

International Brotherhood of Electrical Workers Local Union No. 38

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April 14, 2020

TO ALL ELECTRICAL CONTRACTORS AND SPECIALTY SHOPS:

Effective April 27, 2020 through April 25, 2021 there will be a \$1.25 increase in the total package for Inside Journeyman Wireman. This will consist of \$.75 going into the base pay and \$.50 going into the 401K contribution.

Journeyman Base Rate of Pay – See Attached sheet for overtime	\$39.88 per hour
Health and Welfare	\$ 9.05
Pension	\$ 10.05
NEBF	3% of gross payroll
NEIF - (NECA Contractors only)	.3% of gross payroll
JATC Fund	\$.42
NLMCC Fund	\$.01
LMCC FUND	\$.15
ACT/STATE BLDG. TRADES FUND (NEW FUND)	\$.05
CECAF (Administrative Fund)	.5% of gross payroll
401K Contribution	\$.50

Foreman (5-9 employees including Foreman)	\$42.27 per hour
Foreman (10-20 employees including Foreman)	\$43.87 per hour
Foreman (21 employees and over including Foreman)	\$45.46 per hour

Apprentice Base Rate of Pay –	See Attached wage sheet for breakdown and overtime
Health and Welfare	\$ 9.05
Pension	1 st year, 1 st & 2 nd Period – NONE - All other periods - \$6.53
NEBF	3% of gross payroll
NEIF-(NECA Contractors only)	.3% of gross payroll
JATC Fund	\$.42
NLMCC Fund	\$.01
LMCC FUND	\$.15
ACT/STATE BLDG. TRADES FUND	\$.05
CECAF (Administrative Fund)	.5% of gross payroll
401K Contribution	\$.50

EMPLOYEE DEDUCTION: Will stay the same - \$1.00 per hour worked for Vacation/Holiday Fund

Parking Expense: \$10.00 per car per day

5% dues withheld for Journeyman Wireman – 2% dues withheld for all apprentices working under our agreement.

Respectfully yours,

IBEW Local Union 38

Dennis Meaney
Business Mgr/Fin. Secretary

April 15, 2020

DOUBLE TIME	39.88
	<u>39.88</u>
	79.76

TIME AND ONE HALF	39.88
	<u>19.94</u>
	59.82

JOURNEYMAN RATE

EFFECTIVE APRIL 27, 2020 THROUGH APRIL 25, 2021

\$39.88	JOURNEYMAN BASE RATE OF PAY
\$ 9.05	HEALTH & WELFARE
\$10.05	PENSION
\$ 1.20	NEBF – 3%
\$.01	NLMCC FUND
\$.15	LMCC FUND
\$.12	NEIF - .3% (NECA CONTRACTORS ONLY)
\$.42	APPRENTICE FUND
\$.05	ACT/STATE BLDG. TRADES FUND (NEW FUND)
\$.50	401K CONTRIBUTION
\$.20	ADMINISTRATIVE FUND
<u>\$61.63</u>	

\$59.82	TIME AND ONE HALF
\$79.76	DOUBLE TIME

\$42.27	FOREMAN, 5-9 EMPLOYEES, INCLUDING
\$43.87	FOREMAN, 10-20 EMPLOYEES, INCLUDING
\$45.46	FOREMAN, 21+ EMPLOYEES, INCLUDING

\$.575	MILEAGE PER MILE
\$10.00	PARKING PER DAY

SHIFT RATES

BASE RATE =	\$39.88
H & W RATE =	\$9.05
PENSION RATE =	\$10.05

SECOND SHIFT RATE @ 5 - 8's

BASE RATE = \$39.88

40 HRS. @ BASE RATE = \$1595.20

10% OF GROSS= \$159.52

TOTAL = \$1,754.72

2ND SHIFT HOURLY RATE (TOTAL/40 HOURS) = \$43.87
 2ND SHIFT 1-1/2 HOURLY RATE = \$65.81

SECOND SHIFT RATE @ 4 - 10's

BASE RATE = \$39.88

40 HRS. @ BASE RATE = \$1,595.20

10% OF GROSS= \$159.52

TOTAL = \$1,754.72

2ND SHIFT HOURLY RATE (TOTAL / 40 HOURS) = \$43.87
 2ND SHIFT 1-1/2 HOURLY RATE = \$65.81

THIRD SHIFT RATE @ 5 - 8's

BASE RATE = \$39.88

40 HRS. @ BASE RATE = \$1595.20

20% OF GROSS = \$319.04

TOTAL = \$1914.24

3RD SHIFT HOURLY RATE (TOTAL/40 HOURS) = \$47.86
 3RD SHIFT 1-1/2 HOURLY RATE = \$71.79

THIRD SHIFT RATE @ 4 - 10's

BASE RATE = \$39.88

40 HRS. @ BASE RATE = \$1,595.20

20% OF GROSS = \$319.04

TOTAL = \$1,914.24

3RD SHIFT HOURLY RATE (TOTAL /40 HOURS) = \$47.86
 3RD SHIFT 1-1/2 HOURLY RATE = \$71.79

INSIDE WAGES FOR LU #38 - APRIL 27, 2020 THROUGH APRIL 25, 2021

*Health&Welfare - \$9.05/ Pension \$10.05		Pension Contribution - 65% of Journeyman Contribution Rate												
	Journeyman	Foreman 5-9 Men Incl. Frmn 6%	Foreman 10-20 Men Incl. Frmn 10%	Foreman 21+ Men Incl. Frmn 14%	35% 1st Yr Apprentice No Pension	40% 1st Yr Apprentice No Pension	45% 2nd Yr 3rd Per Apprentice	50% 2nd Yr 4th Per Apprentice	55% 3rd Yr 5th Per Apprentice	60% 3rd Yr 6th Per Apprentice	65% 4th Yr 7th Per Apprentice	70% 4th Yr 8th Per Apprentice	75% 5th Yr 9th Per Apprentice	80% 5th Yr 10th Per Apprentice
Base	\$39.88	\$42.27	\$43.87	\$45.46	\$13.96	\$15.95	\$17.95	\$19.94	\$21.93	\$23.93	\$25.92	\$27.92	\$29.91	\$31.90
1 1/2X	\$59.82	\$63.41	\$65.81	\$68.19	\$20.94	\$23.93	\$26.93	\$29.91	\$32.90	\$35.90	\$38.88	\$41.88	\$44.87	\$47.85
2X	\$79.76	\$84.54	\$87.74	\$90.92	\$27.92	\$31.90	\$35.90	\$39.88	\$43.86	\$47.86	\$51.84	\$55.84	\$59.82	\$63.80
2nd Shift	\$43.87	\$46.50	\$48.26	\$50.01	\$15.36	\$17.55	\$19.75	\$21.94	\$24.12	\$26.32	\$28.51	\$30.71	\$32.90	\$35.09
1 1/2X	\$65.81	\$69.75	\$72.39	\$75.02	\$23.04	\$26.33	\$29.63	\$32.91	\$36.18	\$39.48	\$42.77	\$46.07	\$49.35	\$52.64
3rd Shift	\$47.86	\$50.72	\$52.64	\$54.55	\$16.75	\$19.14	\$21.54	\$23.93	\$26.32	\$28.72	\$31.10	\$33.50	\$35.89	\$38.28
1 1/2X	\$71.79	\$76.08	\$78.96	\$81.83	\$25.13	\$28.71	\$32.31	\$35.90	\$39.48	\$43.08	\$46.65	\$50.25	\$53.84	\$57.42