International Brotherhood of Electrical Morkers Local Union No. 38

Michael E. Muzic President

Daniel V. Gallagher Business Manager Financial Secretary





Electrical Workers Building 1590 East 23rd Street Cleveland, Ohio 44114-4286 (216) 621-3090 Fax (216) 696-0660



April 21, 2023

TO ALL TELEDATA CONTRACTORS

Please be advised there will be a **change** in the base pay April 24, 2023 through April 28, 2024. The rate of pay will be as follows:

Installer Technician	\$28.55 per hour
Communications Technician	\$29.80 per hour
Senior Technician	\$30.80 per hour

New Classifications:

Security Technician Level I	\$28.55
Security Technician Level II	\$29.80
Security Technician Level III	\$30.80
Audio/Visual Technician Level 1	\$28.55
Audio/Visual Technician Level II	\$29.80
Audio/Visual Technician Level III	\$30.80

APPRENTICES

1 ST 6 Months	55% of Installer Rate
2 ND 6 Months	65% of Installer Rate
3 RD 6 Months	75% of Installer Rate
4 TH 6 Months	80% of Installer Rate
5 TH 6 Months	85% of Installer Rate
6 TH 6 Months	90% of Installer Rate

EMPLOYER CONTRIBUTIONS

	EMILEO LEY COM LYIPO HOM2
N.E.B.F.	3% of Gross Labor Payroll
Local 38 Pension	\$3.20 per hour paid
Health & Welfare Fund	\$7.75 per hour paid
JATC Fund	\$.42 per hour worked
N.E.I.F.	3/10 of 1% of Gross Labor Payroll
CECAF	.5% of Gross Labor Payroll
–CELMCC/NLMCC Fund	\$.11 per hour work

CELMCC/NLMCC Fund \$.11 per hour work
Vacation Supplement 4.5% of Hourly Rate added to gross pay

401K 1.50 per hour paid

EMPLOYEE DEDUCTION

Vacation Deduction \$1.00 per hour worked LU 38 dues withheld 2 %

Parking Allowance \$10.00

401-K Employee Voluntary Deferral*- Employees can change deferral rate 1% to 100% *Employees can change deferral rate the first of every month.

