

# International Brotherhood of Electrical Workers Local Union No. 38

Michael Muzic  
*President*

Dennis Meaney  
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April 15, 2020

## TO ALL TELEDATA CONTRACTORS

Please be advised there will be a change in the base pay April 27, 2020 through April 25, 2021.  
The rate of pay will be as follows:

Installer Technician	\$27.30 per hour
Communications Technician	\$28.55 per hour
Senior Technician	\$29.55 per hour

### New Classifications:

Security Technician Level I	\$27.30
Security Technician Level II	\$28.55
Security Technician Level III	\$29.55
Audio/Visual Technician Level I	\$27.30
Audio/Visual Technician Level II	\$28.55
Audio/Visual Technician Level III	\$29.55

### APPRENTICES

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

### EMPLOYER CONTRIBUTIONS

N.E.B.F.	3% of Gross Labor Payroll
Local 38 Pension	\$3.20 per hour paid
Health & Welfare Fund	\$7.50 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	\$.16 per hour work
Vacation Supplement	4.5% of Hourly Rate added to gross pay

### 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

Dennis Meaney  
Business Mgr/Fin. Secretary

A		B		C		D		E		F		G		H		I		J		K		L		M		
IBEW LOCAL UNION #38 TELEDATA RATES EFFECTIVE APRIL 27, 2020 THROUGH APRIL 25, 2021																										
1																										
2	Health & Welfare \$7.50																									
3		Installer/																								
4		Technician																								
5																										
6	Base	\$27.30	\$28.53	\$29.21	\$30.52	\$31.31	\$32.82	\$33.03	\$34.55	\$34.82	\$36.06	\$36.52	\$38.03	\$38.52	\$40.06	\$40.52	\$42.03	\$42.52	\$44.06	\$44.52	\$46.03	\$46.52	\$48.06	\$48.52	\$50.03	\$50.52
7	1 1/2X	\$40.95	\$42.79	\$43.82	\$45.79	\$46.97	\$49.06	\$49.55	\$51.78	\$52.23	\$54.52	\$55.13	\$57.48	\$58.13	\$60.52	\$61.13	\$63.48	\$64.13	\$66.52	\$67.13	\$69.48	\$70.13	\$72.48	\$73.13	\$75.48	\$76.13
8	2X	\$54.60	\$57.06	\$58.42	\$61.05	\$62.63	\$65.38	\$66.06	\$68.91	\$70.63	\$73.52	\$74.33	\$77.38	\$78.23	\$81.38	\$82.33	\$85.48	\$86.43	\$89.58	\$90.53	\$93.68	\$94.63	\$97.78	\$98.73	\$101.88	\$102.83
