

**DULUTH, IRON RANGE & WISCONSIN**  
 ST. LOUIS, AITKIN, LAKE, COOK, CARLTON, KOCHICHING, AND ITASCA COUNTIES  
 AND IN WISCONSIN, ASHLAND, BAYFIELD, DOUGLAS, AND IRON COUNTIES

**RESIDENTIAL**

**HIRED ON OR AFTER MAY 1, 2007**

**SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

**EFFECTIVE MAY 1, 2018 - APRIL 30, 2019**

**Applies to Residential HVAC Employees Hired on and After May 1, 2007**

	PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE <sup>(a)</sup>	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE			TOTAL PKG	TOTAL REMIT TO			
		ORGA-VAC	NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	DRUG TESTING	NATL PENSION	ITI & NEMI	SCHLR & SMOHI		LOCAL CNTRL BD	NAT'L BENE FND		
<b>Residential HVAC Journeymen</b>					<b>Family Plan A</b>													
HVAC Journeyman	20.26	1.00	0.45	21.71	3.24	0.00	9.91	0.38	0.19	0.03	1.84	0.15	0.02	37.47	15.20	2.01		
<b>Residential HVAC Journeymen</b>					<b>Single Plan A</b>													
HVAC Journeyman	21.76	1.00	0.45	23.21	3.24	0.00	8.41	0.38	0.19	0.03	1.84	0.15	0.02	37.47	13.70	2.01		
<b>Residential HVAC Journeymen</b>					<b>Family Plan B</b>													
HVAC Journeyman	22.53	1.00	0.45	23.98	3.24	0.00	7.64	0.38	0.19	0.03	1.84	0.15	0.02	37.47	12.93	2.01		
<b>Residential HVAC Journeymen</b>					<b>Single Plan B</b>													
HVAC Journeyman	26.84	1.00	0.45	28.29	3.24	0.00	3.33	0.38	0.19	0.03	1.84	0.15	0.02	37.47	8.62	2.01		
<b>Residential HVAC Apprentices</b>					<b>Family Plan A</b>													
PERIOD		%	Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.															
1	0000-1000	55	9.31	1.00	0.45	10.76	0.00	0.00	9.91	0.38	0.19	0.03	1.01	0.15	0.02	22.45	11.96	1.18
2	1001-2000	65	10.36	1.00	0.45	11.81	2.11	0.00	9.91	0.38	0.19	0.03	1.20	0.15	0.02	25.80	14.07	1.37
3	2001-3000	75	13.19	1.00	0.45	14.64	2.43	0.00	9.91	0.38	0.19	0.03	1.38	0.15	0.02	29.13	14.39	1.55
4	3001-4000	85	16.02	1.00	0.45	17.47	2.75	0.00	9.91	0.38	0.19	0.03	1.56	0.15	0.02	32.46	14.71	1.73
<b>Residential HVAC Apprentices</b>					<b>Single Plan A</b>													
PERIOD		%	Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.															
1	0000-1000	55	10.81	1.00	0.45	12.26	0.00	0.00	8.41	0.38	0.19	0.03	1.01	0.15	0.02	22.45	10.46	1.18
2	1001-2000	65	11.86	1.00	0.45	13.31	2.11	0.00	8.41	0.38	0.19	0.03	1.20	0.15	0.02	25.80	12.57	1.37
3	2001-3000	75	14.69	1.00	0.45	16.14	2.43	0.00	8.41	0.38	0.19	0.03	1.38	0.15	0.02	29.13	12.89	1.55
4	3001-4000	85	17.52	1.00	0.45	18.97	2.75	0.00	8.41	0.38	0.19	0.03	1.56	0.15	0.02	32.46	13.21	1.73

