

# International Brotherhood of Electrical Workers Local Union No. 38

Michael Muzic  
President

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November 2, 2020

## TO ALL RESIDENTIAL CONTRACTORS:

Please be advised there will be an increase of \$1.00 for the Residential agreement. \$1.00 was added into the hourly rate effective November 2, 2020 through October 31, 2021.  
Therefore, the rate of pay will be as follows:

Residential Wireman	\$22.51 per hour
Foreman	\$23.01 per hour
General Foreman	\$23.51 per hour

## RESIDENTIAL WIREMAN TRAINEE

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

## EMPLOYER CONTRIBUTIONS

N.E.B.F.	3% of Gross Labor Payroll
Health & Welfare	\$7.00 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.

**LOCAL 38 RESIDENTIAL WIREMAN RATES EFFECTIVE NOVEMBER 2, 2020 THROUGH OCTOBER 31, 2021**

\*Health&Welfare - \$7.00 / Pension \$3.20

	Residential Wireman	\$0.50 Foreman Residential Wireman	\$1.00 General Foreman Residential Wireman	50% 1st Period Residential Trainee	60% 2nd Period Residential Trainee	70% 3rd Period Residential Trainee	80% 4th Period Residential Trainee
Base	\$22.51	\$23.01	\$23.51	\$11.26	\$13.51	\$15.76	\$18.01
1 1/2X	\$33.77	\$34.52	\$35.27	\$16.89	\$20.27	\$23.64	\$27.02
2X	\$45.02	\$46.02	\$47.02	\$22.52	\$27.02	\$31.52	\$36.02
2nd Shift	\$24.76	\$25.31	\$25.86	\$12.39	\$14.86	\$17.34	\$19.81
2nd Shift							
1 1/2X	\$37.14	\$37.97	\$38.79	\$18.59	\$22.29	\$24.86	\$29.72
3rd Shift	\$25.89	\$26.46	\$27.04	\$12.95	\$15.54	\$18.13	\$20.71
3Rd Shift							
1 1/2X	\$38.84	\$39.69	\$40.56	\$19.43	\$23.31	\$27.20	\$31.07

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

EFFECTIVE DATES	11/2/2020 -10/31/2021			Agreement Expires 10/31/2021		
	Wireman	Foreman	General Foreman	Wireman	Foreman	General Foreman
<b>CLASSIFICATIONS</b>						
<b>BASE WAGE RATE</b>	\$22.51	\$23.01	\$23.51			
<b>TOTAL TAXABLE WAGES</b>	\$22.51	\$23.01	\$23.51			

Base Wage Rate includes INCREASE of:	\$1.00	\$1.00	\$1.00
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<b>FRINGE BENEFITS</b>				
<b>HEALTH &amp; WELFARE</b>		\$7.00	\$7.00	\$7.00
<b>NEBF</b>	3%	\$0.68	\$0.69	\$0.71
<b>PENSION</b>		\$3.20	\$3.20	\$3.20
<b>TOTAL FRINGES</b>		\$10.88	\$10.89	\$10.91

<b>TOTAL WAGE PACKAGE</b>	\$33.39	\$33.90	\$34.42
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<b>OTHER PAYROLL COSTS</b>				
<b>JATC</b>		\$0.42	\$0.42	\$0.42
<b>NECA</b>	0.30%	\$0.07	\$0.07	\$0.07
<b>CECAF</b>	0.50%	\$0.11	\$0.12	\$0.12
<b>NLMC</b>		\$0.01	\$0.01	\$0.01
<b>CELMCC</b>		\$0.10	\$0.10	\$0.10
<b>TOTAL OTHER COSTS</b>		\$0.71	\$0.72	\$0.72

<b>TOTAL COST LESS TAXES</b>	\$34.10	\$34.62	\$35.14
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<b>TAXES AND INSURANCE (EST.)</b>				
<b>WORKERS COMPENSATION</b>	4%	\$0.90	\$0.92	\$0.94
<b>STATE UNEMPLOYMENT</b>	7.50%	\$1.69	\$1.73	\$1.76
<b>FEDERAL UNEMPLOYMENT</b>	0.80%	\$0.18	\$0.18	\$0.19
<b>FICA &amp; MEDICARE</b>	7.65%	\$1.72	\$1.76	\$1.80
<b>INSURANCE</b>	2.50%	\$0.56	\$0.58	\$0.59
<b>TOTAL TAXES AND INS.</b>		\$5.05	\$5.17	\$5.28