9	2nd Shift	\$30.03	\$31.38	\$32.13	\$33.58	\$34.52	\$36.06	\$36.52	\$38.03	\$38.52	\$40.06	\$40.52	\$42.03	\$42.52	\$44.06	\$44.52	\$46.03	\$46.52	\$48.06	\$48.52	\$50.03	\$50.52	\$52.06	\$52.52	\$54.03	\$54.52
10	2nd Shift 1 1/2X	\$45.05	\$47.08	\$48.20	\$50.37	\$51.51	\$53.78	\$54.55	\$56.91	\$57.63	\$60.06	\$60.83	\$63.28	\$64.06	\$66.52	\$67.33	\$69.78	\$70.53	\$72.98	\$73.73	\$76.18	\$76.93	\$79.38	\$80.13	\$82.58	\$83.33
11	3rd Shift	\$31.40	\$32.81	\$33.59	\$35.10	\$36.06	\$37.57	\$38.52	\$40.03	\$40.99	\$42.50	\$43.46	\$44.97	\$45.93	\$47.44	\$48.40	\$49.91	\$50.87	\$52.38	\$53.34	\$54.85	\$55.81	\$57.32	\$58.28	\$59.79	\$60.75
12	3rd Shift 1 1/2X	\$47.10	\$49.22	\$50.39	\$52.66	\$53.82	\$56.09	\$56.86	\$59.13	\$60.30	\$62.57	\$63.34	\$65.61	\$66.38	\$68.65	\$69.42	\$71.69	\$72.46	\$74.73	\$75.50	\$77.77	\$78.54	\$80.81	\$81.58	\$83.85	\$84.62
13		Comny/																								
14		Tech																								
15																										
16	Base	\$28.55	\$29.83	\$30.55	\$31.92	\$32.75	\$34.12	\$34.55	\$35.92	\$36.35	\$37.72	\$38.15	\$39.52	\$39.95	\$41.32	\$41.75	\$43.12	\$43.55	\$44.92	\$45.35	\$46.72	\$47.15	\$48.52	\$48.95	\$50.32	\$50.75
17	1 1/2X	\$42.83	\$44.76	\$45.83	\$47.89	\$49.06	\$51.13	\$51.83	\$53.91	\$54.61	\$56.69	\$57.39	\$59.47	\$60.17	\$62.25	\$62.95	\$65.03	\$65.73	\$67.81	\$68.51	\$70.59	\$71.29	\$73.37	\$74.07	\$76.15	\$76.85
18	2X	\$57.10	\$59.67	\$61.10	\$63.85	\$65.38	\$68.13	\$68.83	\$71.58	\$72.28	\$75.03	\$75.73	\$78.48	\$79.18	\$81.93	\$82.63	\$85.38	\$86.08	\$88.83	\$89.53	\$92.28	\$92.98	\$95.73	\$96.43	\$99.18	\$99.88
19	2nd Shift	\$31.41	\$32.82	\$33.61	\$35.12	\$36.06	\$37.57	\$38.52	\$40.03	\$40.99	\$42.50	\$43.46	\$44.97	\$45.93	\$47.44	\$48.40	\$49.91	\$50.87	\$52.38	\$53.34	\$54.85	\$55.81	\$57.32	\$58.28	\$59.79	\$60.75
20	2nd Shift 1 1/2X	\$47.12	\$49.24	\$50.42	\$52.69	\$53.82	\$56.09	\$56.86	\$59.13	\$60.30	\$62.57	\$63.34	\$65.61	\$66.38	\$68.65	\$69.42	\$71.69	\$72.46	\$74.73	\$75.50	\$77.77	\$78.54	\$80.81	\$81.58	\$83.85	\$84.62