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PERIOD	%	PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE <sup>(a)</sup>	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE			TOTAL PKG	TOTAL REMIT TO			
			ORGA-VAC	NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	DRUG TESTING	NATL PENSION	ITI & NEMI	SCHLR & SMOHI		LOCAL CNTRL BD	NAT'L BENE FND		
<b>Residential HVAC Apprentices</b>						<b>Family Plan B</b>													
						Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.													
1	0000-1000	55	11.58	1.00	0.45	13.03	0.00	0.00	7.64	0.38	0.19	0.03	1.01	0.15	0.02	22.45	9.69	1.18	
2	1001-2000	65	12.63	1.00	0.45	14.08	2.11	0.00	7.64	0.38	0.19	0.03	1.20	0.15	0.02	25.80	11.80	1.37	
3	2001-3000	75	15.46	1.00	0.45	16.91	2.43	0.00	7.64	0.38	0.19	0.03	1.38	0.15	0.02	29.13	12.12	1.55	
4	3001-4000	85	18.29	1.00	0.45	19.74	2.75	0.00	7.64	0.38	0.19	0.03	1.56	0.15	0.02	32.46	12.44	1.73	
<b>Residential HVAC Apprentices</b>						<b>Single Plan B</b>													
						Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.													
1	0000-1000	55	15.89	1.00	0.45	17.34	0.00	0.00	3.33	0.38	0.19	0.03	1.01	0.15	0.02	22.45	5.38	1.18	
2	1001-2000	65	16.94	1.00	0.45	18.39	2.11	0.00	3.33	0.38	0.19	0.03	1.20	0.15	0.02	25.80	7.49	1.37	
3	2001-3000	75	19.77	1.00	0.45	21.22	2.43	0.00	3.33	0.38	0.19	0.03	1.38	0.15	0.02	29.13	7.81	1.55	
4	3001-4000	85	22.60	1.00	0.45	24.05	2.75	0.00	3.33	0.38	0.19	0.03	1.56	0.15	0.02	32.46	8.13	1.73	
<b>Res. HVAC Journeyman</b>						<b>Family Plan A</b>													
<b>Working on Light Commercial Service Work</b>						<b>Family Plan A</b>													
Journeyman			33.16	1.00	0.45	34.61	3.24	0.23	9.91	0.38	0.19	0.03	1.84	0.15	0.02	50.60	15.43	2.01	
<b>Res. HVAC Journeyman</b>						<b>Single Plan A</b>													
<b>Working on Light Commercial Service Work</b>						<b>Single Plan A</b>													
Journeyman			34.66	1.00	0.45	36.11	3.24	0.23	8.41	0.38	0.19	0.03	1.84	0.15	0.02	50.60	13.93	2.01	
<b>Res. HVAC Journeyman</b>						<b>Family Plan B</b>													
<b>Working on Light Commercial Service Work</b>						<b>Family Plan B</b>													
Journeyman			35.43	1.00	0.45	36.88	3.24	0.23	7.64	0.38	0.19	0.03	1.84	0.15	0.02	50.60	13.16	2.01	
<b>Res. HVAC Journeyman</b>						<b>Single Plan B</b>													
<b>Working on Light Commercial Service Work</b>						<b>Single Plan B</b>													
Journeyman			39.74	1.00	0.45	41.19	3.24	0.23	3.33	0.38	0.19	0.03	1.84	0.15	0.02	50.60	8.85	2.01	

