

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

SPECIALTY-LIGHT COMMERCIAL APPRENTICE (4 Year Program)

	Term 1	Term 2	Term 3	Term 4	Term 5	Term 6	Term 7	Term 8
	(SL1)	(SL2)	(SL3)	(SL4)	(SL5)	(SL6)	(SL7)	(SL8)
	55%	60%	65%	70%	75%	80%	85%	90%
BASE WAGE	\$ 19.41	\$ 21.22	\$ 22.91	\$ 24.65	\$ 26.63	\$ 28.67	\$ 30.88	\$ 33.05
* VACATION	\$ 1.79	\$ 1.95	\$ 2.11	\$ 2.28	\$ 2.44	\$ 2.60	\$ 2.76	\$ 2.93
* WORK ASSESSMENT	\$ 1.51	\$ 1.64	\$ 1.78	\$ 1.92	\$ 2.06	\$ 2.19	\$ 2.33	\$ 2.47
TAXABLE WAGES	\$ 22.71	\$ 24.81	\$ 26.80	\$ 28.85	\$ 31.13	\$ 33.46	\$ 35.97	\$ 38.45
* Withdraw from taxable wages and submit with Local Benefits.								
Health Fund	\$ 6.23	\$ 6.78	\$ 7.43	\$ 8.04	\$ 8.41	\$ 8.72	\$ 8.88	\$ 9.03
Profit Sharing	\$ 4.81	\$ 5.25	\$ 5.69	\$ 6.13	\$ 6.56	\$ 7.00	\$ 7.44	\$ 7.88
SASMI	\$ 1.12	\$ 1.23	\$ 1.33	\$ 1.43	\$ 1.54	\$ 1.64	\$ 1.74	\$ 1.85
National Pension	\$ 6.29	\$ 6.86	\$ 7.44	\$ 8.01	\$ 8.58	\$ 9.15	\$ 9.72	\$ 10.30
Labor Management Trust	\$ 1.06	\$ 1.15	\$ 1.25	\$ 1.34	\$ 1.44	\$ 1.54	\$ 1.63	\$ 1.73
Craft Training	\$ 0.39	\$ 0.43	\$ 0.46	\$ 0.50	\$ 0.53	\$ 0.57	\$ 0.60	\$ 0.64
Building Fund	\$ 0.33	\$ 0.36	\$ 0.39	\$ 0.42	\$ 0.45	\$ 0.48	\$ 0.51	\$ 0.54
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	\$ 0.40	\$ 0.43	\$ 0.47	\$ 0.50	\$ 0.54	\$ 0.58	\$ 0.61	\$ 0.65
TOTAL PACKAGE	\$ 43.56	\$ 47.52	\$ 51.48	\$ 55.44	\$ 59.40	\$ 63.36	\$ 67.32	\$ 71.29
NATIONAL BENEFITS PAID DIRECTLY TO NPF	\$ 7.63	\$ 8.31	\$ 8.99	\$ 9.66	\$ 10.34	\$ 11.01	\$ 11.68	\$ 12.37
LOCAL BENEFITS PAID DIRECTLY TO LOCAL	\$ 16.52	\$ 17.99	\$ 19.58	\$ 21.13	\$ 22.43	\$ 23.68	\$ 24.76	\$ 25.87