Respectfully yours, IBEW, Local Union 38

Daniel V. Gallagher Business Mgr/Fin. Secretary

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3rd Shift 1 1/2X	3rd Shift	2nd Shft 1 1/2X	2nd Shift	ZX	11/2X	Base				3rd Shift 1 1/2X	3rd Shift	2nd Shft 1 1/2X	2nd Shift	2x	1 1/2X	Base				3rd Shift 1 1/2X	3rd Shift	2nd Shft 1 1/2X	2nd Shift	2X	11/2X	Base				Health & Welfare \$7.75		
\$55.44	\$36.96	\$50.82	\$33.88	\$61.60	\$46.20	\$30.80		Technician	Senior	\$53.64	\$35.76	\$49.17	\$32.78	\$59.60	\$44.70	\$29.80		Tech	CommV	\$51.39	\$34.26	\$47.12	\$31.41	\$57.10	\$42.83	\$28.55		Technician	Installer/	.75		
\$2.49	\$1.66	\$2.29	\$1.52	\$2.77	\$2.08	\$1.39	Contribution	Vacation	4.5% Employer	\$2.41	\$1.61	\$2.21	\$1.48	\$2.68	\$2.01	\$1.34	Contribution	Vacation	4.5% Employer	\$2.31	\$1.54	\$2.12	\$1.41	\$2.57	\$1.93	\$1.28	Contribution	Vacation	4.5% Employer	Pension \$3.20		
\$57.93	\$38.62	\$53.11	\$35.40	\$64.37	\$48.28	\$32.19	Rate	Taxable	New	\$56.05	\$37.37	\$51.38	\$34.26	\$62.28	\$46.71	\$31.14	Rate	Taxable	New	\$53.70	\$35.80	\$49.24	\$32.82	\$59.67	\$44.76	\$29.83	Rate	Taxable	New		IBEW LOCAL	
\$59.33	\$39.55	\$54.39	\$36.26	\$65.92	\$49.44	\$32.96	Technician	Senior	7% Foreman/	\$57.41	\$38.27	\$52.61	\$35.07	\$63.78	\$47.84	\$31.89	Tech	Comm/	7% Foreman	\$54.99	\$36.66	\$50.42	\$33.61	\$61.10	\$45.83	\$30.55	Technician	installer/	7% Foreman/		. UNION #38	
\$2.67	\$1.78	\$2.45	\$1.63	\$2.97	\$2.22	\$1.48	Contribution	Vacation	4.5% Employer	\$2.58	\$1.72	\$2.37	\$1.58	\$2.87	\$2.15	\$1.43	Contribution	Vacation	4.5% Employer	\$2.47	\$1.65	\$2.27	\$1.51	\$2.75	\$2.06	\$1.37	Contribution	Vacation	4.5% Employer		BEW LOCAL UNION #38 TELEDATA RATES EFFECTIVE APRIL 24,	
\$62.00	\$41.33	\$56.84	\$37.89	\$68.89	\$51.66	\$34.44	Rate	Taxable	New	\$59.99	\$39.99	\$54.98	\$36.65	\$66.65	\$49.99	\$33.32	Rate	Taxable	New	\$57.46	\$38.31	\$52.69	\$35.12	\$63.85	\$47.89	\$31.92	Rate	Taxable	New		TES EFFECTIV	ľ
\$60.00	\$40.66	\$55.90	\$37.27	\$67.76	\$50.82	\$33.88	Technician	Senior	10% Foreman/	\$59.01	\$39.34	\$54.09	\$36.06	\$65.56	\$49.17	\$32.78	Tech	Commy	10% Foreman	\$56.54	\$37.69	\$51.83	\$34.55	\$62.82	\$47.12	\$31.41	Technician	installer/	10% Foreman/			
5774	\$1.83	\$2.52	\$1.68	\$3.05	\$2.29	\$1.52	Contribution	Vacation	4.5% Employer	\$2.66	\$1.77	\$2.43	\$1.62	\$2.95	\$2.21	\$1.48	Contribution	Vacation	4.5% Employer	\$2.54	\$1.70	\$2.33	\$1.55	\$2.83	\$2.12	\$1.41	Contribution	Vacation	4.5% Employer		2023 THROUGH APRIL 28, 2024	
\$62.72	\$42.49	\$58.42	\$38.95	\$70.81	\$53.11	\$35.40	Rate	Taxable	New	\$61.67	\$41.11	\$56.52	\$37.68	\$68.51	\$51.38	\$34.26	Rate	Taxable	New	\$59.08	\$39,38	\$54.16	\$36.10	\$65.65	\$49.24	\$32.82	Rate	Taxable	New		PRIL 28, 202	
40.00	\$41.76	\$57.43	\$38.28	\$69.60	\$52.21	\$34.80	Tech	Senior	13% Foreman	\$60.61	\$40.40	\$55.56	\$37.04	\$67.34	\$50.51	\$33.67	Tech	Comm	13% Foreman	\$58.07	\$38.71	\$53.24	\$35.49	\$64.52	\$48.39	\$32.26	Technician	installer/	13% Foreman/		4	7
63.03	\$1.88	\$2.58	\$1.72	\$3.13	\$2.35	\$1.57	Contribution	Vacation	4.5% Employer	\$2.73	\$1.82	\$2.50	\$1.67	\$3.03	\$2.27	\$1.52	Contribution	Vacation	4.5% Employer	\$2.61	\$1.74	\$2.40	\$1.60	\$2.90	\$2.18	\$1.45	Contribution		4.5% Employer			-
	\$43.64	\$60.01	\$40.00	\$72.73	\$54.56	\$36.37	Rate	Taxable	New	\$63.34	\$42.22	\$58.06	\$38.71	\$70.37	\$52.78	\$35.19	Rate	Taxable	New	\$60.68	\$40.45	\$55.64	\$37.09	\$67.42	\$50.57	\$33.71	Rate	Taxable	New	3		141

