

**ROCHESTER-AUSTIN-ALBERT LEA AREA  
COMMERCIAL & RESIDENTIAL  
SHEET METAL WORKERS LOCAL UNION NO. 10 WAGE SHEET**

**EFFECTIVE MAY 1, 2024 THROUGH APRIL 30, 2025**

	PAY-CHECK	LOCAL AFTER TAXABLE BASE		TAXABLE BASE	LOCAL BEFORE TAXABLE BASE						NATIONAL BEFORE TAXABLE BASE			TOTAL PKG	TOTAL REMIT TO			
		ORGA- VAC	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		
<b>Family Health Coverage (Plan A):</b>																		
Residential Journeyman	\$30.33	2.00	1.03	33.36	1.58	3.34	11.56	0.89	0.14	0.02	7.32	0.15	0.03	\$58.39	20.56	7.50		
Commercial Journeyman	\$41.45	2.00	1.03	44.48	3.15	6.67	11.56	0.89	0.14	0.02	7.32	0.15	0.03	\$74.41	25.46	7.50		
Commercial Foreman	\$43.95	2.00	1.03	46.98	3.15	6.67	11.56	0.89	0.14	0.02	7.32	0.15	0.03	\$76.91	25.46	7.50		
Commercial General Foreman	\$44.45	2.00	1.03	47.48	3.15	6.67	11.56	0.89	0.14	0.02	7.32	0.15	0.03	\$77.41	25.46	7.50		
<b>Single Health Coverage (Plan A):</b>																		
Residential Journeyman	\$31.83	2.00	1.03	34.86	1.58	3.34	10.06	0.89	0.14	0.02	7.32	0.15	0.03	\$58.39	19.06	7.50		
Commercial Journeyman	\$42.95	2.00	1.03	45.98	3.15	6.67	10.06	0.89	0.14	0.02	7.32	0.15	0.03	\$74.41	23.96	7.50		
Commercial Foreman	\$45.45	2.00	1.03	48.48	3.15	6.67	10.06	0.89	0.14	0.02	7.32	0.15	0.03	\$76.91	23.96	7.50		
Commercial General Foreman	\$45.95	2.00	1.03	48.98	3.15	6.67	10.06	0.89	0.14	0.02	7.32	0.15	0.03	\$77.41	23.96	7.50		
<b>APPRENTICES - Family Health Coverage (Plan B):</b>																		
1	0000-1000	55	\$17.92	1.00	1.03	19.95	1.05	3.67	8.89	0.89	0.14	0.02	4.03	0.15	0.03	\$38.82	16.69	4.21
2	1001-2000	58	\$19.26	1.00	1.03	21.29	1.10	3.87	8.89	0.89	0.14	0.02	4.25	0.15	0.03	\$40.63	16.94	4.43
3	2001-3000	62	\$21.04	1.00	1.03	23.07	1.18	4.14	8.89	0.89	0.14	0.02	4.54	0.15	0.03	\$43.05	17.29	4.72
4	3001-4000	65	\$22.37	1.00	1.03	24.40	1.24	4.34	8.89	0.89	0.14	0.02	4.76	0.15	0.03	\$44.86	17.55	4.94
5	4001-5000	70	\$24.60	1.00	1.03	26.63	1.33	4.67	8.89	0.89	0.14	0.02	5.12	0.15	0.03	\$47.87	17.97	5.30
6	5001-6000	75	\$26.82	1.00	1.03	28.85	1.43	5.00	8.89	0.89	0.14	0.02	5.49	0.15	0.03	\$50.89	18.40	5.67
7	6001-7000	80	\$29.04	1.00	1.03	31.07	1.52	5.34	8.89	0.89	0.14	0.02	5.86	0.15	0.03	\$53.91	18.83	6.04
8	7001-8000	85	\$31.27	1.00	1.03	33.30	1.62	5.67	8.89	0.89	0.14	0.02	6.22	0.15	0.03	\$56.93	19.26	6.40
<b>APPRENTICES - Single Health Coverage (Plan B):</b>																		
1	0000-1000	55	\$22.93	1.00	1.03	24.96	1.05	3.67	3.88	0.89	0.14	0.02	4.03	0.15	0.03	\$38.82	11.68	4.21
2	1001-2000	58	\$24.27	1.00	1.03	26.30	1.10	3.87	3.88	0.89	0.14	0.02	4.25	0.15	0.03	\$40.63	11.93	4.43
3	2001-3000	62	\$26.05	1.00	1.03	28.08	1.18	4.14	3.88	0.89	0.14	0.02	4.54	0.15	0.03	\$43.05	12.28	4.72
4	3001-4000	65	\$27.38	1.00	1.03	29.41	1.24	4.34	3.88	0.89	0.14	0.02	4.76	0.15	0.03	\$44.86	12.54	4.94
5	4001-5000	70	\$29.61	1.00	1.03	31.64	1.33	4.67	3.88	0.89	0.14	0.02	5.12	0.15	0.03	\$47.87	12.96	5.30
6	5001-6000	75	\$31.83	1.00	1.03	33.86	1.43	5.00	3.88	0.89	0.14	0.02	5.49	0.15	0.03	\$50.89	13.39	5.67
7	6001-7000	80	\$34.05	1.00	1.03	36.08	1.52	5.34	3.88	0.89	0.14	0.02	5.86	0.15	0.03	\$53.91	13.82	6.04
8	7001-8000	85	\$36.28	1.00	1.03	38.31	1.62	5.67	3.88	0.89	0.14	0.02	6.22	0.15	0.03	\$56.93	14.25	6.40
<b>TRAINEES:</b>		40	\$17.29	0.00	0.50	17.79	0.00	0.00	0.00	0.05	0.14	0.02	0.00	0.15	0.02	\$18.17	0.71	0.17

**401(k) Elective Deferral:** 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.

After 1,000 hours of work, trainees must receive health insurance benefits from the Sheet Metal #10 Benefit Fund or a company health plan. See Article XI Section 1.

The Apprentice Supplemental Pension rate equals the Journeyman Supplemental Pension rate minus \$1.25, the balance is then multiplied by the apprentice's base rate percentage.

The current IRS mileage rate is \$.67 per mile.

Contract expires April 30, 2025.

Date Revised: 4/23/2024 8:35 AM