

International Brotherhood of Electrical Workers Local Union No. 38

Michael E. Muzic
President

Daniel V. Gallagher
Business Manager
Financial Secretary



Electrical Workers Building
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April 21, 2022

TO ALL TELEDATA CONTRACTORS

Please be advised there will be a change in the base pay April 25, 2022 through April 23, 2023.
The rate of pay will be as follows:

| | |
|---------------------------|------------------|
| Installer Technician | \$28.05 per hour |
| Communications Technician | \$29.30 per hour |
| Senior Technician | \$30.30 per hour |

New Classifications:

| | |
|-----------------------------------|---------|
| Security Technician Level I | \$28.05 |
| Security Technician Level II | \$29.30 |
| Security Technician Level III | \$30.30 |
| Audio/Visual Technician Level 1 | \$28.05 |
| Audio/Visual Technician Level II | \$29.30 |
| Audio/Visual Technician Level III | \$30.30 |

APPRENTICES

| | |
|--------------------------|-----------------------|
| 1 ST 6 Months | 55% of Installer Rate |
| 2 ND 6 Months | 65% of Installer Rate |
| 3 RD 6 Months | 75% of Installer Rate |
| 4 TH 6 Months | 80% of Installer Rate |
| 5 TH 6 Months | 85% of Installer Rate |
| 6 TH 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 | 1.00 per hour paid |

