

# International Brotherhood of Electrical Workers Local Union No. 38

Michael Muzic  
President

Dennis Meaney  
Business Manager  
Financial Secretary

April 19, 2021



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



TO ALL TELEDATA CONTRACTORS

Please be advised there will be a change in the base pay April 26, 2021 through April 24, 2022.  
The rate of pay will be as follows:

Installer Technician	\$27.55 per hour
Communications Technician	\$28.80 per hour
Senior Technician	\$29.80 per hour

#### New Classifications:

Security Technician Level I	\$27.55
Security Technician Level II	\$28.80
Security Technician Level III	\$29.80
Audio/Visual Technician Level 1	\$27.55
Audio/Visual Technician Level II	\$28.80
Audio/Visual Technician Level III	\$29.80

#### 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	\$7.75 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
Vacation Supplement	4.5% of Hourly Rate added to gross pay
401K	.25 per hour paid

#### EMPLOYEE DEDUCTION

Vacation Deduction	\$1.00 per hour worked
LU 38 dues withheld	2 %
401K	.25 per hour paid

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

A handwritten signature in cursive script that reads "Dennis Meaney".

Dennis Meaney  
Business Mgr/Fin. Secretary

	A	B	C	D	E	F	G	H	I	J	K	L	M
1													
2	Health & Welfare \$7.75		Pension \$3.20										
3		Installer/Technician	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	\$27.55	\$1.24	\$28.79	\$29.48	\$1.33	\$30.81	\$30.31	\$1.36	\$31.67	\$31.13	\$1.40	\$32.53
7	1 1/2X	\$41.33	\$1.86	\$43.19	\$44.22	\$1.99	\$46.21	\$45.47	\$2.05	\$47.52	\$46.70	\$2.10	\$48.80
8	2X	\$55.10	\$2.48	\$57.58	\$58.96	\$2.65	\$61.61	\$60.62	\$2.73	\$63.35	\$62.26	\$2.80	\$65.06
9	2nd Shift	\$30.31	\$1.36	\$31.67	\$32.43	\$1.46	\$33.89	\$33.34	\$1.50	\$34.84	\$34.24	\$1.54	\$35.78
10	2nd Shift 1 1/2X	\$45.47	\$2.05	\$47.52	\$48.65	\$2.19	\$50.84	\$50.01	\$2.25	\$52.26	\$51.36	\$2.31	\$53.67
11	3rd Shift	\$31.68	\$1.43	\$33.11	\$33.90	\$1.53	\$35.43	\$34.86	\$1.57	\$36.43	\$35.80	\$1.61	\$37.41
12	3rd Shift 1 1/2X	\$47.52	\$2.14	\$49.66	\$50.85	\$2.29	\$53.14	\$52.29	\$2.35	\$54.64	\$53.70	\$2.42	\$56.12
13		Comm/ Tech	4.5% Employer Vacation Contribution	New Taxable Rate	7% Foreman Comm/ Tech	4.5% Employer Vacation Contribution	New Taxable Rate	10% Foreman Comm/ Tech	4.5% Employer Vacation Contribution	New Taxable Rate	13% Foreman Comm/ Tech	4.5% Employer Vacation Contribution	New Taxable Rate
14													
15													
16	Base	\$28.80	\$1.30	\$30.10	\$30.82	\$1.39	\$32.21	\$31.68	\$1.43	\$33.11	\$32.54	\$1.46	\$34.00
17	1 1/2X	\$43.20	\$1.94	\$45.14	\$46.23	\$2.08	\$48.31	\$47.52	\$2.14	\$49.66	\$48.81	\$2.20	\$51.01
18	2X	\$57.60	\$2.59	\$60.19	\$61.64	\$2.77	\$64.41	\$63.36	\$2.85	\$66.21	\$65.08	\$2.93	\$68.01
19	2nd Shift	\$31.68	\$1.43	\$33.11	\$33.90	\$1.53	\$35.43	\$34.85	\$1.57	\$36.42	\$35.79	\$1.61	\$37.40
20	2nd Shift 1 1/2X	\$47.52	\$2.14	\$49.66	\$50.85	\$2.29	\$53.14	\$52.28	\$2.35	\$54.63	\$53.69	\$2.42	\$56.11
21	3rd Shift	\$31.12	\$1.49	\$34.61	\$35.44	\$1.59	\$37.03	\$36.43	\$1.64	\$38.07	\$37.42	\$1.68	\$39.10
22	3rd Shift 1 1/2X	\$49.68	\$2.24	\$51.92	\$53.16	\$2.39	\$55.55	\$54.65	\$2.46	\$57.11	\$56.13	\$2.53	\$58.66
23		Senior Technician	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 Tech	4.5% Employer Vacation Contribution	New Taxable Rate
24													
25													
26	Base	\$29.80	\$1.34	\$31.14	\$31.89	\$1.44	\$33.33	\$32.78	\$1.48	\$34.26	\$33.67	\$1.52	\$35.19
27	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	\$52.78
28	2X	\$59.60	\$2.68	\$62.28	\$63.78	\$2.87	\$66.65	\$65.56	\$2.95	\$68.51	\$67.34	\$3.03	\$70.37
29	2nd Shift	\$31.78	\$1.48	\$34.26	\$35.08	\$1.58	\$36.66	\$36.06	\$1.62	\$37.68	\$37.04	\$1.67	\$38.71
30	2nd Shift 1 1/2X	\$49.17	\$2.21	\$51.38	\$52.62	\$2.37	\$54.99	\$54.09	\$2.43	\$56.52	\$55.56	\$2.50	\$58.06
31	3rd Shift	\$34.27	\$1.54	\$35.81	\$36.67	\$1.65	\$38.32	\$37.70	\$1.70	\$39.40	\$38.72	\$1.74	\$40.46
32	3rd Shift 1 1/2X	\$51.41	\$2.31	\$53.72	\$55.01	\$2.48	\$57.49	\$56.55	\$2.54	\$59.09	\$58.08	\$2.61	\$60.69

