



SHEET METAL & AIR CONDITIONING
CONTRACTORS' NATIONAL ASSOCIATION

Bargaining Update

Council of Chapter Representatives Meeting

Beaver Creek, Colorado

June 3, 2024



Jason Watson
Executive Director, Labor Relations



2023 Sheet Metal/Plumbers and Pipefitters/ Construction Settlements

		Year 1	Year 2	Year 3
Sheet Metal	Percent	4.9%	4.5%	4.3%
	Dollars	\$3.09	\$2.91	\$2.90
Plumbers	Percent	4.4%	3.7%	3.3%
	Dollars	\$3.27	\$2.95	\$2.75
Construction	Percent	4.6%	4.2%	3.9%
	Dollars	\$2.97	\$2.76	\$2.69

Sources: SMACNA National
Construction Labor Research Council



2023 Sheet Metal Settlements by Region

		Year 1	Year 2	Year 3	Year 4	Year 5
East	Percent	3.8%	3.4%	3.4%	3.3%	3.9%
	Dollars	\$2.75	\$2.66	\$2.70	\$2.58	\$3.10
South	Percent	4.7%	4.6%	4.3%	3.3%	N/A
	Dollars	\$2.00	\$1.92	\$1.90	\$1.63	N/A
Midwest	Percent	4.8%	4.2%	4.0%	4.2%	3.2%
	Dollars	\$3.25	\$3.08	\$3.09	\$3.53	\$2.20
West	Percent	6.2%	5.4%	4.0%	3.5%	N/A
	Dollars	\$3.69	\$3.33	\$3.42	\$3.25	N/A

Source: SMACNA National



Length of 2023 Sheet Metal Contracts





2024 Bargaining Update



2024 Work-Hour Forecasts

- 39% of chapters are projecting increased work-hours.
- 39% of chapters expect work-hours to decrease.
- 22% of chapters are projecting that work-hours will remain steady.



2024 Sheet Metal Settlements (as of June 3, 2024)

	Year 1	Year 2	Year 3	Year 4	Year 5
Percent	5.3%	4.6%	4.4%	3.6%	3.5%
Dollars	\$3.47	\$3.22	\$3.25	\$3.22	\$3.64

Source: SMACNA National



2024 Sheet Metal Settlements by Region (as of June 3, 2024)

		Year 1	Year 2	Year 3	Year 4	Year 5
East	Percent	4.3%	3.5%	3.7%	3.5%	3.6%
	Dollars	\$3.64	\$3.33	\$3.56	\$3.52	\$3.66
South	Percent	2.8%	3.0%	3.0%	2.3%	N/A
	Dollars	\$1.18	\$1.33	\$1.37	\$1.06	N/A
Midwest	Percent	6.0%	5.2%	4.8%	4.3%	N/A
	Dollars	\$3.62	\$3.32	\$3.27	\$3.57	N/A
West	Percent	3.2%	3.6%	3.5%	3.6%	3.5%
	Dollars	\$2.79	\$3.25	\$3.25	\$3.50	\$3.50

Source: SMACNA National



2024 Health Care Projections

Medical	
Indemnity	N/A
PPO	6.8%
HMO	7.6%

Rx Drugs	
Retail	9.9%
Mail Order	14.5%

Dental	
Indemnity	4.0%
Dental Provider Org.	4.0%
Dental Maint. Org.	3.5%



Source: 2024 Segal Health Plan Cost Trend Survey



NPF Contribution Rates Beyond 2024

There are **NO** scheduled increases for **2024**.

Scheduled increases for **2025** and **2026** will be as follows:





Upcoming Labor Relations Programs

- **Final 2024 Bargainers Conference Call**
June 11th | 11:00 am Eastern
- **NJAB**
September 17-18, 2024 | St. Louis, MO
Cut-off date for submissions is Monday, August 26, 2024. Submissions mailed between Aug. 22-26 must be sent via overnight mail to the address below.

Street Address: NJAB
4201 Lafayette Center Drive
Chantilly, VA 20151-1219

- **2025 Collective Bargaining Orientation (Registration Opens July 2024)**
January 8-9, 2025 | Phoenix, Arizona
- **2026 Partners in Progress Conference (Registration Opens Fall 2025)**
February 27-28, 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 2024 to Chapters)
- [Substance Testing Guidelines](#)



Additional Bargaining Resources

- [Wage and Fringe Database](#)
- [Residential Wage and Fringe Database](#)
- [Examples of Favorable Contract Language](#)
- [Vaccine Resources](#)
- [Annual Labor Report](#)
- [Annual Bargainers Update](#)
- 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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