

Labor Update

June Council Meeting Louisville, Kentucky June 2, 2025

Jason Watson, Executive Director of Labor Relations



2024 Sheet Metal/Plumbers and Pipefitters/ Construction Settlements

		Year 1	Year 2	Year 3
Sheet Metal	Percent	5.3%	4.6%	4.3%
	Dollars	\$3.51	\$3.24	\$3.24
Plumbers	Percent	5.8%	4.7%	4.5%
	Dollars	\$3.91	\$3.40	\$3.46
Construction	Percent	4.6%	4.2%	4.0%
	Dollars	\$2.90	\$2.79	\$2.81

Sources: SMACNA National

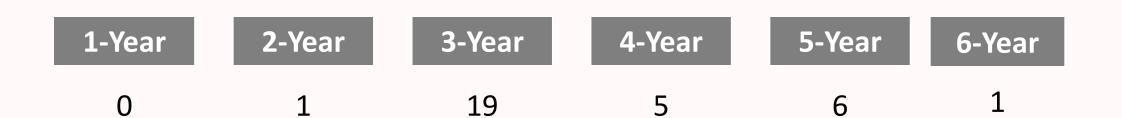
Construction Labor Research Council

2024 Sheet Metal Settlements by Region

		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
East	Percent	4.3%	3.5%	3.7%	3.5%	3.6%	N/A
	Dollars	\$3.64	\$3.33	\$3.56	\$3.52	\$3.66	N/A
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South	Percent	3.5%	3.5%	2.9%	2.3%	N/A	N/A
	Dollars	\$1.70	\$1.76	\$1.47	\$1.06	N/A	N/A
Midwest	Percent	5.9%	5.1%	4.7%	4.3%	N/A	N/A
	Dollars	\$3.52	\$3.23	\$3.17	\$3.57	N/A	N/A
West	Percent	4.9%	4.3%	4.2%	4.0%	3.7%	3.8%
	Dollars	\$3.98	\$3.83	\$3.79	\$4.05	\$3.85	\$4.10

Source: SMACNA National

Length of 2024 Sheet Metal Contracts





2025 Bargaining Update

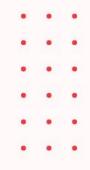
2025 Work-Hour Forecasts



- 29% of chapters are projecting increased work-hours.
- 61% of chapters expect work-hours to decrease.
- 10% of chapters are projecting that work-hours will remain steady.

Source: SMACNA's 2025 Annual Labor Survey

2025 Sheet Metal Settlements (as of May 30, 2025)



	Year 1	Year 2	Year 3	Year 4	Year 5
Percent	4.7%	4.2%	4.0%	4.1%	4.2%
Dollars	\$3.52	\$3.32	\$3.34	\$4.14	\$4.33

Source: SMACNA National

2025 Sheet Metal Settlements by Region (as of May 30, 2025)

		Year 1	Year 2	Year 3	Year 4	Year 5
East	Percent	4.3%	4.0%	3.8%	4.8%	N/A
	Dollars	\$3.50	\$3.44	\$3.31	\$3.25	N/A
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South	Percent	5.2%	3.6%	3.4%	N/A	N/A
	Dollars	\$2.48	\$1.75	\$1.75	N/A	N/A
Midwest	Percent	5.2%	4.5%	4.3%	4.3%	4.8%
	Dollars	\$3.74	\$3.42	\$3.44	\$3.63	\$4.23
West	Percent	3.8%	3.8%	3.9%	3.9%	4.0%
	Dollars	\$3.91	\$4.10	\$4.28	\$4.49	\$4.37

Source: SMACNA National

2025 Health Care Projections

Medical	
Indemnity	N/A

7.9%

7.8%

Rx Drugs		
Retail	11.4%	
Mail Order	13.3%	

Dental				
Indemnity	5.0%			
Dental Provider Org.	4.5%			
Dental Maint. Org.	3.5%			



Source: 2025 Segal Health Plan Cost Trend Survey

PPO

HMO

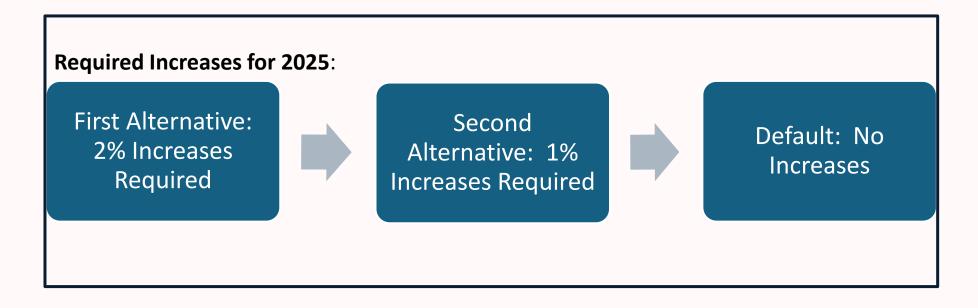
Future IFUS Increases

Commencing on January 1, 2026, the initial one-cent (\$0.01) increase brings the total cents per hour contribution to \$0.16. Subsequent increments of one cent (\$0.01) every three years will follow, with the next increase to \$0.17 effective January 1, 2029.

The scheduled increases offer transparency, empowering local chapters and stakeholders to plan confidently. Members can anticipate adjustments well in advance, facilitating strategic financial planning and ensuring a gradual, manageable impact.

The contribution growth is a strategic move to support vital initiatives, including enhanced training programs, improved member resources, and innovation in the sheet metal and air conditioning industries.

NPF Update



After further consideration, discussion and analysis at the November meeting, the Trustees have determined that there will be

NO 2026 MANDATED INCREASES

Beyond 2026: TBD

Upcoming Programs



Final 2025 Bargainers Conference Call

June 17th | 11:00 am Eastern

2025 NJAB Dates

September 24-25, 2025 | San Diego, California Cut-off date for submissions is Wednesday, September 3, 2025. Submissions mailed between August 29 and September 3 must be sent via overnight delivery service to: NJAB, 4201 Lafayette Center Drive, Chantilly, VA 20151.

- 2026 Collective Bargaining Orientation Registration to open in September
 January 14-15, 2026 | Phoenix, Arizona
- 2026 Partners in Progress Conference Registration to open in September
 February 17-18, 2026 | Orlando, Florida

SMACNA Bargaining Resources

- SMACNA Chapter Agreements
- Database on contract terms and conditions
- Specialty agreements on file
- Immediate e-mail notification of settlements
- Pension Information
- LM-10/LM-30 Information
- Bargainers Community
- CLRC Employment Share Reports by Collective Bargaining Area (distributed in January 2025 to chapters)
- Substance Testing Guidelines

Additional Bargaining Resources

- Wage and Fringe Database
- Residential Wage and Fringe Database
- 2023 IFUS Hours and Dues by region
- Examples of Favorable Contract Language
- Vaccine Resources
- Tariff Resources
- Annual Labor Report (distributed in March 2025 to chapters)
- 2025 Annual Bargainers Update (distributed in March 2025 to chapters)
- Call the SMACNA Labor Relations Staff to discuss proposals, ask for legal analysis and request custom research
- SMACNA website

Thank You!!

Let the Labor Relations staff know how we can help!

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