

2022 Sheet Metal Settlements

Peoria, IL

1 st Year	\$2.31	3.5%
2 nd Year	\$2.31	3.4%
3 rd Year	\$2.31	3.2%
4 th Year	\$2.31	3.1%
5 th Year	\$2.31	3.0%

Houston, TX

1 st Year	\$1.03	2.4%
2 nd Year	\$1.00	2.3%
3 rd Year	\$1.00	2.2%

Raleigh, NC

*1 st Year	\$3.61	9.0%
	\$2.06	4.7%
2 nd Year	\$2.07	4.5%
3 rd Year	\$1.54	3.2%

Akron, OH

1 st Year	\$1.75	2.7%
2 nd Year	\$1.75	2.6%
3 rd Year	\$1.80	2.6%
4 th Year	\$1.85	2.6%
5 th Year	\$1.85	2.6%

Buffalo, NY

#1 st Year	\$2.60	4.1%
2 nd Year	\$1.80	2.8%
3 rd Year	\$1.85	2.8%
4 th Year	\$1.85	2.7%

Flint, MI/Zone 4

1 st Year	\$1.65	2.8%
2 nd Year	\$1.55	2.6%
3 rd Year	\$1.50	2.5%
4 th Year	\$1.45	2.3%

Cleveland, OH

1 st Year	\$1.55	2.3%
	\$0.50	0.7%
2 nd Year	\$2.05	3.0%
3 rd Year	\$2.05	2.9%

Wilkes Barre, PA

1 st Year	\$3.00	5.3%
2 nd Year	\$3.00	4.8%
3 rd Year	\$2.50	3.9%
4 th Year	\$2.25	3.5%

Elmira, NY

#1 st Year	\$2.61	4.8%
2 nd Year	\$1.75	3.1%
3 rd Year	\$1.75	3.0%

Dallas, TX

1 st Year	\$1.05	2.3%
	\$0.45	1.0%
2 nd Year	\$0.70	1.5%
	\$0.70	1.5%
3 rd Year	\$0.70	1.4%
	\$0.70	1.4%

Duluth, MN

1 st Year	\$2.80	4.2%
2 nd Year	\$2.80	4.0%
3 rd Year	\$2.80	3.9%

Philadelphia, PA

1 st Year	\$3.25	3.0%
2 nd Year	\$3.25	3.1%
3 rd Year	\$3.50	3.0%

Cedar Rapids, IA

1 st Year	\$2.25	3.9%
2 nd Year	\$2.00	3.3%
3 rd Year	\$2.00	3.2%

Tri Cities, WA

1 st Year	\$3.12	4.5%
2 nd Year	\$3.12	4.3%
3 rd Year	\$3.12	4.2%
4 th Year	\$3.12	4.0%

Madison, WI

1 st Year	\$3.00	4.1%
2 nd Year	\$2.75	3.6%
3 rd Year	\$2.75	3.5%

St. Louis, MO

1 st Year	\$2.11	3.0%
2 nd Year	\$2.18	3.0%
3 rd Year	\$2.24	3.0%
^4 th Year	See note below	
^5 th Year	See note below	
^6 th Year	See note below	

Charleston, WV

1 st Year	\$1.71	3.0%
2 nd Year	\$1.80	3.0%

Albany, NY

#1 st Year	\$2.55	3.6%
2 nd Year	\$2.45	3.3%
3 rd Year	\$2.50	3.3%

Harrisburg, PA

1 st Year	\$2.50	3.2%
2 nd Year	\$2.50	3.1%
3 rd Year	\$2.50	3.0%

Sheboygan, WI

1 st Year	\$2.75	4.4%
2 nd Year	\$2.40	3.7%
3 rd Year	\$2.30	3.4%

Appleton, WI

1 st Year	\$3.00	4.7%
2 nd Year	\$2.50	3.8%
3 rd Year	\$2.50	3.6%

San Francisco, CA

1 st Year	\$4.35	3.8%
2 nd Year	\$5.30	4.5%
3 rd Year	\$5.70	4.6%

State of Delaware

1 st Year	\$2.25	2.8%
2 nd Year	\$2.25	2.7%
3 rd Year	\$2.25	2.6%

Denver, CO

1 st Year	\$1.98	3.7%
	\$0.70	1.3%
2 nd Year	\$2.15	3.9%
3 rd Year	\$2.00	3.5%
4 th Year	\$2.35	3.9%

Beaumont, TX

1 st Year	\$1.50	3.4%
2 nd Year	\$1.00	2.2%
3 rd Year	\$1.00	2.1%

Memphis, TN

1 st Year	\$1.00	2.1%
	\$1.00	2.1%
2 nd Year	\$1.00	2.0%
	\$1.00	2.0%
3 rd Year	\$1.00	1.9%
	\$1.00	1.9%
>4 th Year	See below	
	See below	

Kansas City, MO

1 st Year	\$2.75	3.8%
2 nd Year	\$2.50	3.3%
3 rd Year	\$2.35	3.0%

Boston, MA

1 st Year	\$1.70	1.7%
	\$1.65	1.6%
2 nd Year	\$1.70	1.6%
	\$1.70	1.6%
3 rd Year	\$1.75	1.6%
	\$1.75	1.6%
4 th Year	\$1.85	1.6%
	\$1.95	1.7%

Averages

1 st Year	\$2.51	3.9%
2 nd Year	\$2.30	3.4%
3 rd Year	\$2.30	2.9%
4 th Year	\$2.41	3.3%
5 th Year	\$2.06	2.8%

Springfield, MA

1 st Year	\$1.50	2.1%
	\$1.00	1.4%
2 nd Year	\$1.25	1.7%
	\$1.25	1.7%
3 rd Year	\$1.25	1.6%
	\$1.25	1.6%

Upper Peninsula, MI

1 st Year	\$2.75	4.4%
2 nd Year	\$2.50	3.9%
3 rd Year	\$2.25	3.3%

Anchorage, AK

1 st Year	\$2.44	3.4%
2 nd Year	\$2.40	3.2%
3 rd Year	\$2.40	3.1%

Cincinnati, OH

1 st Year	\$2.00	3.7%
2 nd Year	\$2.00	3.6%
3 rd Year	\$2.00	3.4%

Wheeling, WV

1 st Year	\$1.80	3.0%
2 nd Year	\$1.90	3.0%
3 rd Year	\$1.95	3.0%

Baltimore, MD

1 st Year	\$2.00	3.3%
2 nd Year	\$2.00	3.2%
3 rd Year	\$2.25	3.4%
4 th Year	\$2.75	4.0%

* The parties agreed to move from NPF First alternative plan to the default plan.

The reason for the higher first year increase is due to a state law that requires employers to provide paid sick leave.

^Years 4-6, if the manhours the previous year are less than 2.1 million, increase will be 2.75 percent. If the manhours the previous year are more than 2.1 million the increase will be 3.25 percent.

> CPI-U for the fourth-year split into 6-month increments, not to go below 1 percent or above 3 percent.