

**NECA
IBEW LOCAL UNION #38
TELEDATA WAGE SPREADSHEET
INSTALLER TECHNICIAN
3rd YEAR OF A 3 YEAR CONTRACT**

EFFECTIVE DATES		4/27/2020- 4/25/2021				4/26/2021 NEW AGREEMENT			
CLASSIFICATIONS	Base Wage	Foreman	Foreman	Foreman	Base Wage	Foreman	Foreman	Foreman	
	Rate	Level 1	Level 1	Level 1	Rate	Level 1	Level 1	Level 1	
		7%	10%	13%		7%	10%	13%	
Installer Tech	\$27.30	\$29.20	\$30.03	\$30.85					
Security Tech	\$27.30	\$29.20	\$30.03	\$30.85					
AV Tech	\$27.30	\$29.20	\$30.03	\$30.85					
EMPLOYER VACATION CONTR. 4.50%	\$1.23	\$1.32	\$1.35	\$1.39					
TOTAL TAXABLE WAGES	\$28.53	\$30.52	\$31.38	\$32.24					
Base Wage Rate includes INCREASE of:	\$1.00	\$1.03	\$1.10	\$1.13					
FRINGE BENEFITS									
HEALTH & WELFARE	\$7.50	\$7.50	\$7.50	\$7.50					
NEBF 3%	\$0.86	\$0.92	\$0.94	\$0.97					
PENSION	\$3.20	\$3.20	\$3.20	\$3.20					
TOTAL FRINGES	\$11.56	\$11.62	\$11.64	\$11.67					
TOTAL WAGE PACKAGE	\$40.09	\$42.14	\$43.02	\$43.91					
OTHER PAYROLL COSTS									
JATC	\$0.42	\$0.42	\$0.42	\$0.42					
NECA 0.30%	\$0.09	\$0.09	\$0.09	\$0.10					
CECAF 0.50%	\$0.14	\$0.15	\$0.16	\$0.16					
NLMCC	\$0.01	\$0.01	\$0.01	\$0.01					
LMCC	\$0.15	\$0.15	\$0.15	\$0.15					
TOTAL OTHER COSTS	\$0.81	\$0.82	\$0.83	\$0.84					
TOTAL COST LESS TAXES	\$40.90	\$42.96	\$43.85	\$44.75					
TAXES AND INSURANCE (EST.)									
WORKERS COMPENSATION 4%	\$1.14	\$1.22	\$1.26	\$1.29					
STATE UNEMPLOYMENT 7.50%	\$2.14	\$2.29	\$2.35	\$2.42					
FEDERAL UNEMPLOYMENT 0.80%	\$0.23	\$0.24	\$0.25	\$0.26					
FICA & MEDICARE 7.65%	\$2.18	\$2.33	\$2.40	\$2.47					
INSURANCE 2.50%	\$0.71	\$0.76	\$0.78	\$0.81					
TOTAL TAXES AND INS.	\$6.40	\$6.84	\$7.04	\$7.25					
TOTAL ADDERS	\$18.77	\$19.28	\$19.51	\$19.76					
TOTAL WAGE COST	\$47.30	\$49.80	\$50.89	\$52.00					