IBEW LOCAL UNION #38 TELEDATA RATES EFFECTIVE APRIL 26, 2021 THROUGH APRIL 24, 2022

	A	B	C	D	E	F	G	H	I	J	K	L	M
33													
34				IBEW LOCAL UNION #38 TELEDATA APPRENTICE RATES EFFECTIVE APRIL 26, 2021 THROUGH APRIL 24, 2022									
35	Health & Welfare		\$7.75										
36	Pension		\$3.20										
37			\$10.95										
38		55% 1st Per Inst. Appr.	4.5% Employer Vacation Contribution	New Taxable Rate	65% 2nd Per Inst. Appr.	4.5% Employer Vacation Contribution	New Taxable Rate	75% 3rd Per Inst. Appr.	4.5% Employer Vacation Contribution	New Taxable Rate			
39													
40													
41	Base	\$15.15	\$0.68	\$15.83	\$17.91	\$0.81	\$18.72	\$20.66	\$0.93	\$21.59			
42	1 1/2X	\$22.73	\$1.02	\$23.75	\$26.87	\$1.21	\$28.08	\$30.99	\$1.39	\$32.38			
43	2X	\$30.30	\$1.36	\$31.66	\$35.82	\$1.61	\$37.43	\$41.32	\$1.86	\$43.18			
44	2nd Shift	\$16.67	\$0.75	\$17.42	\$19.70	\$0.89	\$20.59	\$22.73	\$1.02	\$23.75			
45	2nd Shift 1 1/2X	\$25.01	\$1.13	\$26.14	\$29.55	\$1.33	\$30.88	\$34.10	\$1.53	\$35.63			
46	3rd Shift	\$17.42	\$0.78	\$18.20	\$20.60	\$0.93	\$21.53	\$23.76	\$1.07	\$24.83			
47	3rd Shift 1 1/2X	\$26.13	\$1.18	\$27.31	\$30.90	\$1.39	\$32.29	\$35.64	\$1.60	\$37.24			
48													
49													
50		80% 4th Per Inst. Appr.	4.5% Employer Vacation Contribution	New Taxable Rate	85% 5th Per Inst. Appr.	4.5% Employer Vacation Contribution	New Taxable Rate	90% 6th Per Inst. Appr.	4.5% Employer Vacation Contribution	New Taxable Rate			
51													
52													
53	Base	\$22.04	\$0.99	\$23.03	\$23.42	\$1.05	\$24.47	\$24.80	\$1.12	\$25.92			
54	1 1/2X	\$33.06	\$1.49	\$34.55	\$35.13	\$1.58	\$36.71	\$37.20	\$1.67	\$38.87			
55	2X	\$44.08	\$1.98	\$46.06	\$46.84	\$2.11	\$48.95	\$49.60	\$2.23	\$51.83			
56	2nd Shift	\$24.24	\$1.09	\$25.33	\$25.76	\$1.16	\$26.92	\$27.28	\$1.23	\$28.51			
57	2nd Shift 1 1/2X	\$36.36	\$1.64	\$38.00	\$38.64	\$1.74	\$40.38	\$40.92	\$1.84	\$42.76			
58	3rd Shift	\$25.35	\$1.14	\$26.49	\$26.93	\$1.21	\$28.14	\$28.52	\$1.28	\$29.80			
59	3rd Shift 1 1/2X	\$38.03	\$1.71	\$39.74	\$40.40	\$1.82	\$42.22	\$42.78	\$1.93	\$44.71			