A 1 1 A Welfare \$7.75	8 \$7.75	C Pension \$3.20		E AL UNION #38	TELEDATA RA	G ATES EFFEC	TIVE APRIL 24,	D E F G H J BEW LOCAL UNION #38 TELEDATA RATES EFFECTIVE APRIL 24, 2023 THROUGH APRIL 28, 2024	1 APRIL 28, 2	024	ر	1 2
ω	Security	4.5% Employer	New	7% Foreman/	4.5% Employer	New	10% Foreman/	4.5% Employer	New	13% Foreman/	4.5% Employer	
4	Technician	Vacation	Tarable	Security	Vacation	Taxable	Security	Vacation	Taxable	Security	Vacation	
5	Level 1	Contribution	Rate	Technician	Contribution	Rate	Technician	Contribution	Rate	Technician	Contribution	100
6 Base	\$28.55	\$1.28	\$29.83	\$30.55	\$1.37	\$31.92	\$31.41	\$1.41	\$32.82	\$32.26	\$1.45	
7 11/2X	\$42.83	\$1.93	\$44.76	\$45.83	\$2.06	\$47.89	\$47.12	\$2.12	\$49.24	\$48.39	\$2.18	
8 ZX	\$57.10	\$2.57	\$59.67	\$61.10	\$2.75	\$63.85	\$62.82	\$2.83	\$65.65	\$64.52	\$2.90	
9 2nd Shift	\$31,41	\$1.41	\$32.82	\$33.61	\$1.51	\$35.12	\$34.55	\$1.55	\$36.10	\$35,49	\$1.60	
10 2nd Shft 1 1/2X	\$47.12	\$2.12	\$49.24	\$50.42	\$2.27	\$52.69	\$51.83	\$2.33	\$54.16	\$53,24	\$2.40	
11 3rd Shift	\$34.26	\$1.54	\$35.80	\$36.66	\$1.65	\$38.31	\$37.69	\$1.70	\$39.38	\$38.71	\$1.74	
12 3rd Shift 1 1/2X	\$51.39	\$2.31	\$53.70	\$54.99	\$2.47	\$57.46	\$56.54	\$2.54	\$59.08	\$58.07	\$2.61	
13	Security	4.5% Employer	New	7% Foreman	4.5% Employer	New	10% Foreman	4.5% Emplayer	New	13% Foreman	4.5% Emplayer	
4	Technician	Vacation	Taxable	Security	Vacation	Taxable	Security	Vacation	Taxable	Security	Vacation	
155	Level 2	Contribution	Rate	Tech	Contribution	Rate	Tech	Contribution	Rate	Tech	Contribution	
16 Base	\$29.80	\$1.34	\$31.14	\$31.89	\$1.43	\$33.32	\$32.78	\$1.48	\$34.26	\$33.67	\$1.52	
17 1 1/2X	\$44.70	\$2.01	\$46.71	\$47.84	\$2.15	\$49.99	\$49.17	\$2.21	\$51.38	\$50.51	\$2.27	
18 2X	\$59.60	\$2.68	\$62.28	\$63.78	\$2.87	\$66.65	\$65.56	\$2.95	\$68.51	\$67.34	\$3.03	
19 2nd Shift	\$32.78	\$1.48	\$34.26	\$35.07	\$1.58	\$36.65	\$36.06	\$1.62	\$37.68	\$37.04	\$1.67	
20 2nd Shft 1 1/2X	\$49.17	\$2.21	\$51.38	\$52.61	\$2.37	\$54.98	\$54.09	\$2.43	\$56.52	\$55.56	\$2.50	
21 3rd Shift	\$35.76	\$1.61	\$37.37	\$38.27	\$1.72	\$39.99	\$39.34	\$1.77	\$41.11	\$40.40	\$1.82	
22 3rd Shift 1 1/2X	\$53.64	\$2.41	\$56.05	\$57.41	\$2.58	\$59.99	\$59.01	\$2.66	\$61.67	\$60.61	\$2.73	
23	Security	4.5% Employer	New	7% Foreman/	4.5% Employer	New	10% Foreman/	4.5% Employer	New	13% Foreman	4.5% Employer	1
24	Technician	Vacation	Taxable	Security	Vacation	Taxable	Security	Vacation	Taxable	Security	Vacation	
25	Level 3	Contribution	Rate	Technician	Contribution	Rate	Technician	Contribution	Rate	Tech	Contribution	1
26 Base	\$30.80	\$1.39	\$32.19	\$32.96	\$1.48	\$34.44	\$33.88	\$1.52	\$35.40	\$34.80	\$1.57	
27 1 1/2X	\$46.20	\$2.08	\$48.28	\$49.44	\$2.22	\$51.66	\$50.82	\$2.29	\$53.11	\$52.21	\$2.35	$\overline{}$
28 2 X	\$61.60	\$2.77	\$64.37	\$65.92	\$2.97	\$68.89	\$67.76	\$3.05	\$70.81	\$69.60	\$3.13	
29 2nd Shift	\$33.88	\$1.52	\$35.40	\$36.26	\$1.63	\$37.89	\$37.27	\$1.68	\$38.95	\$38.28	\$1.72	
30 2nd Shft 1 1/2X	\$50.82	\$2.29	\$53.11	\$54.39	\$2.45	\$56.84	\$55.90	\$2.52	\$58.42	\$57.43	\$2.58	
31 3rd Shift	\$36.96	\$1.66	\$38.62	\$39.55	\$1.78	\$41.33	\$40.66	\$1.83	\$42.49	\$41.76	\$1.88	
32 3rd Shift 1 1/2Y	\$55.44	\$2,49	\$57.93	\$59,33	\$2.67	\$62.00	\$60.99	\$2.74	\$63.73	\$62.64	\$2.82	

