

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

EFFECTIVE SEPTEMBER 4, 2023 THROUGH SEPTEMBER 1, 2024

| | 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 | \$34.94 | 3.26 | 1.03 | 39.23 | 6.00 | 5.35 | 11.31 | 0.55 | 0.14 | 0.02 | 5.18 | 0.15 | 0.03 | 67.96 | 27.66 | \$5.36 | | |
| Foreman | \$37.19 | 3.26 | 1.03 | 41.48 | 6.00 | 5.35 | 11.31 | 0.55 | 0.14 | 0.02 | 5.18 | 0.15 | 0.03 | 70.21 | 27.66 | \$5.36 | | |
| General Foreman | \$37.44 | 3.26 | 1.03 | 41.73 | 6.00 | 5.35 | 11.31 | 0.55 | 0.14 | 0.02 | 5.18 | 0.15 | 0.03 | 70.46 | 27.66 | \$5.36 | | |
| Apprentices | | | | | | | | | | | | | | | | | | |
| PERIOD | HOURS | % | | | | | | | | | | | | | | | | |
| 1 | 0000-1000 | 50 | \$14.59 | 3.26 | 1.03 | 18.88 | 3.00 | 2.68 | 11.31 | 0.55 | 0.14 | 0.02 | 2.59 | 0.15 | 0.03 | 39.35 | 21.99 | \$2.77 |
| 2 | 1001-2000 | 54 | \$16.21 | 3.26 | 1.03 | 20.50 | 3.24 | 2.89 | 11.31 | 0.55 | 0.14 | 0.02 | 2.80 | 0.15 | 0.03 | 41.63 | 22.44 | \$2.98 |
| 3 | 2001-3000 | 59 | \$18.25 | 3.26 | 1.03 | 22.54 | 3.54 | 3.16 | 11.31 | 0.55 | 0.14 | 0.02 | 3.06 | 0.15 | 0.03 | 44.50 | 23.01 | \$3.24 |
| 4 | 3001-4000 | 63 | \$19.88 | 3.26 | 1.03 | 24.17 | 3.78 | 3.37 | 11.31 | 0.55 | 0.14 | 0.02 | 3.26 | 0.15 | 0.03 | 46.78 | 23.46 | \$3.44 |
| 5 | 4001-5000 | 67 | \$21.51 | 3.26 | 1.03 | 25.80 | 4.02 | 3.58 | 11.31 | 0.55 | 0.14 | 0.02 | 3.47 | 0.15 | 0.03 | 49.07 | 23.91 | \$3.65 |
| 6 | 5001-6000 | 71 | \$23.13 | 3.26 | 1.03 | 27.42 | 4.26 | 3.80 | 11.31 | 0.55 | 0.14 | 0.02 | 3.68 | 0.15 | 0.03 | 51.36 | 24.37 | \$3.86 |
| 7 | 6001-7000 | 75 | \$24.76 | 3.26 | 1.03 | 29.05 | 4.50 | 4.01 | 11.31 | 0.55 | 0.14 | 0.02 | 3.89 | 0.15 | 0.03 | 53.65 | 24.82 | \$4.07 |
| 8 | 7001-8000 | 79 | \$26.39 | 3.26 | 1.03 | 30.68 | 4.74 | 4.23 | 11.31 | 0.55 | 0.14 | 0.02 | 4.09 | 0.15 | 0.03 | 55.94 | 25.28 | \$4.27 |
| 9 | 8001-+ | 90 | \$30.87 | 3.26 | 1.03 | 35.16 | 5.40 | 4.82 | 11.31 | 0.55 | 0.14 | 0.02 | 5.18 ^(a) | 0.15 | 0.03 | 62.76 | 26.53 | \$5.36 |
| JMN | (Complete) | 100 | \$34.94 | 3.26 | 1.03 | 39.23 | 6.00 | 5.35 | 11.31 | 0.55 | 0.14 | 0.02 | 5.18 | 0.15 | 0.03 | 67.96 | 27.66 | \$5.36 |
| Pre-apprentices | | | | | | | | | | | | | | | | | | |
| | 0000-650 | 35 | \$13.75 | 0.00 | 0.50 | 14.25 | 0.00 | 0.00 | 0.00 | 0.55 | 0.14 | 0.02 | 0.00 | 0.15 | 0.02 | 15.13 | 1.21 | \$0.17 |
| | 0651-1500 | 35 | \$12.27 | 0.00 | 0.50 | 12.77 | 0.00 | 0.00 | 11.31 | 0.55 | 0.14 | 0.02 | 0.00 | 0.15 | 0.02 | 24.96 | 12.52 | \$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 Journeymen Total Package will increase \$2.45 on September 2, 2024. Total Package may also be adjusted by changes in Health Fund costs.

The IRS mileage rate is \$.655 per mile.

The contract expires on September 1, 2025