<b>TOTAL ADDERS</b>	\$16.64	\$16.78	\$16.91
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<b>TOTAL WAGE COST</b>	\$39.15	\$39.79	\$40.42
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**NECA/IBEW LOCAL UNION #38  
RESIDENTIAL WAGE SPREADSHEET  
APPRENTICES**

EFFECTIVE DATES	11/2/2020 -10/31/2021				Agreement Expires 10/31/2021			
CLASSIFICATIONS	1st	2nd	3rd	4th	1ST	2nd	3rd	4th
	6 MOS.	6 MOS.	6 MOS.	6 MOS.	6 MOS.	6 MOS.	6 MOS.	6 MOS.
<b>BASE WAGE RATE</b>	<b>\$11.26</b>	<b>\$13.51</b>	<b>\$15.76</b>	<b>\$18.01</b>				
<b>TOTAL TAXABLE WAGES</b>	<b>\$11.26</b>	<b>\$13.51</b>	<b>\$15.76</b>	<b>\$18.01</b>				

Base Wage Rate includes INCRI \$0.50 \$0.60 \$0.70 \$0.80

**FRINGE BENEFITS**

<b>HEALTH &amp; WELFARE</b>		\$7.00	\$7.00	\$7.00	\$7.00
<b>NEBF</b>	3%	\$0.34	\$0.41	\$0.47	\$0.54
<b>PENSION</b>		\$3.20	\$3.20	\$3.20	\$3.20
<b>TOTAL FRINGES</b>		<b>\$10.54</b>	<b>\$10.61</b>	<b>\$10.67</b>	<b>\$10.74</b>

<b>TOTAL WAGE PACKAGE</b>	<b>\$21.80</b>	<b>\$24.12</b>	<b>\$26.43</b>	<b>\$28.75</b>
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**OTHER PAYROLL COSTS**

<b>JATC</b>		\$0.42	\$0.42	\$0.42	\$0.42
<b>NECA</b>	0.30%	\$0.03	\$0.04	\$0.05	\$0.05
<b>CECAF</b>	0.50%	\$0.06	\$0.07	\$0.08	\$0.09
<b>NLMCC</b>		\$0.01	\$0.01	\$0.01	\$0.01
<b>LMCC</b>		\$0.10	\$0.10	\$0.10	\$0.10
<b>TOTAL OTHER COSTS</b>		<b>\$0.62</b>	<b>\$0.64</b>	<b>\$0.66</b>	<b>\$0.67</b>

<b>TOTAL COST LESS TAXES</b>	<b>\$22.42</b>	<b>\$24.76</b>	<b>\$27.09</b>	<b>\$29.42</b>
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**TAXES AND INSURANCE (EST.)**

<b>WORKERS C</b>	4%	\$0.45	\$0.54	\$0.63	\$0.72
<b>STATE UNEI</b>	7.50%	\$0.84	\$1.01	\$1.18	\$1.35
<b>FEDERAL UI</b>	0.80%	\$0.09	\$0.11	\$0.13	\$0.14
<b>FICA &amp; MEC</b>	7.65%	\$0.86	\$1.03	\$1.21	\$1.38
<b>INSURANCE</b>	2.50%	\$0.28	\$0.34	\$0.39	\$0.45
<b>TOTAL TAXES AND INS.</b>		<b>\$2.52</b>	<b>\$3.03</b>	<b>\$3.54</b>	<b>\$4.04</b>

<b>TOTAL ADDERS</b>	<b>\$13.69</b>	<b>\$14.28</b>	<b>\$14.87</b>	<b>\$15.45</b>
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<b>TOTAL WAGE COST</b>	<b>\$24.94</b>	<b>\$27.79</b>	<b>\$30.63</b>	<b>\$33.46</b>
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