32	31	30 2	29 2	28 2X	27 1		25	24	23	_	-	20 2	19 2	18 2X	17 1	16 B	15	4	ದ	12 3	=======================================	10 2	9	(D)	~	6	Ş	4	w	2	-	
3rd Shift 1 1/2x	3rd Shift	2nd Shft 1 1/2X	2nd Shift	×	11/2X	Base				3rd Shift 1 1/2X	3rd Shift	2nd Shft 1 1/2X	2nd Shift	×	11/2X	Base				3rd Shift 1 1/2X	3rd Shift	2nd Shft 1 1/2X	2nd Shift	2X	11/2X	Base				Health & Welfare \$7.75		A
\$55,44	\$36.96	\$50.82	\$33.88	\$61.60	\$46.20	\$30.80	Level 3	Technician	Audio/Visual	\$53.64	\$35.76	\$49.17	\$32.78	\$59.60	\$44.70	\$29.80	Level 2	Technician	Audio/Visual	\$51.39	\$34.26	\$47.12	\$31.41	\$57.10	\$42.83	\$28.55	Level 1	Technician	Audio/Visual	\$7.75		В
\$2.49	\$1.66	\$2.29	\$1.52	\$2.77	\$2.08	\$1.39	Contribution	Vacation	4.5% Employer	\$2.41	\$1.61	\$2.21	\$1.48	\$2.68	\$2.01	\$1.34	Contribution	Vacation	4.5% Employer	\$2.31	\$1.54	\$2.12	\$1.41	\$2.57	\$1.93	\$1.28	Contribution	Vacation	4.5% Employer	Pension \$3.20		0
\$57.93	\$38.62	\$53.11	\$35.40	\$64.37	\$48.28	\$32.19	Rate	Taxable	New	\$56,05	\$37.37	\$51.38	\$34.26	\$62.28	\$46.71	\$31.14	Rate	Taxable	New	\$53.70	\$35.80	\$49.24	\$32.82	\$59.67	\$44.76	\$29.83	Rate	Taxable	New		IBEW LOCA	D
\$50.33	\$39.55	\$54.39	\$36.26	\$65.92	\$49.44	\$32.96	Technician	Audio/Visual	7% Foreman/	\$57.41	\$38.27	\$52.61	\$35.07	\$63.78	\$47.84	\$31.89	Tech	Audio/Visual	7% Foreman	\$54.99	\$36.66	\$50.42	\$33.61	\$61.10	\$45.83	\$30.55	Technician	Audio/Visual	7% Foreman/		BEW LOCAL UNION #38 TELEDATA RATES EFFECTIVE APRIL 24, 2023 THROUGH APRIL 28, 2024	m
\$3.67	\$1.78	\$2.45	\$1.63	\$2.97	\$2.22	\$1.48	Contribution	Vacation	4.5% Employer	\$2.58	\$1.72	\$2.37	\$1.58	\$2.87	\$2.15	\$1.43	Contribution	Vacation	4.5% Employer	\$2,47	\$1.65	\$2.27	\$1.51	\$2.75	\$2.06	\$1.37	Contribution	Vacation	4.5% Employer		TELEDATA RAT	71
