

**WILLMAR AREA
SHEET METAL #10 BENEFIT FUND
COMMERCIAL
SHEET METAL LOCAL UNION NO. 10 WAGE SHEET**

EFFECTIVE SEPTEMBER 6, 2021 THROUGH SEPTEMBER 1, 2022

| | 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 | LOCAL I.F. | FCF | NATL PENSION | ITI & NEMI | SCHLR & SMOHI | | LOCAL CNTRL BD | NAT'L BENE FND | | |
| Journeyman | \$31.86 | 3.26 | 0.93 | 36.05 | 6.00 | 3.60 | 10.76 | 0.55 | 0.14 | 0.02 | 5.08 | 0.15 | 0.03 | 62.38 | 25.26 | \$5.26 | | |
| Foreman | \$34.11 | 3.26 | 0.93 | 38.30 | 6.00 | 3.60 | 10.76 | 0.55 | 0.14 | 0.02 | 5.08 | 0.15 | 0.03 | 64.63 | 25.26 | \$5.26 | | |
| General Foreman | \$34.36 | 3.26 | 0.93 | 38.55 | 6.00 | 3.60 | 10.76 | 0.55 | 0.14 | 0.02 | 5.08 | 0.15 | 0.03 | 64.88 | 25.26 | \$5.26 | | |
| Apprentices | | | | | | | | | | | | | | | | | | |
| PERIOD | HOURS | % | | | | | | | | | | | | | | | | |
| 1 | 0000-1000 | 50 | \$13.03 | 3.26 | 0.93 | 17.22 | 3.00 | 1.80 | 10.76 | 0.55 | 0.14 | 0.02 | 2.54 | 0.15 | 0.03 | 36.21 | 20.46 | \$2.72 |
| 2 | 1001-2000 | 54 | \$14.54 | 3.26 | 0.93 | 18.73 | 3.24 | 1.94 | 10.76 | 0.55 | 0.14 | 0.02 | 2.74 | 0.15 | 0.03 | 38.30 | 20.84 | \$2.92 |
| 3 | 2001-3000 | 59 | \$16.42 | 3.26 | 0.93 | 20.61 | 3.54 | 2.12 | 10.76 | 0.55 | 0.14 | 0.02 | 3.00 | 0.15 | 0.03 | 40.92 | 21.32 | \$3.18 |
| 4 | 3001-4000 | 63 | \$17.93 | 3.26 | 0.93 | 22.12 | 3.78 | 2.27 | 10.76 | 0.55 | 0.14 | 0.02 | 3.20 | 0.15 | 0.03 | 43.02 | 21.71 | \$3.38 |
| 5 | 4001-5000 | 67 | \$19.43 | 3.26 | 0.93 | 23.62 | 4.02 | 2.41 | 10.76 | 0.55 | 0.14 | 0.02 | 3.40 | 0.15 | 0.03 | 45.10 | 22.09 | \$3.58 |
| 6 | 5001-6000 | 71 | \$20.94 | 3.26 | 0.93 | 25.13 | 4.26 | 2.56 | 10.76 | 0.55 | 0.14 | 0.02 | 3.61 | 0.15 | 0.03 | 47.21 | 22.48 | \$3.79 |
| 7 | 6001-7000 | 75 | \$22.45 | 3.26 | 0.93 | 26.64 | 4.50 | 2.70 | 10.76 | 0.55 | 0.14 | 0.02 | 3.81 | 0.15 | 0.03 | 49.30 | 22.86 | \$3.99 |
| 8 | 7001-8000 | 79 | \$23.95 | 3.26 | 0.93 | 28.14 | 4.74 | 2.84 | 10.76 | 0.55 | 0.14 | 0.02 | 4.01 | 0.15 | 0.03 | 51.38 | 23.24 | \$4.19 |
| 9 | 8001+ | 90 | \$28.09 | 3.26 | 0.93 | 32.28 | 5.40 | 3.24 | 10.76 | 0.55 | 0.14 | 0.02 | 5.08 ^(a) | 0.15 | 0.03 | 57.65 | 24.30 | \$5.26 |
| JMN | (Complete) | 100 | \$31.86 | 3.26 | 0.93 | 36.05 | 6.00 | 3.60 | 10.76 | 0.55 | 0.14 | 0.02 | 5.08 | 0.15 | 0.03 | 62.38 | 25.26 | \$5.26 |
| Pre-apprentices | | | | | | | | | | | | | | | | | | |
| | 0000-650 | 35 | \$12.78 | 0.00 | 0.40 | 13.18 | 0.00 | 0.00 | 0.00 | 0.55 | 0.14 | 0.02 | 0.00 | 0.15 | 0.02 | 14.06 | 1.11 | \$0.17 |
| | 0651-1500 | 35 | \$11.17 | 0.00 | 0.40 | 11.57 | 0.00 | 0.00 | 10.76 | 0.55 | 0.14 | 0.02 | 0.00 | 0.15 | 0.02 | 23.21 | 11.87 | \$0.17 |

401(k) Elective 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.

^(a)National Pension Fund contributions for Apprentices shall be paid based on the same percentage listed for each Period, except for Period 9 Apprentices which shall be paid 100% of the Journeyman contribution rate.

The IRS mileage rate is \$.56 per mile as of September 6, 2021.

The contract expires on September 1, 2022.