**NECA
IBEW LOCAL UNION #38
TELEDATA WAGE SPREADSHEET
COMMUNICATION TECHNICIAN
3rd YEAR OF A 3 YEAR CONTRACT**

EFFECTIVE DATES		4/27/2020 - 4/25/2021				4/26/2021 NEW AGREEMENT			
CLASSIFICATIONS	Base Wage	Foreman	Foreman	Foreman	Base Wage	Foreman	Foreman	Foreman	
	Rate	Level 2	Level 2	Level 2	Rate	Level 2	Level 2	Level 2	
		7%	10%	13%		7%	10%	13%	
Communication Tech	\$28.55	\$30.55	\$31.41	\$32.26					
Security Tech	\$28.55	\$30.55	\$31.41	\$32.26					
AV Tech	\$28.55	\$30.55	\$31.41	\$32.26					
EMPLOYER VACATION CONTR. 4.50%	\$1.28	\$1.37	\$1.41	\$1.45					
TOTAL TAXABLE WAGES	\$29.83	\$31.92	\$32.82	\$33.71					
Base Wage Rate Includes INCREASE of:	\$1.00	\$1.03	\$1.10	\$1.13					
FRINGE BENEFITS									
HEALTH & WELFARE	\$7.50	\$7.50	\$7.50	\$7.50					
NEBF 3%	\$0.90	\$0.96	\$0.98	\$1.01					
PENSION	\$3.20	\$3.20	\$3.20	\$3.20					
TOTAL FRINGES	\$11.60	\$11.66	\$11.68	\$11.71					
TOTAL WAGE PACKAGE	\$41.43	\$43.58	\$44.50	\$45.42					
OTHER PAYROLL COSTS									
JATC	\$0.42	\$0.42	\$0.42	\$0.42					
NECA 0.30%	\$0.09	\$0.10	\$0.10	\$0.10					
CECAF 0.50%	\$0.15	\$0.16	\$0.16	\$0.17					
NLMCC	\$0.01	\$0.01	\$0.01	\$0.01					
LMCC	\$0.15	\$0.15	\$0.15	\$0.15					
TOTAL OTHER COSTS	\$0.82	\$0.84	\$0.84	\$0.85					
TOTAL COST LESS TAXES	\$42.25	\$44.42	\$45.34	\$46.27					
TAXES AND INSURANCE (EST.)									
WORKERS COMPENSATION 4%	\$1.19	\$1.28	\$1.31	\$1.36					
STATE UNEMPLOYMENT 7.50%	\$2.24	\$2.39	\$2.46	\$2.53					
FEDERAL UNEMPLOYMENT 0.80%	\$0.24	\$0.26	\$0.26	\$0.27					
FICA & MEDICARE 7.65%	\$2.28	\$2.44	\$2.51	\$2.58					
INSURANCE 2.50%	\$0.75	\$0.80	\$0.82	\$0.84					
TOTAL TAXES AND INS.	\$6.70	\$7.17	\$7.36	\$7.58					
TOTAL ADDERS	\$19.12	\$19.67	\$19.88	\$20.14					
TOTAL WAGE COST	\$48.95	\$51.59	\$52.70	\$53.85					

NECA
 IBEW LOCAL UNION #38
 TELEDATA WAGE SPREADSHEET
 COMMUNICATION TECHNICIAN
 3rd YEAR OF A 3 YEAR CONTRACT

EFFECTIVE DATES		4/27/2020 - 4/25/2021				4/26/2021 NEW AGREEMENT			
CLASSIFICATIONS	Base Wage	Foreman	Foreman	Foreman	Base Wage	Foreman	Foreman	Foreman	
	Rate	Level 3	Level 3	Level 3	Rate	Level 3	Level 3	Level 3	
		7%	10%	13%		7%	10%	13%	
Senior Tech	\$29.55	\$31.62	\$32.51	\$33.39					
Security Tech	\$29.55	\$31.62	\$32.51	\$33.39					
AV Tech	\$29.55	\$31.62	\$32.51	\$33.39					
EMPLOYER VACATION CONTR. 4.50%	\$1.33	\$1.42	\$1.46	\$1.50					
TOTAL TAXABLE WAGES	\$30.88	\$33.04	\$33.97	\$34.89					
Base Wage Rate includes INCREASE of:	\$1.00	\$1.07	\$1.10	\$1.13					
FRINGE BENEFITS									
HEALTH & WELFARE	\$7.50	\$7.50	\$7.50	\$7.50					
NEBF 3%	\$0.93	\$0.99	\$1.02	\$1.05					
PENSION	\$3.20	\$3.20	\$3.20	\$3.20					
TOTAL FRINGES	\$11.63	\$11.69	\$11.72	\$11.75					
TOTAL WAGE PACKAGE	\$42.51	\$44.73	\$45.69	\$46.64					
OTHER PAYROLL COSTS									
JATC	\$0.42	\$0.42	\$0.42	\$0.42					
NECA 0.30%	\$0.09	\$0.10	\$0.10	\$0.10					
CECAF 0.50%	\$0.15	\$0.17	\$0.17	\$0.17					
NLMCC	\$0.01	\$0.01	\$0.01	\$0.01					
LMCC	\$0.15	\$0.15	\$0.15	\$0.15					
TOTAL OTHER COSTS	\$0.82	\$0.85	\$0.85	\$0.85					
TOTAL COST LESS TAXES	\$43.33	\$45.58	\$46.54	\$47.49					
TAXES AND INSURANCE (EST.)									
WORKERS COMPENSATION 4%	\$1.24	\$1.32	\$1.36	\$1.41					
STATE UNEMPLOYMENT 7.50%	\$2.32	\$2.48	\$2.55	\$2.62					
FEDERAL UNEMPLOYMENT 0.80%	\$0.25	\$0.26	\$0.27	\$0.28					
FICA & MEDICARE 7.65%	\$2.36	\$2.53	\$2.60	\$2.67					
INSURANCE 2.50%	\$0.77	\$0.83	\$0.85	\$0.87					
TOTAL TAXES AND INS.	\$6.94	\$7.42	\$7.63	\$7.85					
TOTAL ADDERS	\$19.39	\$19.96	\$20.20	\$20.45					
TOTAL WAGE COST	\$50.27	\$53.00	\$54.17	\$55.34					