21	3rd Shift	\$32.83	\$34.31	\$35.13	\$36.71	\$37.58	\$39.16	\$39.92	\$41.50	\$42.37	\$43.95	\$44.82	\$46.40	\$47.27	\$48.85	\$49.72	\$51.30	\$52.17	\$53.75	\$54.62	\$56.20	\$57.07	\$58.65	\$59.52	\$61.10	\$61.97
22	3rd Shift 1 1/2X	\$49.25	\$51.47	\$52.70	\$55.07	\$56.37	\$58.74	\$59.57	\$61.94	\$62.77	\$65.14	\$65.97	\$68.34	\$69.17	\$71.54	\$72.37	\$74.74	\$75.57	\$77.94	\$78.77	\$81.14	\$81.97	\$84.34	\$85.17	\$87.54	\$88.37
23		Senior																								
24		Technician																								
25																										
26	Base	\$29.55	\$30.88	\$31.62	\$33.04	\$33.88	\$35.30	\$35.73	\$37.15	\$37.58	\$38.99	\$39.42	\$40.84	\$41.27	\$42.69	\$43.12	\$44.54	\$44.97	\$46.39	\$46.82	\$48.24	\$48.67	\$50.09	\$50.52	\$51.94	\$52.37
27	1 1/2X	\$44.33	\$46.32	\$47.43	\$49.56	\$50.67	\$52.80	\$53.61	\$55.74	\$56.55	\$58.68	\$59.49	\$61.62	\$62.43	\$64.56	\$65.37	\$67.50	\$68.31	\$70.44	\$71.25	\$73.38	\$74.19	\$76.32	\$77.13	\$79.26	\$79.97
28	2X	\$59.10	\$61.76	\$63.24	\$66.09	\$67.57	\$70.42	\$71.30	\$73.65	\$74.53	\$76.88	\$77.76	\$80.11	\$81.00	\$83.35	\$84.23	\$86.58	\$87.46	\$89.81	\$90.69	\$93.04	\$93.92	\$96.27	\$97.15	\$99.50	\$100.38
29	2nd Shift	\$32.51	\$33.97	\$34.78	\$36.35	\$37.16	\$38.73	\$39.54	\$41.11	\$41.92	\$43.49	\$44.30	\$45.87	\$46.68	\$48.25	\$49.06	\$50.63	\$51.44	\$53.01	\$53.82	\$55.39	\$56.20	\$57.77	\$58.58	\$60.15	\$60.96
30	2nd Shift 1 1/2X	\$48.77	\$50.96	\$52.17	\$54.52	\$55.73	\$58.08	\$58.89	\$61.24	\$62.45	\$64.80	\$65.61	\$67.96	\$68.77	\$71.12	\$72.33	\$74.68	\$75.49	\$77.84	\$78.65	\$81.00	\$81.81	\$84.16	\$84.97	\$87.32	\$88.13
31	3rd Shift	\$33.98	\$35.51	\$36.36	\$38.00	\$38.85	\$40.49	\$41.34	\$43.08	\$43.93	\$45.67	\$46.52	\$48.26	\$49.11	\$50.85	\$51.70	\$53.44	\$54.29	\$56.03	\$56.88	\$58.62	\$59.47	\$61.21	\$62.06	\$63.80	\$64.65
32	3rd Shift 1 1/2X	\$50.97	\$53.26	\$54.54	\$56.99	\$58.27	\$60.72	\$61.50	\$63.95	\$64.73	\$67.18	\$67.96	\$70.41	\$71.19	\$73.64	\$74.42	\$76.87	\$77.65	\$80.10	\$80.88	\$83.33	\$84.11	\$86.56	\$87.34	\$89.79	\$90.57