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	ORGA-VAC	NIZING		SUPP PENSION	LOCAL PENSION	HEALTH FUND	APPR FUND	INDUST FUND(S)	DRUG TESTING	NATL PENSION	ITI & NEMI	SCHLR & SMOHI	LOCAL CNTRL BD		NAT'L BENE FND			
<b>Res. Light Commercial Service Work</b>				<b>Family Plan A</b>														
HVAC Apprentices				Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.														
	%																	
0000-1000	55	16.40	1.00	0.45	17.85	0.00	0.00	9.91	0.38	0.19	0.03	1.01	0.15	0.02	29.54	11.96	1.18	
1001-2000	65	18.74	1.00	0.45	20.19	2.11	0.00	9.91	0.38	0.19	0.03	1.20	0.15	0.02	34.18	14.07	1.37	
2001-3000	75	22.86	1.00	0.45	24.31	2.43	0.00	9.91	0.38	0.19	0.03	1.38	0.15	0.02	38.80	14.39	1.55	
3001-4000	85	26.98	1.00	0.45	28.43	2.75	0.00	9.91	0.38	0.19	0.03	1.56	0.15	0.02	43.42	14.71	1.73	
<b>Res. Light Commercial Service Work</b>				<b>Single Plan A</b>														
HVAC Apprentices				Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.														
	%																	
0000-1000	55	17.90	1.00	0.45	19.35	0.00	0.00	8.41	0.38	0.19	0.03	1.01	0.15	0.02	29.54	10.46	1.18	
1001-2000	65	20.24	1.00	0.45	21.69	2.11	0.00	8.41	0.38	0.19	0.03	1.20	0.15	0.02	34.18	12.57	1.37	
2001-3000	75	24.36	1.00	0.45	25.81	2.43	0.00	8.41	0.38	0.19	0.03	1.38	0.15	0.02	38.80	12.89	1.55	
3001-4000	85	28.48	1.00	0.45	29.93	2.75	0.00	8.41	0.38	0.19	0.03	1.56	0.15	0.02	43.42	13.21	1.73	
<b>Res. Light Commercial Service Work</b>				<b>Family Plan B</b>														
HVAC Apprentices				Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.														
	%																	
0000-1000	55	18.67	1.00	0.45	20.12	0.00	0.00	7.64	0.38	0.19	0.03	1.01	0.15	0.02	29.54	9.69	1.18	
1001-2000	65	21.01	1.00	0.45	22.46	2.11	0.00	7.64	0.38	0.19	0.03	1.20	0.15	0.02	34.18	11.80	1.37	
2001-3000	75	25.13	1.00	0.45	26.58	2.43	0.00	7.64	0.38	0.19	0.03	1.38	0.15	0.02	38.80	12.12	1.55	
3001-4000	85	29.25	1.00	0.45	30.70	2.75	0.00	7.64	0.38	0.19	0.03	1.56	0.15	0.02	43.42	12.44	1.73	
<b>Res. Light Commercial Service Work</b>				<b>Single Plan B</b>														
HVAC Apprentices				Note: Period 1 apprentices the Supplemental Pension contribution amount is added to the Taxable Base.														
	%																	
0000-1000	55	22.98	1.00	0.45	24.43	0.00	0.00	3.33	0.38	0.19	0.03	1.01	0.15	0.02	29.54	5.38	1.18	
1001-2000	65	25.32	1.00	0.45	26.77	2.11	0.00	3.33	0.38	0.19	0.03	1.20	0.15	0.02	34.18	7.49	1.37	
2001-3000	75	29.44	1.00	0.45	30.89	2.43	0.00	3.33	0.38	0.19	0.03	1.38	0.15	0.02	38.80	7.81	1.55	
3001-4000	85	33.56	1.00	0.45	35.01	2.75	0.00	3.33	0.38	0.19	0.03	1.56	0.15	0.02	43.42	8.13	1.73	
<b>Residential HVAC Applicant</b>				<b>Single Plan B</b>														
0-500	50	14.15	0.00	0.00	14.15	0.00	0.00	0.00	0.38	0.19	0.03	0.00	0.15	0.02	14.92	0.60	0.17	
501+	50	14.15	0.00	0.00	14.15	0.00	0.00	3.33	0.38	0.19	0.03	0.00	0.15	0.02	18.25	3.93	0.17	

**401(k) Elective Deferral:** <sup>(a)</sup> 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 current IRS mileage rate is \$.545 per mile as of May 1, 2018.

There will be a Total Package increase of \$1.50 on May 1, 2019. The fringe benefit allocation will be made at that time.

Contract expires April 30, 2020