\$62.00	\$41.33	\$56.84	\$37.89	\$68.89	\$51.66	\$34.44	Rate	Taxable	New	\$59.99	\$39.99	\$54.98	\$36.65	\$66.65	\$49.99	\$33.32	Rate	Taxable	New	\$57.46	\$38.31	\$52.69	\$35.12	\$63.85	\$47.89	\$31.92	Rate	Taxable	WeW		ES EFFECT	6
\$60 0g	\$40,66	\$55.90	\$37.27	\$67.76	\$50.82	\$33.88	Technician	Audio/Visual	10% Foreman/	\$59.01	\$39.34	\$54.09	\$36.06	\$65.56	\$49.17	\$32.78	Tech	Audio/Visual	10% Foreman	\$56.54	\$37.69	\$51.83	\$34.55	\$62.82	\$47.12	\$31.41	Technician	Audio/Visual	10% Foreman/		IVE APRIL 24,	I
\$2.74	\$1.83	\$2.52	\$1.68	\$3.05	\$2.29	\$1.52	Contribution	Vacation	4.5% Employer	\$2.66	\$1.77	\$2.43	\$1.62	\$2.95	\$2.21	\$1,48	Contribution	Vacation	4.5% Employer	\$2.54	\$1.70	\$2.33	\$1.55	\$2.83	\$2.12	\$1.41	Contribution	Vacation	4.5% Employer		2023 THROUG	_
E4 E93	\$42.49	\$58.42	\$38.95	\$70.81	\$53.11	\$35.40	Rate	Taxable	New	\$61.67	\$41.11	\$56.52	\$37.68	\$68.51	\$51.38	\$34.26	Rate	Taxable	New	\$59.08	\$39.38	\$54.16	\$36.10	\$65.65	\$49.24	\$32.82	Rate	Taxable	New		3H APRIL 2	_
463 64	\$41.76	\$57.43	\$38.28	\$69.60	\$52.21	\$34.80	Tech	Audio/Visual	13% Foreman	\$60.61	\$40.40	\$55.56	\$37.04	\$67.34	\$50.51	\$33.67	Tech	Audlo/Visual	13% Foreman	\$58.07	\$38.71	\$53.24	\$35.49	\$64.52	\$48.39	\$32.26	Technician	Audio/Visual	13% Foreman/		8, 2024	~
\$3.83	\$1.88	\$2.58	\$1.72	\$3.13	\$2.35	\$1.57	Contribution	Vacation	4.5% Employer	\$2.73	\$1.82	\$2.50	\$1.67	\$3.03	\$2.27	\$1.52	Contribution	Vacation	4.5% Employer	\$2.61	\$1.74	\$2.40	\$1.60	\$2.90	\$2.18	\$1.45	Contribution	Vacation	4.5% Employer			-
\$65.45	\$43.64	\$60.01	\$40.00	\$72.73	\$54.56	\$36.37	Rate	Taxable	New	\$63.34	\$42.22	\$58.36	\$38.71	\$70.37	\$52.78	\$35.19	Rate	Taxable	New	\$60.68	\$40.45	\$55.64	\$37.09	\$67.42	\$50.57	\$33.71	Rate	Taxable	New			3