A	B	C	D	E	F	G	H	I	J	K	L	M
<b>IBEW LOCAL UNION #38 TELEDATA RATES EFFECTIVE APRIL 27, 2020 THROUGH APRIL 25, 2021</b>												
1												
2	Health & Welfare \$7.50	Pension \$3.20										
3	Security Technician Level 1	4.5% Employer Vacation Contribution	New Taxable Rate	7% Foreman/ Installer/ Technician	4.5% Employer Vacation Contribution	New Taxable Rate	10% Foreman/ Installer/ Technician	4.5% Employer Vacation Contribution	New Taxable Rate	13% Foreman/ Installer/ Technician	4.5% Employer Vacation Contribution	New Taxable Rate
4												
5												
6	Base	\$1.23	\$28.53	\$29.21	\$1.31	\$30.52	\$30.03	\$1.35	\$31.38	\$30.85	\$1.39	\$32.24
7	1 1/2X	\$1.84	\$42.79	\$43.82	\$1.97	\$45.79	\$45.05	\$2.03	\$47.08	\$46.28	\$2.08	\$48.36
8	2X	\$2.46	\$57.06	\$58.42	\$2.63	\$61.05	\$60.06	\$2.70	\$62.76	\$61.70	\$2.78	\$64.48
9	2nd Shift	\$1.35	\$31.38	\$32.13	\$1.45	\$33.58	\$33.03	\$1.49	\$34.52	\$33.94	\$1.53	\$35.47
10	2nd Shift 1 1/2X	\$2.03	\$47.08	\$48.20	\$2.17	\$50.37	\$49.55	\$2.23	\$51.78	\$50.91	\$2.29	\$53.20
11	3rd Shift	\$1.41	\$32.81	\$33.59	\$1.51	\$35.10	\$34.53	\$1.55	\$36.08	\$35.48	\$1.60	\$37.08
12	3rd Shift 1 1/2X	\$2.12	\$49.22	\$50.39	\$2.27	\$52.66	\$51.80	\$2.33	\$54.13	\$53.22	\$2.39	\$55.61
13												
14	Security Technician Level 2	4.5% Employer Vacation Contribution	New Taxable Rate	7% Foreman/ Installer/ Technician	4.5% Employer Vacation Contribution	New Taxable Rate	10% Foreman/ Installer/ Technician	4.5% Employer Vacation Contribution	New Taxable Rate	13% Foreman/ Installer/ Technician	4.5% Employer Vacation Contribution	New Taxable Rate
15												
16	Base	\$1.28	\$29.83	\$30.55	\$1.37	\$31.92	\$31.41	\$1.41	\$32.82	\$32.26	\$1.45	\$33.71
17	1 1/2X	\$1.93	\$44.76	\$45.83	\$2.06	\$47.89	\$47.11	\$2.12	\$49.23	\$48.39	\$2.18	\$50.57
18	2X	\$2.57	\$59.67	\$61.10	\$2.75	\$63.85	\$62.82	\$2.83	\$65.65	\$64.52	\$2.90	\$67.42
19	2nd Shift	\$1.41	\$32.82	\$33.61	\$1.51	\$35.12	\$34.55	\$1.55	\$36.10	\$35.49	\$1.60	\$37.09
20	2nd Shift 1 1/2X	\$2.12	\$49.24	\$50.42	\$2.27	\$52.69	\$51.83	\$2.33	\$54.16	\$53.24	\$2.40	\$55.64
21	3rd Shift	\$1.48	\$34.31	\$35.13	\$1.58	\$36.71	\$36.12	\$1.63	\$37.75	\$37.10	\$1.67	\$38.77
22	3rd Shift 1 1/2X	\$2.22	\$51.47	\$52.70	\$2.37	\$55.07	\$54.18	\$2.44	\$56.62	\$55.65	\$2.50	\$58.15
23												
24	Security Technician Level III	4.5% Employer Vacation Contribution	New Taxable Rate	7% Foreman/ Senior Technician	4.5% Employer Vacation Contribution	New Taxable Rate	10% Foreman/ Senior Technician	4.5% Employer Vacation Contribution	New Taxable Rate	13% Foreman/ Senior Technician	4.5% Employer Vacation Contribution	New Taxable Rate
25												
26	Base	\$1.33	\$30.88	\$31.62	\$1.42	\$33.04	\$32.51	\$1.46	\$33.97	\$33.39	\$1.50	\$34.89
27	1 1/2X	\$1.99	\$46.32	\$47.43	\$2.13	\$49.56	\$48.77	\$2.19	\$50.96	\$50.09	\$2.25	\$52.34
28	2X	\$2.66	\$61.76	\$63.24	\$2.85	\$66.09	\$65.02	\$2.93	\$67.95	\$66.78	\$3.01	\$69.79
29	2nd Shift	\$1.46	\$33.97	\$34.78	\$1.57	\$36.35	\$35.76	\$1.61	\$37.37	\$36.73	\$1.65	\$38.38
30	2nd Shift 1 1/2X	\$2.19	\$50.96	\$52.17	\$2.35	\$54.52	\$53.64	\$2.41	\$56.05	\$55.10	\$2.48	\$57.58
31	3rd Shift	\$1.53	\$35.51	\$36.36	\$1.64	\$38.00	\$37.39	\$1.68	\$39.07	\$38.40	\$1.73	\$40.13
32	3rd Shift 1 1/2X	\$2.29	\$53.26	\$54.54	\$2.45	\$56.99	\$56.09	\$2.52	\$58.61	\$57.60	\$2.59	\$60.19

