

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

SERVICE APPRENTICE (4 Year Program)

	(V1)	(V2)	(V3)	(V4)
	1ST YEAR	2ND YEAR	3RD YEAR	4TH YEAR
	55%	60%	70%	85%
BASE WAGE	\$ 16.47	\$ 17.99	\$ 20.98	\$ 25.50
* VACATION	\$ 3.79	\$ 4.13	\$ 5.04	\$ 7.40
* WORK ASSESSMENT	\$ 1.01	\$ 1.13	\$ 1.35	\$ 1.67
TAXABLE WAGES	\$ 21.27	\$ 23.25	\$ 27.37	\$ 34.57
* Withdraw from taxable wages and submit with Local Benefits.				
Health Fund	\$ 7.47	\$ 8.09	\$ 8.53	\$ 8.78
Profit Sharing	\$ 3.08	\$ 3.40	\$ 4.66	\$ 5.95
National Pension	\$ 3.07	\$ 3.35	\$ 3.91	\$ 4.75
Craft Training Fund	\$ 0.24	\$ 0.26	\$ 0.30	\$ 0.37
Building Fund	\$ 0.17	\$ 0.18	\$ 0.21	\$ 0.26
ITI/SMOHIT/Scholarship/NEMI	\$ 0.22	\$ 0.22	\$ 0.22	\$ 0.22
\$0.12 \$0.04 \$0.01 \$0.05				
Industry Fund	\$ 0.34	\$ 0.37	\$ 0.43	\$ 0.52
TOTAL PACKAGE	\$ 35.86	\$ 39.12	\$ 45.63	\$ 55.42
NATIONAL BENEFITS PAID DIRECTLY TO NPF	\$ 3.29	\$ 3.57	\$ 4.13	\$ 4.97
LOCAL BENEFITS PAID DIRECTLY TO LOCAL	\$ 16.10	\$ 17.56	\$ 20.52	\$ 24.95

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