

**Memorandum of Agreement  
between  
The City of Saint Paul  
and  
International Association of Sheet Metal, Air, Rail and  
Transportation Workers, Local 10  
2026 Wage and Fringe Adjustment**

**APPENDIX B**

**The total hourly cost to the Employer for wages plus any and all contributions or deductions stated in Appendix C of this agreement shall not exceed the following amounts:**

	Effective <u>05/01/2026</u> (or closest pay period)
Sheet Metal Worker	\$96.80
Lead Sheet Metal Worker	\$101.30
Sheet Metal Inspector	
1 <sup>st</sup> Step	\$98.80
2 <sup>nd</sup> Step (Lead Sheet Metal Worker)	\$101.30
Senior Mechanical Inspector – Sheet Metal (General Lead)	\$105.80

**The basic hourly wage rate for temporary employees (Outside Rates) appointed to the following classes shall be:**

	Effective <u>05/01/2026</u> (or closest pay period)
Sheet Metal Worker	\$58.51
Lead Sheet Metal Worker	\$63.01
Sheet Metal Inspector	
1st Step	\$60.51
2nd Step	\$63.01
Senior Mechanical Inspector-Sheet Metal	\$67.51

## APPENDIX B (Continued)

The basic hourly wage rates for temporary employees whose length of service and earnings require that they be subject to Public Employees Retirement Association (PERA) contributions shall be the temporary rate divided by 1.075 effective January 1, 2015. This rate is subject to further increase or decrease by the State of Minnesota.

**The basic hourly wage rate for Non-PERA employees appointed to the following classes hired after July 1, 2020 shall be:**

	Effective <u>05/01/2026</u> (or closest pay period)	<u>Vacation/Holiday Rate*</u>
Sheet Metal Worker	\$58.51	\$52.01
Lead Sheet Metal Worker	\$63.01	\$56.01
Sheet Metal Worker		
1 <sup>st</sup> Step	\$60.51	\$53.79
2 <sup>nd</sup> Step	\$63.01	\$56.01
Senior Mechanical Inspector-Sheet Metal	\$67.51	\$60.01

**The basic hourly wage rate for provisional, regular, and probationary employees appointed to the following classes hired before July 1, 2020 shall be:**

	Effective <u>05/01/2026</u> (or closest payroll period)
Sheet Metal Worker	\$48.38
Lead Sheet Metal Worker	\$52.10
Sheet Metal Inspector	
1st Step	\$50.03
2nd Step	\$52.10
Senior Mechanical Inspector-Sheet Metal	\$55.82

\*\* Effective April 26, 1997, this rate includes the above taxable deductions in addition to 72 hours of paid holidays and 160 hours of paid vacation per fiscal year. Effective **May 1, 2024**, any hours exceeding 120 hours will be paid out in the end of the fiscal year. Vacation must be approved by the Head of the Department.

## **APPENDIX B (Continued)**

The above rates in Appendix B include the \$3.81 taxable Savings & Organizing deduction which includes the \$1.03 taxable Organizing Fund deduction.

After appearing on the payroll for 1040 hours in the first step, an employee in the Sheet Metal Inspector classification may be granted a wage increase to the second step.

Effective **May 1, 2026** (or closest payroll period), there will be an additional \$4.25 per hour increase added to the total package. The parties will agree prior to that date regarding the distribution of the \$4.25 between wages and fringes. This amount will be decreased by any increase in industry funds.

Effective **July 1, 2020** all employees hired will be “Non-PERA.”

## APPENDIX C

Effective **May 1, 2026** (or closest pay period) the Employer shall:

- 1) Deduct **\$3.81** per hour to a Union designated fund for all hours worked to employees. A payroll deduction in this amount shall be made from the hourly rates listed in Appendix B.
- 2) **Hired PRIOR to July 1, 2020 (or closest pay period):** Contribute **\$38.29** per hour to a Union designated fund for all hours worked to employees.
  - 2) **a. Hired AFTER July 1, 2020 (or closest pay period):** Contribute **\$38.29** per hour to a Union designated fund for all hours worked to employees.

**Retirement Fund** by completing a tax deferred contribution authorization form approved by the Fund Trustees directing the Employer to reduce the employee's taxable hourly pay up to the maximum amount allowed by the Plan. Contribution rates shall be determined by the Trustees and shall not be less than one dollar (\$1.00) and no more than three (3) options. Employees may change their participation once per year starting with the first pay period after January 1st or upon a new hire at an Employer. An Employer may elect to accept an authorization from an employee other than at the scheduled times. Employee tax-deferred contributions shall be reported in accordance with Article XIII and in the same manner as Employers are reporting with respect to regular contributions to the Supplemental Pension Fund or as the Trustees of the Fund shall direct. Employees that elect to have tax-deferred contributions transferred into the Fund, must do so in writing at least ten (10) days prior to the stated election date, other than initial employment or if an employer elects to accept an authorization change. All tax-deferred contribution requests must be filed by the employee with the employer who will then provide a copy to the Fund Office as directed by the Fund Trustees.

- 1) contribute to a **Health & Welfare Fund \$12.21** per hour for all hours worked by participating employees as defined in Article 13.1 of this Agreement
- 2) contribute to a **Local Pension Fund \$12.89** per hour for all hours worked by participating employees, as defined above
- 3) contribute to a **National Pension Fund \$5.37** per hour for all hours worked by participating employees, as defined above
- 4) deduct and forward to a **Savings & Organizing Fund \$3.81** per hour for all hours worked by participating employees, as defined above
- 5) contribute to the Journeyman and **Apprenticeship Training Fund \$0.57** per hour for all hours worked by participating employees, as defined above
- 6) contribute to the **National Scholarship & SMOHI Fund \$0.05** per hour for all hours worked by participating employees, as defined above
- 7) contribute to a **Labor Management Fund \$0.02** per hour for all hours worked by participating employees
- 8) contribute to the **ITI/NEMI Fund \$0.18** per hour for all hours worked by participating employees

**APPENDIX C (Continued)**

- 9) **Hired PRIOR to July 1, 2020 (or closest pay period):** Contribute **\$7.00** per hour to the **Supplemental Pension Fund** for all hours worked by participating employees
- 9) a. **Hired AFTER July 1, 2020 (or closest pay period):** Contribute **\$7.00** per hour to the **Supplemental Pension Fund** for all hours worked by participating employees.

The Employer will not make the above contributions for Holidays or vacation.

The above contributions may be increased or decreased as long as the applicable hourly rates in Appendix B for participating employees are decreased or increased by the same total amount.

All contributions and deductions made in accordance with this Appendix shall be forwarded to depositories as directed by the Union.

The Employer shall establish Workers' Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

The Employer's fringe benefit obligation to employees is limited to the contributions and/or deductions established by this Agreement. The actual level of benefits provided to employees shall be the responsibility of the Trustees of the various funds to which the Employer has forwarded contributions and/or deductions.

**FOR THE CITY OF SAINT PAUL**

**INTERNATIONAL ASSOCIATION OF  
SHEET METAL, AIR, RAIL AND  
TRANSPORTATION WORKERS,  
LOCAL 10**

  
Christy Harriman (May 5, 2026 11:58:57 CDT) May 5, 2026  
\_\_\_\_\_  
Christy Harriman Date  
Labor Relations Specialist

  
Matt Fairbanks (May 5, 2026 11:41:35 CDT) May 5, 2026  
\_\_\_\_\_  
Matt Fairbanks Date

  
Jason Schmidt (May 5, 2026 12:03:00 CDT) May 5, 2026  
\_\_\_\_\_  
Jason Schmidt Date  
Deputy Director Human Resources