

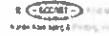
International Brotherhood of Electrical Workers Local Union No. 38

Michael Muzic
President

Dennis Meaney
Business Manager
Financial Secretary



Electrical Workers Building
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October 26, 2021

TO ALL RESIDENTIAL CONTRACTORS:

Please be advised there will be an increase of \$1.00 for the Residential agreement. \$0.75 was added into the hourly rate and .25 was added into the Health and Welfare rate effective November 1, 2021 through October 30, 2022. Therefore, the rate of pay will be as follows:

Residential Wireman	\$23.26 per hour
Foreman	\$23.76 per hour
General Foreman	\$24.26 per hour

RESIDENTIAL WIREMAN TRAINEE

1 ST 6 Months	50% of Residential Wireman Rate
2 nd 6 Months	60% of Residential Wireman Rate
3 rd 6 Months	70% of Residential Wireman Rate
4 th 6 Months	80% of Residential Wireman Rate

EMPLOYER CONTRIBUTIONS

N.E.B.F.	3% of Gross Labor Payroll
Health & Welfare	\$7.25 per hour worked
JATC Fund	\$0.42 per hour worked
N.E.I.F. (NECA Contractors only)	3/10 of 1% of Gross Labor Payroll
Local Pension	\$3.20 per hour worked
LMCC Fund	\$.10 per hour worked
NLMCC Fund	\$.01 per hour worked
CECAF	0.5% of gross payroll

EMPLOYEE DEDUCTIONS

Vacation/Holiday fund	\$.50 per hour worked
LU 38 dues withheld	2%
401-K Employee-Voluntary Referral*	
Choice of one (1)	
1%, 2%, 3%, 4%, 5%, 6%, 7%, 8%, 9%, 10%, 11%, 12%, 13%, 14%, 15%	

*Employee can change deferral rate the first of every month.

Respectfully yours,
Local Union 38, IBEW Local 38

Dennis Meaney
Business Mgr/Fins. Sec.

**NECA
IBEW LOCAL UNION #38
RESIDENTIAL WAGE SPREADSHEET**

EFFECTIVE DATES		11/1/2021 -10/30/2022		
CLASSIFICATIONS		Wireman	Foreman	General Foreman
BASE WAGE RATE		\$23.26	\$23.76	\$24.26
TOTAL TAXABLE WAGES		\$23.26	\$23.76	\$24.26
Base Wage Rate includes INCREASE of:		\$0.75	\$0.75	\$0.75
FRINGE BENEFITS				
HEALTH & WELFARE		\$7.25	\$7.25	\$7.25
NEBF	3%	\$0.70	\$0.71	\$0.73
PENSION		\$3.20	\$3.20	\$3.20
TOTAL FRINGES		\$11.15	\$11.16	\$11.18
TOTAL WAGE PACKAGE		\$34.41	\$34.92	\$35.44
OTHER PAYROLL COSTS				
JATC		\$0.42	\$0.42	\$0.42
NECA	0.30%	\$0.07	\$0.07	\$0.07
CECAF	0.50%	\$0.12	\$0.12	\$0.12
NLMC		\$0.01	\$0.01	\$0.01
CELMCC		\$0.10	\$0.10	\$0.10
TOTAL OTHER COSTS		\$0.72	\$0.72	\$0.72
TOTAL COST LESS TAXES		\$35.13	\$35.64	\$36.16
TAXES AND INSURANCE (EST.)				
WORKERS COMPENSATION	4%	\$0.93	\$0.95	\$0.97
STATE UNEMPLOYMENT	7.50%	\$1.74	\$1.78	\$1.82
FEDERAL UNEMPLOYMENT	0.80%	\$0.19	\$0.19	\$0.19
FICA & MEDICARE	7.65%	\$1.78	\$1.82	\$1.86
INSURANCE	2.50%	\$0.58	\$0.59	\$0.61
TOTAL TAXES AND INS.		\$5.22	\$5.33	\$5.45
TOTAL ADDERS		\$17.09	\$17.21	\$17.35
TOTAL WAGE COST		\$40.35	\$40.97	\$41.61

**NECA/IBEW LOCAL UNION #38
RESIDENTIAL WAGE SPREADSHEET
APPRENTICES**

EFFECTIVE DATES		11/1/2021 -10/30/2022			
CLASSIFICATIONS		1st	2nd	3rd	4th
		6 MOS.	6 MOS.	6 MOS.	6 MOS.
BASE WAGE RATE		\$11.63	\$13.96	\$16.28	\$18.61
TOTAL TAXABLE WAGES		\$11.63	\$13.96	\$16.28	\$18.61
Base Wage Rate includes INCRE					
		\$0.37	\$0.45	\$0.52	\$0.60
FRINGE BENEFITS					
HEALTH & WELFARE		\$7.25	\$7.25	\$7.25	\$7.25
NEBF	3%	\$0.35	\$0.42	\$0.49	\$0.56
PENSION		\$3.20	\$3.20	\$3.20	\$3.20
TOTAL FRINGES		\$10.80	\$10.87	\$10.94	\$11.01
TOTAL WAGE PACKAGE		\$22.43	\$24.83	\$27.22	\$29.62
OTHER PAYROLL COSTS					
JATC		\$0.42	\$0.42	\$0.42	\$0.42
NECA	0.30%	\$0.03	\$0.04	\$0.05	\$0.06
CECAF	0.50%	\$0.06	\$0.07	\$0.08	\$0.09
NLMCC		\$0.01	\$0.01	\$0.01	\$0.01
LMCC		\$0.10	\$0.10	\$0.10	\$0.10
TOTAL OTHER COSTS		\$0.62	\$0.64	\$0.66	\$0.68
TOTAL COST LESS TAXES		\$23.05	\$25.47	\$27.88	\$30.30
TAXES AND INSURANCE (EST.)					
WORKERS C	4%	\$0.47	\$0.56	\$0.65	\$0.74
STATE UNEM	7.50%	\$0.87	\$1.05	\$1.22	\$1.40
FEDERAL UN	0.80%	\$0.09	\$0.11	\$0.13	\$0.15
FICA & MED	7.65%	\$0.89	\$1.07	\$1.25	\$1.42
INSURANCE	2.50%	\$0.29	\$0.35	\$0.41	\$0.47
TOTAL TAXES AND INS.		\$2.61	\$3.13	\$3.66	\$4.18
TOTAL ADDERS		\$14.04	\$14.65	\$15.26	\$15.87
TOTAL WAGE COST		\$25.66	\$28.61	\$31.54	\$34.48