

**METROPOLITAN DIVISION  
RESIDENTIAL HVAC  
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

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

Journeyman	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		
HVAC Journeyman - Family Plan A	43.30	3.25	1.03	47.58	4.11	7.17	12.21	0.45	0.39	0.02	0.02	2.82	0.18	0.05	75.00	28.65	3.05		
HVAC Journeyman - Single Plan A	44.80	3.25	1.03	49.08	4.11	7.17	10.71	0.45	0.39	0.02	0.02	2.82	0.18	0.05	75.00	27.15	3.05		
HVAC Foreman - Family Plan A	46.80	3.25	1.03	51.08	4.11	7.17	12.21	0.45	0.39	0.02	0.02	2.82	0.18	0.05	78.50	28.65	3.05		
HVAC Foreman - Single Plan A	48.30	3.25	1.03	52.58	4.11	7.17	10.71	0.45	0.39	0.02	0.02	2.82	0.18	0.05	78.50	27.15	3.05		
HVAC General Foreman - Family Plan A	47.80	3.25	1.03	52.08	4.11	7.17	12.21	0.45	0.39	0.02	0.02	2.82	0.18	0.05	79.50	28.65	3.05		
HVAC General Foreman - Single Plan A	49.30	3.25	1.03	53.58	4.11	7.17	10.71	0.45	0.39	0.02	0.02	2.82	0.18	0.05	79.50	27.15	3.05		
<b>Apprentices</b>																			
PERIOD	HOURS	%	Family Plan B																
1	0-1000	55	24.11	0.35	1.03	25.49	2.26	3.94	9.44	0.45	0.39	0.02	0.02	1.55	0.18	0.05	43.79	17.90	1.78
2	1001-2000	60	26.57	0.35	1.03	27.95	2.47	4.30	9.44	0.45	0.39	0.02	0.02	1.69	0.18	0.05	46.96	18.47	1.92
3	2001-3000	65	29.02	0.35	1.03	30.40	2.67	4.66	9.44	0.45	0.39	0.02	0.02	1.83	0.18	0.05	50.11	19.03	2.06
4	3001-4000	72	32.46	0.35	1.03	33.84	2.96	5.16	9.44	0.45	0.39	0.02	0.02	2.03	0.18	0.05	54.54	19.82	2.26
5	4001-5000	80	36.38	0.35	1.03	37.76	3.29	5.74	9.44	0.45	0.39	0.02	0.02	2.26	0.18	0.05	59.60	20.73	2.49
6	5001-6000	90	41.29	0.35	1.03	42.67	3.70	6.45	9.44	0.45	0.39	0.02	0.02	2.54	0.18	0.05	65.91	21.85	2.77
PERIOD	HOURS	%	Single Plan B																
1	0-1000	55	25.61	0.35	1.03	26.99	2.26	3.94	4.13	0.45	0.39	0.02	0.02	1.55	0.18	0.05	39.98	12.59	1.78
2	1001-2000	60	28.07	0.35	1.03	29.45	2.47	4.30	4.13	0.45	0.39	0.02	0.02	1.69	0.18	0.05	43.15	13.16	1.92
3	2001-3000	65	30.52	0.35	1.03	31.90	2.67	4.66	4.13	0.45	0.39	0.02	0.02	1.83	0.18	0.05	46.30	13.72	2.06
4	3001-4000	72	33.96	0.35	1.03	35.34	2.96	5.16	4.13	0.45	0.39	0.02	0.02	2.03	0.18	0.05	50.73	14.51	2.26
5	4001-5000	80	37.88	0.35	1.03	39.26	3.29	5.74	4.13	0.45	0.39	0.02	0.02	2.26	0.18	0.05	55.79	15.42	2.49
6	5001-6000	90	42.79	0.35	1.03	44.17	3.70	6.45	4.13	0.45	0.39	0.02	0.02	2.54	0.18	0.05	62.10	16.54	2.77
<b>Applicant</b>																			
	0-750		19.45	0.00	0.55	20.00	0.00	0.00	0.00	0.45	0.23	0.02	0.02	0.82	0.18	0.05	21.77	1.27	1.05
Family Plan B	751-2000		19.45	0.00	0.55	20.00	0.00	0.00	9.44	0.45	0.23	0.02	0.02	0.82	0.18	0.05	31.21	10.71	1.05
Single Plan B	751-2000		19.45	0.00	0.55	20.00	0.00	0.00	4.13	0.45	0.23	0.02	0.02	0.82	0.18	0.05	25.90	5.40	1.05

**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 that Fund.

The Labor Agreement provides for a paid Labor Day holiday. The additional hourly cost of this paid holiday for HVAC Journeyman Family A Coverage is \$.22 per hour (8 hours x Taxable Base of 47.58 ÷ 1700 hours). See Article V, Section 2 of the Labor Agreement for more details.

HVAC Journeymen with a gas card from the City of Minneapolis or St. Paul receive an additional \$1.00 per hour on the Taxable Base and an additional \$1.00 per hour if they have a refrigeration card from the City of Minneapolis or St. Paul for a total of \$2.00 per hour extra if they have both.

The Joureyman Total Package will increase \$3.00 on May 1, 2027.

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

Contract expires April 30, 2028.

Date Revised: 4/17/2026 4:11 PM