

SHEET METAL WORKERS' LOCAL 38

EFFECTIVE JULY 1, 2026 THROUGH JUNE 30, 2027

Covering Westchester, Putnam, Rockland, Orange, Sullivan, Ulster & Dutchess
Counties in New York and Fairfield and Litchfield Counties in Connecticut

HVAC APPRENTICE (4 Year Program)

	1ST YEAR		2ND YEAR		3RD YEAR		4TH YEAR	
	Term 1	Term 2	Term 3	Term 4	Term 5	Term 6	Term 7	Term 8
	(H1)	(H2)	(H3)	(H4)	(H5)	(H6)	(H7)	(H8)
	55%	60%	65%	70%	75%	80%	85%	90%
BASE WAGE	\$ 16.27	\$ 17.80	\$ 19.30	\$ 20.81	\$ 22.14	\$ 23.47	\$ 24.92	\$ 26.40
* VACATION	\$ 3.10	3.39	3.68	3.92	4.69	5.38	6.13	6.57
* WORK ASSESSMENT	\$ 0.99	1.11	1.22	1.33	1.45	1.54	1.65	1.76
TAXABLE WAGES	\$ 20.36	\$ 22.30	\$ 24.20	\$ 26.06	\$ 28.28	\$ 30.39	\$ 32.70	\$ 34.73
* Withdraw from taxable wages and submit with Local Benefits.								
Health Fund	\$ 7.23	\$ 7.89	\$ 8.51	\$ 9.08	\$ 9.33	\$ 9.42	\$ 9.50	\$ 9.60
Profit Sharing	\$ 3.14	3.37	3.66	4.05	4.38	5.01	5.43	6.12
National Pension	\$ 3.05	3.32	3.60	3.88	4.16	4.43	4.71	4.99
Labor Management Trust	\$ 0.75	0.82	0.89	0.96	1.03	1.10	1.16	1.23
Craft Training Fund	\$ 0.24	0.26	0.28	0.30	0.32	0.34	0.37	0.39
Building Fund	\$ 0.17	0.18	0.20	0.21	0.23	0.24	0.26	0.27
ITI/SMOHIT/Scholarship/NEMI	\$ 0.22	0.22	0.22	0.22	0.22	0.22	0.22	0.22
\$0.12 \$0.04 \$0.01 \$0.05								
Industry Fund	\$ 0.34	0.37	0.40	0.43	0.46	0.49	0.52	0.55
TOTAL PACKAGE	\$ 35.50	\$ 38.73	\$ 41.96	\$ 45.19	\$ 48.41	\$ 51.64	\$ 54.87	\$ 58.10
NATIONAL BENEFITS PAID DIRECTLY TO NPF	\$ 3.27	\$ 3.54	\$ 3.82	\$ 4.10	\$ 4.38	\$ 4.65	\$ 4.93	\$ 5.21
LOCAL BENEFITS PAID DIRECTLY TO LOCAL	\$ 15.96	\$ 17.39	\$ 18.84	\$ 20.28	\$ 21.89	\$ 23.52	\$ 25.02	\$ 26.49

All Benefits for overtime are paid on hours worked, except vacation