

**ST. CLOUD AREA  
RESIDENTIAL  
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

**EFFECTIVE APRIL 28, 2025 THROUGH MAY 3, 2026**

|                 | PAY-CHECK | LOCAL<br>AFTER TAXABLE BASE |             | TAXABLE<br>BASE | LOCAL<br>BEFORE TAXABLE BASE |               |             |           |                |      | NATIONAL<br>BEFORE TAXABLE BASE |            |               | TOTAL<br>PKG | TOTAL<br>REMIT TO |                |                |       |      |
|-----------------|-----------|-----------------------------|-------------|-----------------|------------------------------|---------------|-------------|-----------|----------------|------|---------------------------------|------------|---------------|--------------|-------------------|----------------|----------------|-------|------|
|                 |           | SAV-INGS                    | ORGA-NIZING |                 | SUPP PENSION                 | LOCAL PENSION | HEALTH FUND | APPR FUND | INDUST FUND(S) | FCF  | NATL PENSION                    | ITI & NEMI | SCHLR & SMOHI |              | LIBERTY BANK      | LOCAL CNTRL BD | NAT'L BENE FND |       |      |
| Journeyman      | \$34.07   | 0.50                        | 1.03        | 35.60           | 4.20                         | 3.85          | 11.81       | 0.70      | 0.29           | 0.02 | 4.41                            | 0.17       | 0.03          | \$61.08      | 0.50              | 21.90          | 4.61           |       |      |
| Apprentices     |           |                             |             |                 |                              |               |             |           |                |      |                                 |            |               |              |                   |                |                |       |      |
| PERIOD          | HOURS     | %                           |             |                 |                              |               |             |           |                |      |                                 |            |               |              |                   |                |                |       |      |
| 1               | 0000-1000 | 55                          | \$18.05     | 0.50            | 1.03                         | 19.58         | 1.31        | 2.12      | 11.81          | 0.70 | 0.29                            | 0.02       | 2.43          | 0.17         | 0.03              | \$38.46        | 0.50           | 17.28 | 2.63 |
| 2               | 1001-2000 | 65                          | \$21.61     | 0.50            | 1.03                         | 23.14         | 1.73        | 2.50      | 11.81          | 0.70 | 0.29                            | 0.02       | 2.87          | 0.17         | 0.03              | \$43.26        | 0.50           | 18.08 | 3.07 |
| 3               | 2001-3000 | 75                          | \$25.17     | 0.50            | 1.03                         | 26.70         | 2.15        | 2.89      | 11.81          | 0.70 | 0.29                            | 0.02       | 3.31          | 0.17         | 0.03              | \$48.07        | 0.50           | 18.89 | 3.51 |
| 4               | 3001-4000 | 85                          | \$28.73     | 0.50            | 1.03                         | 30.26         | 2.57        | 3.27      | 11.81          | 0.70 | 0.29                            | 0.02       | 3.75          | 0.17         | 0.03              | \$52.87        | 0.50           | 19.69 | 3.95 |
| Pre-apprentices |           |                             |             |                 |                              |               |             |           |                |      |                                 |            |               |              |                   |                |                |       |      |
|                 |           |                             |             |                 |                              |               |             |           |                |      |                                 |            |               |              |                   |                |                |       |      |
|                 | 0000-1000 | 50                          | \$17.30     | 0.00            | 0.50                         | 17.80         | 0.00        | 0.00      | 0.00           | 0.05 | 0.14                            | 0.02       | 0.00          | 0.17         | 0.02              | \$18.20        | 0.00           | 0.71  | 0.19 |
|                 | 1001+     | 50                          | \$17.30     | 0.00            | 0.50                         | 17.80         | 0.00        | 0.00      | 11.81          | 0.05 | 0.14                            | 0.02       | 0.00          | 0.17         | 0.02              | \$30.01        | 0.00           | 12.52 | 0.19 |

Upon completion of 1000 work hours as a pre-apprentice, all employers shall make hourly contributions to the Sheet Metal Local 10 Benefit Fund or shall insure the pre-apprentice under the company's office health and welfare plan at no cost to the pre-apprentice.

**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.

The Residential Journeyman scale is equal to 70% of the Commercial Journeyman Taxable Base and 70% Commercial Journeyman contribution rates to the three Pension Funds. All other fringe benefit contributions are equal to the Commercial Journeyman rates.

The current IRS mileage rate is \$.70 per mile.

Contract expires April 30, 2028

Date Revised: 5/2/2025 11:05 AM