

# International Brotherhood of Electrical Workers Local Union No. 38

Michael Muzic  
President

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April 19, 2021

**TO ALL ELECTRICAL CONTRACTORS AND SPECIALTY SHOPS:**

Effective April 26, 2021 through April 24, 2022 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	\$40.63 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	\$ .10
ACT/STATE BLDG. TRADES FUND (NEW FUND)	\$ .05
CECAF (Administrative Fund)	.5% of gross payroll
401K Contribution	\$1.00

Foreman (5-9 employees including Foreman)	\$43.07 per hour
Foreman (10-20 employees including Foreman)	\$44.69 per hour
Foreman (21 employees and over including Foreman)	\$46.32 per hour

Apprentice Base Rate of Pay –	See Attached wage sheet for breakdown and overtime
Health and Welfare	\$ 9.05
Pension	1 <sup>st</sup> year, 1 <sup>st</sup> & 2 <sup>nd</sup> 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	\$ .10
ACT/STATE BLDG. TRADES FUND	\$ .05
CECAF (Administrative Fund)	.5% of gross payroll
401K Contribution	\$1.00

**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 19, 2021

DOUBLE TIME	40.63
	<u>40.63</u>
	81.26

TIME AND ONE HALF	40.63
	<u>20.32</u>
	60.95

**JOURNEYMAN RATE**

**EFFECTIVE APRIL 26, 2021 THROUGH APRIL 24, 2022**

\$40.63	JOURNEYMAN BASE RATE OF PAY
\$ 9.05	HEALTH & WELFARE
\$10.05	PENSION
\$ 1.22	NEBF - 3%
\$ .01	NLMCC FUND
\$ .10	LMCC FUND
\$ .12	NEIF - .3% (NECA CONTRACTORS ONLY)
\$ .42	APPRENTICE FUND
\$ .05	ACT/STATE BLDG. TRADES FUND (NEW FUND)
\$ 1.00	401K CONTRIBUTION
<u>\$ .20</u>	ADMINISTRATIVE FUND
\$62.85	

\$60.95	TIME AND ONE HALF
\$81.26	DOUBLE TIME

\$43.07	FOREMAN, 5-9 EMPLOYEES, INCLUDING
\$44.69	FOREMAN, 10-20 EMPLOYEES, INCLUDING
\$46.32	FOREMAN, 21+ EMPLOYEES, INCLUDING

\$ .56	MILEAGE PER MILE
\$10.00	PARKING PER DAY

April 19, 2021

**SHIFT RATES**

BASE RATE =	\$40.63
H & W RATE =	\$9.05
PENSION RATE =	\$10.05

**SECOND SHIFT RATE @ 5 - 8's**

<u>BASE RATE =</u>	\$40.63
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40 HRS. @ BASE RATE =	\$1625.20
10% OF GROSS=	\$162.52
TOTAL =	<u>\$1,787.72</u>

2ND SHIFT HOURLY RATE (TOTAL/40 HOURS) =	\$44.69
2ND SHIFT 1-1/2 HOURLY RATE =	\$67.04

**SECOND SHIFT RATE @ 4 - 10's**

<u>BASE RATE =</u>	\$40.63
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40 HRS. @ BASE RATE =	\$1625.20
10% OF GROSS=	\$162.52
TOTAL =	<u>\$1,787.72</u>

2ND SHIFT HOURLY RATE (TOTAL / 40 HOURS) =	\$44.69
2ND SHIFT 1-1/2 HOURLY RATE =	\$67.04

**THIRD SHIFT RATE @ 5 - 8's**

<u>BASE RATE =</u>	\$40.63
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40 HRS. @ BASE RATE =	\$1625.20
20% OF GROSS =	\$325.04
TOTAL =	<u>\$1950.24</u>

3RD SHIFT HOURLY RATE (TOTAL/40 HOURS) =	\$48.76
3RD SHIFT 1-1/2 HOURLY RATE =	\$73.14

**THIRD SHIFT RATE @ 4 - 10's**

<u>BASE RATE =</u>	\$40.63
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40 HRS. @ BASE RATE =	\$1625.20
20% OF GROSS =	\$325.04
TOTAL =	<u>\$1,950.24</u>

3RD SHIFT HOURLY RATE (TOTAL /40 HOURS) =	\$48.76
3RD SHIFT 1-1/2 HOURLY RATE =	\$73.14

INSIDE WAGES FOR LU #38 - APRIL 26, 2021 THROUGH APRIL 24, 2022

\*Health&Welfare - \$9.05/ Pension \$10.05

Pension Contribution - 65% of Journeymen Contribution Rate

	Journeyman	Foreman 5-9 Men Incl. Firm 6%	Foreman 10-20 Men Incl. Firm 10%	Foreman 21+ Men Incl. Firm 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	\$40.63	\$43.07	\$44.69	\$46.32	\$16.22	\$16.25	\$18.28	\$20.32	\$22.35	\$24.38	\$26.41	\$28.44	\$30.47	\$32.50
1 1/2X	\$60.95	\$64.61	\$67.04	\$69.48	\$21.33	\$24.38	\$27.43	\$30.47	\$33.52	\$36.57	\$39.62	\$42.66	\$45.71	\$48.76
2X	\$81.26	\$86.14	\$89.38	\$92.64	\$28.44	\$32.50	\$36.56	\$40.64	\$44.70	\$48.76	\$52.82	\$56.88	\$60.94	\$65.00
2nd Shift	\$44.69	\$47.38	\$49.16	\$50.95	\$15.64	\$17.88	\$20.11	\$22.35	\$24.59	\$26.82	\$29.05	\$31.28	\$33.52	\$35.75
1 1/2X	\$67.04	\$71.07	\$73.74	\$76.43	\$23.46	\$26.81	\$30.16	\$33.53	\$36.88	\$40.23	\$43.58	\$46.93	\$50.28	\$53.63
3rd Shift	\$48.76	\$51.68	\$53.63	\$55.58	\$17.06	\$19.50	\$21.94	\$24.38	\$26.82	\$29.26	\$31.69	\$34.13	\$36.56	\$39.00
1 1/2X	\$73.14	\$77.53	\$80.44	\$83.38	\$25.60	\$29.25	\$32.90	\$36.58	\$40.23	\$43.88	\$47.54	\$51.19	\$54.85	\$58.50