A	B	C	D	E	F	G	H	I	J	K	L	M
1												
2	Health & Welfare \$7.50	Pension \$3.20										
3	Audio/Visual Technician Level 1	4.5% Employer Vacation Contribution	New Taxable Rate	7% Foreman/ Installer/ Technician	4.5% Employer Vacation Contribution	New Taxable Rate	10% Foreman/ Installer/ Technician	4.5% Employer Vacation Contribution	New Taxable Rate	15% Foreman/ Installer/ Technician	4.5% Employer Vacation Contribution	New Taxable Rate
4												
5												
6	Base	\$1.23	\$28.53	\$29.21	\$1.31	\$30.52	\$30.03	\$1.35	\$31.38	\$30.85	\$1.39	\$32.24
7	1 1/2X	\$1.84	\$42.79	\$43.82	\$1.97	\$45.79	\$45.05	\$2.03	\$47.08	\$46.28	\$2.08	\$48.36
8	2X	\$2.46	\$57.06	\$58.42	\$2.63	\$61.05	\$60.06	\$2.70	\$62.76	\$61.70	\$2.78	\$64.48
9	2nd Shift	\$1.35	\$31.38	\$32.13	\$1.45	\$33.58	\$33.03	\$1.49	\$34.52	\$33.94	\$1.53	\$35.47
10	2nd Shift 1 1/2X	\$2.03	\$47.08	\$48.20	\$2.17	\$50.37	\$49.55	\$2.23	\$51.78	\$50.91	\$2.29	\$53.20
11	3rd Shift	\$1.41	\$32.81	\$33.59	\$1.51	\$35.10	\$34.53	\$1.55	\$36.08	\$35.48	\$1.60	\$37.08
12	3rd Shift 1 1/2X	\$2.12	\$49.22	\$50.39	\$2.27	\$52.66	\$51.80	\$2.33	\$54.13	\$53.22	\$2.39	\$55.61
13	Audio/Visual Technician Level 2	4.5% Employer Vacation Contribution	New Taxable Rate	7% Foreman/ Installer/ Technician	4.5% Employer Vacation Contribution	New Taxable Rate	10% Foreman/ Installer/ Technician	4.5% Employer Vacation Contribution	New Taxable Rate	15% Foreman/ Installer/ Technician	4.5% Employer Vacation Contribution	New Taxable Rate
14												
15												
16	Base	\$1.28	\$29.83	\$30.55	\$1.37	\$31.92	\$31.41	\$1.41	\$32.82	\$32.26	\$1.45	\$33.71
17	1 1/2X	\$1.93	\$44.76	\$45.83	\$2.06	\$47.89	\$47.11	\$2.12	\$49.23	\$48.39	\$2.18	\$50.57
18	2X	\$2.57	\$59.67	\$61.10	\$2.75	\$63.85	\$62.82	\$2.83	\$65.65	\$64.52	\$2.90	\$67.42
19	2nd Shift	\$1.41	\$32.82	\$33.61	\$1.51	\$35.12	\$34.55	\$1.55	\$36.10	\$35.49	\$1.60	\$37.09
20	2nd Shift 1 1/2X	\$2.12	\$49.24	\$50.42	\$2.27	\$52.69	\$51.83	\$2.33	\$54.16	\$53.24	\$2.40	\$55.64
21	3rd Shift	\$1.48	\$34.31	\$35.13	\$1.58	\$36.71	\$36.12	\$1.63	\$37.75	\$37.10	\$1.67	\$38.77
22	3rd Shift 1 1/2X	\$2.22	\$51.47	\$52.70	\$2.37	\$55.07	\$54.18	\$2.44	\$56.62	\$55.65	\$2.50	\$58.15
23	Audio/Visual Technician Level III	4.5% Employer Vacation Contribution	New Taxable Rate	7% Foreman/ Installer/ Technician	4.5% Employer Vacation Contribution	New Taxable Rate	10% Foreman/ Installer/ Technician	4.5% Employer Vacation Contribution	New Taxable Rate	15% Foreman/ Installer/ Technician	4.5% Employer Vacation Contribution	New Taxable Rate
24												
25												
26	Base	\$1.33	\$30.88	\$31.62	\$1.42	\$33.04	\$32.51	\$1.46	\$33.97	\$33.39	\$1.50	\$34.89
27	1 1/2X	\$1.99	\$46.32	\$47.43	\$2.13	\$49.56	\$48.77	\$2.19	\$50.96	\$50.09	\$2.25	\$52.34
28	2X	\$2.66	\$61.76	\$63.24	\$2.85	\$66.09	\$65.02	\$2.93	\$67.95	\$66.78	\$3.01	\$69.79
29	2nd Shift	\$1.46	\$33.97	\$34.78	\$1.57	\$36.35	\$35.76	\$1.61	\$37.37	\$36.73	\$1.65	\$38.38
30	2nd Shift 1 1/2X	\$2.19	\$50.96	\$52.17	\$2.35	\$54.52	\$53.64	\$2.41	\$56.05	\$55.10	\$2.48	\$57.58
31	3rd Shift	\$1.53	\$35.51	\$36.36	\$1.64	\$38.00	\$37.39	\$1.68	\$39.07	\$38.40	\$1.73	\$40.13
32	3rd Shift 1 1/2X	\$2.29	\$53.26	\$54.54	\$2.45	\$56.99	\$56.09	\$2.52	\$58.61	\$57.60	\$2.59	\$60.19