	A	B	C	D	E	F	G	H	I	J	K	L	M
1													
2	Health & Welfare \$7.75		Pension \$3.20		IBEW LOCAL UNION #38 TELEDATA RATES EFFECTIVE APRIL 26, 2021 THROUGH APRIL 24, 2022								
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	\$27.55	\$1.24	\$28.79	\$29.48	\$1.33	\$30.81	\$30.31	\$1.36	\$31.67	\$31.13	\$1.40	\$32.53
7	1 1/2X	\$41.33	\$1.86	\$43.19	\$44.22	\$1.99	\$46.21	\$45.47	\$2.05	\$47.52	\$46.70	\$2.10	\$48.80
8	2X	\$55.10	\$2.48	\$57.58	\$58.96	\$2.65	\$61.61	\$60.62	\$2.73	\$63.35	\$62.26	\$2.80	\$65.06
9	2nd Shift	\$30.31	\$1.36	\$31.67	\$32.43	\$1.46	\$33.89	\$33.34	\$1.50	\$34.84	\$34.24	\$1.54	\$35.78
10	2nd Shift 1 1/2X	\$45.46	\$2.05	\$47.52	\$48.65	\$2.19	\$50.84	\$50.01	\$2.25	\$52.26	\$51.36	\$2.31	\$53.67
11	3rd Shift	\$31.68	\$1.43	\$33.11	\$33.90	\$1.53	\$35.43	\$34.86	\$1.57	\$36.43	\$35.80	\$1.61	\$37.41
12	3rd Shift 1 1/2X	\$47.52	\$2.14	\$49.66	\$50.85	\$2.29	\$53.14	\$52.29	\$2.35	\$54.64	\$53.70	\$2.42	\$56.12
13		Security Technician Level 2	4.5% Employer Vacation Contribution	New Taxable Rate	7% Foreman/ Comm/ Tech	4.5% Employer Vacation Contribution	New Taxable Rate	10% Foreman/ Comm/ Tech	4.5% Employer Vacation Contribution	New Taxable Rate	13% Foreman/ Comm/ Tech	4.5% Employer Vacation Contribution	New Taxable Rate
14													
15													
16	Base	\$28.80	\$1.30	\$30.10	\$30.82	\$1.39	\$32.21	\$31.68	\$1.43	\$33.11	\$32.54	\$1.46	\$34.00
17	1 1/2X	\$43.20	\$1.94	\$45.14	\$46.23	\$2.08	\$48.31	\$47.52	\$2.14	\$49.66	\$48.81	\$2.20	\$51.01
18	2X	\$57.60	\$2.59	\$60.19	\$61.64	\$2.77	\$64.41	\$63.36	\$2.85	\$66.21	\$65.08	\$2.93	\$68.01
19	2nd Shift	\$31.68	\$1.43	\$33.11	\$33.90	\$1.53	\$35.43	\$34.85	\$1.57	\$36.42	\$35.79	\$1.61	\$37.40
20	2nd Shift 1 1/2X	\$47.52	\$2.14	\$49.66	\$50.85	\$2.29	\$53.14	\$52.28	\$2.35	\$54.63	\$53.69	\$2.42	\$56.11
21	3rd Shift	\$33.12	\$1.49	\$34.61	\$35.44	\$1.59	\$37.03	\$36.43	\$1.64	\$38.07	\$37.42	\$1.68	\$39.10
22	3rd Shift 1 1/2X	\$49.68	\$2.24	\$51.92	\$53.16	\$2.39	\$55.55	\$54.65	\$2.46	\$57.11	\$56.13	\$2.53	\$58.66
23		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 Tech	4.5% Employer Vacation Contribution	New Taxable Rate
24													
25													
26	Base	\$29.80	\$1.34	\$31.14	\$31.89	\$1.43	\$33.33	\$32.78	\$1.48	\$34.26	\$33.67	\$1.52	\$35.19
27	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	\$52.78
28	2X	\$59.60	\$2.68	\$62.28	\$63.78	\$2.87	\$66.65	\$65.56	\$2.95	\$68.51	\$67.34	\$3.03	\$70.37
29	2nd Shift	\$32.78	\$1.48	\$34.26	\$35.08	\$1.58	\$36.66	\$36.06	\$1.62	\$37.68	\$37.04	\$1.67	\$38.71
30	2nd Shift 1 1/2X	\$49.17	\$2.21	\$51.38	\$52.62	\$2.37	\$54.99	\$54.09	\$2.43	\$56.52	\$55.56	\$2.50	\$58.06
31	3rd Shift	\$34.27	\$1.54	\$35.81	\$36.67	\$1.65	\$38.32	\$37.70	\$1.70	\$39.40	\$38.72	\$1.74	\$40.46
32	3rd Shift 1 1/2X	\$51.41	\$2.31	\$53.72	\$55.01	\$2.48	\$57.49	\$56.55	\$2.54	\$59.09	\$58.08	\$2.61	\$60.69