58 3	57 3	56 21		54 2X			51	50	49	48	47	46 3	45	44 2	43 2	42 2X	41	40 B	39	æ	37	36		34 H	33	Ţ
3rd Shift 1 1/2X	3rd Shift	2nd Shft 1 1/2X	2nd Shift	×	11/2X	Base						3rd Shift 1 1/2X	45 3rd Shift	2nd Shft 1 1/2X	2nd Shift	×	1 1/2X	Base					Pension	Health & Welfare		
\$41.12	\$27.41	\$37.69	\$25.12	\$45.68	\$34.26	\$22.84		Inst. Appr.	80% 4th Per			\$28.26	\$18.84	\$25.91	\$17.27	\$31.40	\$23.55	\$15.70		Inst. Appr.	55% 1st Per					
\$1.85	\$1.23	\$1.70	\$1.13	\$2.06	\$1.54	\$1.03	Contribution	Vacation	4.5% Employer			\$1.27	\$0.85	\$1.17	\$0.78	\$1.41	\$1.06	\$0.71	Contribution	Vacation	4.5% Employer	\$10.95	\$3.20	\$7.75		
\$42.97	\$28.64	\$39.39	\$26.25	\$47.74	\$35.80	\$23.87	Rate	Taxable	New			\$29.53	\$19.69	\$27.08	\$18.05	\$32.81	\$24.61	\$16.41	Rate	Taxable	New				IBEW LOCAL	
\$43.69	\$29.12	\$40.05	\$26.70	\$48.54	\$36.41	\$24.27		inst. Appr.	85% 5th Per			\$33.41	\$22.27	\$30.63	\$20.42	\$37.12	\$27.84	\$18.56		Inst. Appr.	65% 2nd Per				UNION #38 T	
\$1.97	\$1.31	\$1.80	\$1.20	\$2.18	\$1.64	\$1.09	Contribution	Vacation	4.5% Employer			\$1.50	\$1.00	\$1.38	\$0.92	\$1.67	\$1.25	\$0.84	Contribution	Vacation	4.5% Employer				BEW LOCAL UNION #38 TELEDATA APPRENTICE RATES EFFECT	
\$45.66	\$30.43	\$41.85	\$27.90	\$50.72	\$38.05	\$25.36	Rate	Taxable	New			\$34.91	\$23.27	\$32.01	\$21.34	\$38.79	\$29.09	\$19.40	Rate	Taxable	New				RENTICE RA	ĺ
\$46.26	\$30.84	\$42.41	\$28.27	\$51.40	\$38.55	\$25.70		inst. Appr.	90% 6th Per			\$38.54	\$25.69	\$35.33	\$23.55	\$42.82	\$32.12	\$21.41		inst Appr.	75% 3rd Per					-
\$0.08	\$1.39	\$1.91	\$1.27	\$2.31	\$1.73	\$1.16	Contribution	Vacation	4.5% Employer			\$1.73	\$1.16	\$1.59	\$1.06	\$1.93	\$1.45	\$0.96	Contribution	Vacation	4.5% Employer				IVE APRIL 24, 2023 THROUGH APRIL 28, 2024	-
VE SV5	\$32.23	\$44.32	\$29.54	\$53.71	\$40.28	\$26.86	Rate	Taxable	New			\$40.27	\$26.85	\$36.92	\$24.61	\$44.75	\$33.57	\$22.37	Rate	Taxable	New				THROUGH AI	_
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