

**WILLMAR AREA  
SHEET METAL #10 BENEFIT FUND  
RESIDENTIAL  
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET  
EFFECTIVE SEPTEMBER 1, 2025 THROUGH AUGUST 30, 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-<br>INGS                | ORGA-<br>NIZING |                 | SUPP<br>PENSION              | LOCAL<br>PENSION | HEALTH<br>FUND | APPR<br>FUND | LOCAL<br>I.F. | FCF  | NATL<br>PENSION                 | ITI &<br>NEMI | SCHLR &<br>SMOHI |              | LOCAL<br>CNTRL BD | NAT'L<br>BENE FND |       |      |
| Journeyman  | \$28.93   | 4.68                        | 1.03            | 34.64           | 4.25                         | 4.20             | 11.81          | 0.58         | 0.14          | 0.02 | 5.28                            | 0.17          | 0.03             | 61.12        | 26.71             | 5.48              |       |      |
| Apprentices |           |                             |                 |                 |                              |                  |                |              |               |      |                                 |               |                  |              |                   |                   |       |      |
| PERIOD      | HOURS     | %                           |                 |                 |                              |                  |                |              |               |      |                                 |               |                  |              |                   |                   |       |      |
| 1           | 0000-1000 | 55                          | \$12.45         | 4.68            | 1.03                         | 18.16            | 2.34           | 2.31         | 11.81         | 0.58 | 0.14                            | 0.02          | 2.90             | 0.17         | 0.03              | 38.46             | 22.91 | 3.10 |
| 2           | 1001-2000 | 65                          | \$16.11         | 4.68            | 1.03                         | 21.82            | 2.76           | 2.73         | 11.81         | 0.58 | 0.14                            | 0.02          | 3.43             | 0.17         | 0.03              | 43.49             | 23.75 | 3.63 |
| 3           | 2001-3000 | 75                          | \$19.78         | 4.68            | 1.03                         | 25.49            | 3.19           | 3.15         | 11.81         | 0.58 | 0.14                            | 0.02          | 3.96             | 0.17         | 0.03              | 48.54             | 24.60 | 4.16 |
| 4           | 3001-4000 | 85                          | \$23.44         | 4.68            | 1.03                         | 29.15            | 3.61           | 3.57         | 11.81         | 0.58 | 0.14                            | 0.02          | 4.49             | 0.17         | 0.03              | 53.57             | 25.44 | 4.69 |

**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.

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

The contract expires on September 3, 2028.

Date Revised: 8/29/2025 12:53 PM