



# Labor Update

June Council Meeting  
Louisville, Kentucky  
June 2, 2025

Jason Watson, Executive Director  
of Labor Relations

HVAC  
Industrial  
Architectural  
Metal

EXPERTISE

FOR THE INDUSTRY

# 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
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



1-Year	2-Year	3-Year	4-Year	5-Year	6-Year
0	1	19	5	6	1



# 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
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
PPO	7.9%
HMO	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

# 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



## Required Increases for 2025:

First Alternative:  
2% Increases  
Required



Second  
Alternative: 1%  
Increases Required



Default: No  
Increases

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 17<sup>th</sup> | 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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