

**METROPOLITAN DIVISION  
COMMERCIAL AND SPECIALTY MANUFACTURING  
SHEET METAL WORKERS UNION LOCAL 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	
		SAV- INGS	ORGA- NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	FCF	LMC	NATL PENSION	ITI & NEMI	SCHLR & SMOHIT	LOCAL CNTRL BD		NAT'L BENE FND	
Family Plan A																		
Journeyman	55.70	2.78	1.03	59.51	6.00	12.89	12.21	0.57	0.39	0.02	0.02	5.37	0.18	0.05	97.21	35.91	5.60	
Foreman	59.87	2.78	1.03	63.68	6.00	12.89	12.21	0.57	0.39	0.02	0.02	5.37	0.18	0.05	101.38	35.91	5.60	
General Foreman	61.06	2.78	1.03	64.87	6.00	12.89	12.21	0.57	0.39	0.02	0.02	5.37	0.18	0.05	102.57	35.91	5.60	

**Apprentices**

Period	Hours	%	Family Plan A																
1	0000-1000	52	28.79	1.13	1.03	30.95	3.12	6.70	12.21	0.57	0.39	0.02	0.02	2.79	0.18	0.05	57.00	25.19	3.02
2 <sup>(a)</sup>	1001-2000	56	31.17	1.13	1.03	33.33	3.36	7.22	12.21	0.57	0.39	0.02	0.02	3.01	0.18	0.05	60.36	25.95	3.24
3	2001-3000	60	33.55	1.13	1.03	35.71	3.60	7.73	12.21	0.57	0.39	0.02	0.02	3.22	0.18	0.05	63.70	26.70	3.45
4	3001-4000	64	35.93	1.13	1.03	38.09	3.84	8.25	12.21	0.57	0.39	0.02	0.02	3.44	0.18	0.05	67.06	27.46	3.67
5	4001-5000	68	38.31	1.13	1.03	40.47	4.08	8.77	12.21	0.57	0.39	0.02	0.02	3.65	0.18	0.05	70.41	28.22	3.88
6	5001-6000	72	40.69	1.13	1.03	42.85	4.32	9.28	12.21	0.57	0.39	0.02	0.02	3.87	0.18	0.05	73.76	28.97	4.10
7	6001-7000	75	42.47	1.13	1.03	44.63	4.50	9.67	12.21	0.57	0.39	0.02	0.02	4.03	0.18	0.05	76.27	29.54	4.26
8	7001-8000	79	44.85	1.13	1.03	47.01	4.74	10.18	12.21	0.57	0.39	0.02	0.02	4.24	0.18	0.05	79.61	30.29	4.47
9	8001+	90	51.40	1.13	1.03	53.56	5.40	11.60	12.21	0.57	0.39	0.02	0.02	4.83	0.18	0.05	88.83	32.37	5.06
JMN	(Complete)	100	55.70	2.78	1.03	59.51	6.00	12.89	12.21	0.57	0.39	0.02	0.02	5.37	0.18	0.05	97.21	35.91	5.60

<sup>(a)</sup> St Paul College day school graduates begin apprenticeship at period 2 pay rate and are credited with 1000 work hours.

**Pre-Apprentice**

	0000-0650	42	24.44	0.00	0.55	24.99	0.00	0.00	0.00	0.57	0.23	0.02	0.00	0.82	0.18	0.04	26.85	1.37	1.04
Family Plan A	0651-3000	42	24.44	0.00	0.55	24.99	0.00	0.00	12.21	0.57	0.23	0.02	0.00	0.82	0.18	0.04	39.06	13.58	1.04

**401(k) Elective Deferral:** 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.

Note: The Labor Agreement includes a paid Labor Day holiday, which equates to an additional \$.28 per hour for Journeymen. Therefore, the Journeyman total package rate should be increased by \$.28 per hour to determine the true total package cost per hour. See Article V, Section 2 of the Labor Agreement for further explanation.

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

The Contract expires April 30, 2027.

Date Revised: 4/8/2026 1:03 PM