	A	B	C	D	E	F	G	H	I	J	K	L	M
33													
34													
35	Health & Welfare		\$7.50										
36	Pension		\$3.20										
37			\$10.70										
38		55% 1st Per	4.5% Employer	New	65% 2nd Per	4.5% Employer	New	75% 3rd Per	4.5% Employer	New			
39		Inst. Appr.	Vacation	Taxable	Inst. Appr.	Vacation	Taxable	Inst. Appr.	Vacation	Taxable			
40			Contribution	Rate		Contribution	Rate		Contribution	Rate			
41	Base	\$15.02	\$0.68	\$15.70	\$17.75	\$0.80	\$18.55	\$20.48	\$0.92	\$21.40			
42	1 1/2X	\$22.53	\$1.01	\$23.54	\$26.63	\$1.20	\$27.83	\$30.72	\$1.38	\$32.10			
43	2X	\$30.04	\$1.35	\$31.39	\$35.50	\$1.60	\$37.10	\$40.96	\$1.84	\$42.80			
44	2nd Shift	\$16.52	\$0.74	\$17.26	\$19.53	\$0.88	\$20.41	\$22.53	\$1.01	\$23.54			
45	2nd Shift 1 1/2X	\$24.78	\$1.12	\$25.90	\$29.30	\$1.32	\$30.62	\$33.80	\$1.52	\$35.32			
46	3rd Shift	\$17.27	\$0.78	\$18.05	\$20.41	\$0.92	\$21.33	\$23.55	\$1.06	\$24.61			
47	3rd Shift 1 1/2X	\$25.91	\$1.17	\$27.08	\$30.62	\$1.38	\$32.00	\$35.33	\$1.59	\$36.92			
48													
49													
50		80% 4th Per	4.5% Employer	New	85% 5th Per	4.5% Employer	New	90% 6th Per	4.5% Employer	New			
51		Inst. Appr.	Vacation	Taxable	Inst. Appr.	Vacation	Taxable	Inst. Appr.	Vacation	Taxable			
52			Contribution	Rate		Contribution	Rate		Contribution	Rate			
53	Base	\$21.84	\$0.98	\$22.82	\$23.21	\$1.04	\$24.25	\$24.57	\$1.11	\$25.68			
54	1 1/2X	\$32.76	\$1.47	\$34.23	\$34.82	\$1.57	\$36.39	\$36.86	\$1.66	\$38.52			
55	2X	\$43.68	\$1.97	\$45.65	\$46.42	\$2.09	\$48.51	\$49.14	\$2.21	\$51.35			
56	2nd Shift	\$24.02	\$1.08	\$25.10	\$25.53	\$1.15	\$26.68	\$27.03	\$1.22	\$28.25			
57	2nd Shift 1 1/2X	\$36.03	\$1.62	\$37.65	\$38.30	\$1.72	\$40.02	\$40.55	\$1.82	\$42.37			
58	3rd Shift	\$25.12	\$1.13	\$26.25	\$26.69	\$1.20	\$27.89	\$28.26	\$1.27	\$29.53			
59	3rd Shift 1 1/2X	\$37.68	\$1.70	\$39.38	\$40.04	\$1.80	\$41.84	\$42.39	\$1.91	\$44.30			