

# SHEET METAL WORKERS' LOCAL 38

**EFFECTIVE JULY 1, 2026 TO JUNE 30, 2027**

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

## COMMERCIAL APPRENTICE

Journey person Total Package: \$107.00

|  | (A1)   | (A2)   | (A3)   | (A4)   | (A5)   | (A6)   | (A7)   | (A8)   |
|--|--------|--------|--------|--------|--------|--------|--------|--------|
|  | Term 1 | Term 2 | Term 3 | Term 4 | Term 5 | Term 6 | Term 7 | Term 8 |
|  | 40%    | 45%    | 50%    | 55%    | 60%    | 65%    | 70%    | 75%    |

|                      |                 |              |              |              |              |              |              |              |
|----------------------|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| BASE WAGE            | \$ 21.60        | 22.38        | 24.87        | 27.33        | 29.83        | 32.34        | 34.46        | 36.89        |
| * VACATION           | 0.20            | 0.23         | 0.25         | 0.28         | 0.30         | 0.33         | 1.19         | 1.72         |
| * WORK ASSESSMENT    | \$ 1.52         | 1.71         | 1.91         | 2.10         | 2.29         | 2.48         | 2.67         | 2.86         |
| <b>TAXABLE WAGES</b> | <b>\$ 23.32</b> | <b>24.32</b> | <b>27.03</b> | <b>29.71</b> | <b>32.42</b> | <b>35.15</b> | <b>38.32</b> | <b>41.47</b> |

### \* Withdraw from taxable wages and submit with Local Benefits

|                        |         |      |       |       |       |       |       |       |
|------------------------|---------|------|-------|-------|-------|-------|-------|-------|
| Health Fund            | \$ 8.66 | 9.45 | 10.52 | 11.56 | 12.27 | 12.99 | 13.39 | 13.68 |
| Profit Sharing         | \$ 1.01 | 3.36 | 3.72  | 4.14  | 4.85  | 5.56  | 6.13  | 6.83  |
| SASMI                  | 1.07    | 1.20 | 1.34  | 1.47  | 1.61  | 1.74  | 1.88  | 2.01  |
| National Pension       | \$ 6.23 | 7.01 | 7.79  | 8.56  | 9.34  | 10.12 | 10.90 | 11.68 |
| Labor Management Trust | \$ 1.13 | 1.27 | 1.42  | 1.56  | 1.70  | 1.84  | 1.98  | 2.12  |
| Craft Training         | \$ 0.48 | 0.54 | 0.60  | 0.66  | 0.72  | 0.78  | 0.84  | 0.90  |
| Building Fund          | \$ 0.34 | 0.39 | 0.43  | 0.47  | 0.52  | 0.56  | 0.60  | 0.65  |
| ITI/SMOHIT/SCH/NEMI    | \$ 0.22 | 0.22 | 0.22  | 0.22  | 0.22  | 0.22  | 0.22  | 0.22  |
| Industry Fund          | \$ 0.38 | 0.43 | 0.48  | 0.52  | 0.57  | 0.62  | 0.67  | 0.71  |

|                      |                 |              |              |              |              |              |              |              |
|----------------------|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>TOTAL PACKAGE</b> | <b>\$ 42.84</b> | <b>48.19</b> | <b>53.55</b> | <b>58.87</b> | <b>64.22</b> | <b>69.58</b> | <b>74.93</b> | <b>80.27</b> |
|----------------------|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|

|                                        |         |         |         |          |          |          |          |          |
|----------------------------------------|---------|---------|---------|----------|----------|----------|----------|----------|
| NATIONAL BENEFITS PAID DIRECTLY TO NPF | \$ 7.52 | \$ 8.43 | \$ 9.35 | \$ 10.25 | \$ 11.17 | \$ 12.08 | \$ 13.00 | \$ 13.91 |
|----------------------------------------|---------|---------|---------|----------|----------|----------|----------|----------|

|                                       |          |          |          |          |          |          |          |          |
|---------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|
| LOCAL BENEFITS PAID DIRECTLY TO LOCAL | \$ 13.72 | \$ 17.38 | \$ 19.33 | \$ 21.29 | \$ 23.22 | \$ 25.16 | \$ 27.47 | \$ 29.47 |
|---------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|

All Benefits on hours worked, except vacation