	35.56	1.38	2.31	12.21	0.62	0.30	0.02	8.55	0.18	0.05	1.58	62.76	18.87	10.36
7	6001-7000	75	35.54	1.00	1.03	37.57	1.46	2.44	12.21	0.62	0.30	0.02	9.03	0.18	0.05	1.65	65.53	19.08	10.91
8	7001-8000	79	37.54	1.00	1.03	39.57	1.54	2.57	12.21	0.62	0.30	0.02	9.51	0.18	0.05	1.72	68.29	19.29	11.46
Pre-Apprentice																			
	40	19.46	0.00	0.58	20.04	0.00	0.00	0.00	0.53	0.14	0.02	0.00	0.00	0.05	0.00	20.78	1.27	\$0.05	

401(k) Elective ^(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.

^(b)The SASMI rate for Foreman and General Foreman are the same as the rate for Journeyman 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 current IRS mileage rate is \$0.725 per mile.

Contract expires April 30, 2028.

Date Revised: 4/29/2026 8:15 AM