

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

**EFFECTIVE SEPTEMBER 1, 2025 THROUGH AUGUST 30, 2026**

	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	\$37.94	3.26	1.03	42.23	6.00	7.65	11.81	0.58	0.14	0.02	5.28	0.17	0.03	73.91	30.49	\$5.48		
Foreman	\$40.19	3.26	1.03	44.48	6.00	7.65	11.81	0.58	0.14	0.02	5.28	0.17	0.03	76.16	30.49	\$5.48		
General Foreman	\$40.44	3.26	1.03	44.73	6.00	7.65	11.81	0.58	0.14	0.02	5.28	0.17	0.03	76.41	30.49	\$5.48		
Apprentices																		
PERIOD	HOURS	%																
1	0000-1000	50	\$15.84	3.26	1.03	20.13	3.00	3.83	11.81	0.58	0.14	0.02	2.64	0.17	0.03	42.35	23.67	\$2.84
2	1001-2000	54	\$17.60	3.26	1.03	21.89	3.24	4.13	11.81	0.58	0.14	0.02	2.85	0.17	0.03	44.86	24.21	\$3.05
3	2001-3000	59	\$19.81	3.26	1.03	24.10	3.54	4.51	11.81	0.58	0.14	0.02	3.12	0.17	0.03	48.02	24.89	\$3.32
4	3001-4000	63	\$21.58	3.26	1.03	25.87	3.78	4.82	11.81	0.58	0.14	0.02	3.33	0.17	0.03	50.55	25.44	\$3.53
5	4001-5000	67	\$23.35	3.26	1.03	27.64	4.02	5.13	11.81	0.58	0.14	0.02	3.54	0.17	0.03	53.08	25.99	\$3.74
6	5001-6000	71	\$25.12	3.26	1.03	29.41	4.26	5.43	11.81	0.58	0.14	0.02	3.75	0.17	0.03	55.60	26.53	\$3.95
7	6001-7000	75	\$26.89	3.26	1.03	31.18	4.50	5.74	11.81	0.58	0.14	0.02	3.96	0.17	0.03	58.13	27.08	\$4.16
8	7001-8000	79	\$28.66	3.26	1.03	32.95	4.74	6.04	11.81	0.58	0.14	0.02	4.17	0.17	0.03	60.65	27.62	\$4.37
9	8001+	90	\$33.52	3.26	1.03	37.81	5.40	6.89	11.81	0.58	0.14	0.02	5.28 <sup>(a)</sup>	0.17	0.03	68.13	29.13	\$5.48
JMN	(Complete)	100	\$37.94	3.26	1.03	42.23	6.00	7.65	11.81	0.58	0.14	0.02	5.28	0.17	0.03	73.91	30.49	\$5.48
Pre-apprentices																		
	0000-650	35	\$14.97	0.00	0.50	15.47	0.00	0.00	0.00	0.58	0.14	0.02	0.00	0.17	0.02	16.40	1.24	\$0.19
	0651-1500	35	\$12.99	0.00	0.50	13.49	0.00	0.00	11.81	0.58	0.14	0.02	0.00	0.17	0.02	26.23	13.05	\$0.19

**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.

<sup>(a)</sup>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 Journeyman Total Package will increase \$3.50 on August 31, 2026 and an additional \$3.50 on August 30, 2027.

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

The contract expires on September 3, 2028.