NECA
 IBEW LOCAL UNION #38
 TELEDATA WAGE SPREADSHEET
 APPRENTICES
 3rd YEAR OF A 3 YEAR CONTRACT

EFFECTIVE DATES

4/27/2020 - 4/25/2021

CLASSIFICATIONS		1ST PER	2ND PER	3RD PER	4TH PER	5TH PER	6TH PER
BASE WAGE RATE		\$15.02	\$17.75	\$20.48	\$21.84	\$23.21	\$24.57
EMPLOYER VACATION CONTR.	4.50%	\$0.68	\$0.80	\$0.92	\$0.98	\$1.04	\$1.11
TOTAL TAXABLE WAGES		\$15.70	\$18.55	\$21.40	\$22.82	\$24.25	\$25.68

Base Wage Rate includes INCREASE of:	\$0.58	\$0.68	\$0.78	\$0.83	\$0.88	\$0.94
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FRINGE BENEFITS

HEALTH & WELFARE		\$7.50	\$7.50	\$7.50	\$7.50	\$7.50	\$7.50
NEBF	3%	\$0.47	\$0.56	\$0.64	\$0.68	\$0.73	\$0.77
PENSION		\$3.20	\$3.20	\$3.20	\$3.20	\$3.20	\$3.20
TOTAL FRINGES		\$11.17	\$11.26	\$11.34	\$11.38	\$11.43	\$11.47

TOTAL WAGE PACKAGE		\$26.87	\$29.81	\$32.74	\$34.20	\$35.68	\$37.15
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OTHER PAYROLL COSTS

JATC		\$0.42	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42
NECA	0.30%	\$0.05	\$0.06	\$0.06	\$0.07	\$0.07	\$0.07
CECAF	0.50%	\$0.08	\$0.09	\$0.11	\$0.11	\$0.12	\$0.12
NLMCC		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
LMCC		\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
TOTAL OTHER COSTS		\$0.71	\$0.73	\$0.75	\$0.76	\$0.77	\$0.77

TOTAL COST LESS TAXES		\$27.58	\$30.54	\$33.49	\$34.96	\$36.45	\$37.92
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TAXES AND INSURANCE (EST.)

WORKERS COMPENSATION	4%	\$0.63	\$0.74	\$0.86	\$0.91	\$0.97	\$1.03
STATE UNEMPLOYMENT	7.50%	\$1.18	\$1.39	\$1.60	\$1.71	\$1.82	\$1.93
FEDERAL UNEMPLOYMENT	0.80%	\$0.13	\$0.15	\$0.17	\$0.18	\$0.19	\$0.21
FICA & MEDICARE	7.65%	\$1.20	\$1.42	\$1.64	\$1.75	\$1.86	\$1.96
INSURANCE	2.50%	\$0.39	\$0.46	\$0.53	\$0.57	\$0.61	\$0.64
TOTAL TAXES AND INS.		\$3.53	\$4.16	\$4.80	\$5.12	\$5.45	\$5.77

TOTAL ADDERS		\$15.41	\$16.15	\$16.89	\$17.26	\$17.65	\$18.01
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TOTAL WAGE COST		\$31.11	\$34.70	\$38.29	\$40.08	\$41.90	\$43.69
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