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

Daniel V. Gallagher
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 25, 2022 THROUGH APRIL 23, 2023 | | | | | | | | | | | | |
| 1 | | | | | | | | | | | | |
| 2 | Health & Welfare \$7.75 | Pension \$3.20 | | | | | | | | | | |
| 3 | | 4.5% Employer Vacation Contribution | | | 4.5% Employer Vacation Contribution | | | 4.5% Employer Vacation Contribution | | 13% Foreman/ Installer/ Technician | 4.5% Employer Vacation Contribution | New Tasable Rate |
| 4 | | | | | | | | | | | | |
| 5 | | | | | | | | | | | | |
| 6 | Base | \$28.05 | \$29.31 | \$30.01 | \$1.35 | \$31.36 | \$30.86 | \$1.39 | \$32.25 | \$31.70 | \$1.43 | \$33.13 |
| 7 | 1 1/2X | \$42.08 | \$43.97 | \$45.02 | \$2.03 | \$47.05 | \$46.29 | \$2.08 | \$48.37 | \$47.55 | \$2.14 | \$49.69 |
| 8 | 2X | \$56.10 | \$58.62 | \$60.02 | \$2.70 | \$62.72 | \$61.72 | \$2.78 | \$64.50 | \$63.40 | \$2.85 | \$66.25 |
| 9 | 2nd Shift | \$30.86 | \$32.25 | \$33.01 | \$1.49 | \$34.50 | \$33.95 | \$1.53 | \$35.48 | \$34.87 | \$1.57 | \$36.44 |
| 10 | 2nd Shift 1 1/2X | \$46.29 | \$48.37 | \$49.52 | \$2.23 | \$51.75 | \$50.93 | \$2.29 | \$53.22 | \$52.31 | \$2.35 | \$54.66 |
| 11 | 3rd Shift | \$33.66 | \$35.17 | \$36.01 | \$1.62 | \$37.63 | \$37.03 | \$1.67 | \$38.70 | \$38.04 | \$1.71 | \$39.75 |
| 12 | 3rd Shift 1 1/2X | \$50.49 | \$52.76 | \$54.02 | \$2.43 | \$56.45 | \$55.55 | \$2.50 | \$58.05 | \$57.06 | \$2.57 | \$59.63 |
| 13 | | | | | | | | | | | | |
| 14 | | 4.5% Employer Vacation Contribution | | 7% Foreman Comm/ Tech | 4.5% Employer Vacation Contribution | | 10% Foreman Comm/ Tech | 4.5% Employer Vacation Contribution | | 13% Foreman Comm/ Tech | 4.5% Employer Vacation Contribution | New Tasable Rate |
| 15 | | | | | | | | | | | | |
| 16 | Base | \$29.30 | \$30.62 | \$31.35 | \$1.41 | \$32.76 | \$32.23 | \$1.45 | \$33.68 | \$33.11 | \$1.49 | \$34.60 |
| 17 | 1 1/2X | \$43.95 | \$45.93 | \$47.03 | \$2.12 | \$49.15 | \$48.35 | \$2.18 | \$50.53 | \$49.67 | \$2.24 | \$51.91 |
| 18 | 2X | \$58.60 | \$61.24 | \$62.70 | \$2.82 | \$65.52 | \$64.46 | \$2.90 | \$67.36 | \$66.22 | \$2.98 | \$69.20 |
| 19 | 2nd Shift | \$32.23 | \$33.68 | \$34.49 | \$1.55 | \$36.04 | \$35.45 | \$1.60 | \$37.05 | \$36.42 | \$1.64 | \$38.06 |
| 20 | 2nd Shift 1 1/2X | \$48.35 | \$50.53 | \$51.74 | \$2.33 | \$54.07 | \$53.18 | \$2.39 | \$55.57 | \$54.69 | \$2.46 | \$57.09 |
| 21 | 3rd Shift | \$35.16 | \$36.74 | \$37.62 | \$1.69 | \$39.31 | \$38.68 | \$1.74 | \$40.42 | \$39.73 | \$1.79 | \$41.52 |
| 22 | 3rd Shift 1 1/2X | \$52.74 | \$55.11 | \$56.43 | \$2.54 | \$58.97 | \$58.02 | \$2.61 | \$60.63 | \$59.60 | \$2.68 | \$62.28 |
| 23 | | | | | | | | | | | | |
| 24 | | 4.5% Employer Vacation Contribution | | 7% Foreman/ Senior Technician | 4.5% Employer Vacation Contribution | | 10% Foreman/ Senior Technician | 4.5% Employer Vacation Contribution | | 13% Foreman Senior Tech | 4.5% Employer Vacation Contribution | New Tasable Rate |
| 25 | | | | | | | | | | | | |
| 26 | Base | \$30.30 | \$31.66 | \$32.42 | \$1.46 | \$33.88 | \$33.33 | \$1.50 | \$34.83 | \$34.24 | \$1.54 | \$35.78 |
| 27 | 1 1/2X | \$45.45 | \$47.50 | \$48.63 | \$2.19 | \$50.82 | \$50.00 | \$2.25 | \$52.25 | \$51.36 | \$2.31 | \$53.67 |
| 28 | 2X | \$60.60 | \$63.33 | \$64.84 | \$2.92 | \$67.76 | \$66.66 | \$3.00 | \$69.66 | \$68.48 | \$3.08 | \$71.56 |
| 29 | 2nd Shift | \$33.33 | \$34.83 | \$35.66 | \$1.60 | \$37.26 | \$36.66 | \$1.65 | \$38.31 | \$37.66 | \$1.69 | \$39.35 |
| 30 | 2nd Shift 1 1/2X | \$50.00 | \$52.25 | \$53.49 | \$2.41 | \$55.90 | \$54.99 | \$2.47 | \$57.46 | \$56.49 | \$2.54 | \$59.03 |
| 31 | 3rd Shift | \$36.36 | \$38.00 | \$38.90 | \$1.75 | \$40.65 | \$40.00 | \$1.80 | \$41.80 | \$41.09 | \$1.85 | \$42.94 |
| 32 | 3rd Shift 1 1/2X | \$54.54 | \$56.99 | \$58.35 | \$2.63 | \$60.98 | \$60.00 | \$2.70 | \$62.70 | \$61.64 | \$2.77 | \$64.41 |

| A | B | C | D | E | F | G | H | I | J | K | L | M |
|---|-----------------------------------|-------------------------------------|------------------|---------------------------------|-------------------------------------|------------------|----------------------------------|-------------------------------------|------------------|----------------------------------|-------------------------------------|------------------|
| IBEW LOCAL UNION #38 TELEDATA RATES EFFECTIVE APRIL 25, 2022 THROUGH APRIL 23, 2023 | | | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| Health & Welfare \$7.75 | | Pension \$3.20 | | | | | | | | | | |
| | 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 | 13% Foreman/Installer/Technician | 4.5% Employer Vacation Contribution | New Taxable Rate |
| Base | \$28.05 | \$1.26 | \$29.31 | \$30.01 | \$1.35 | \$31.36 | \$30.86 | \$1.39 | \$32.25 | \$31.70 | \$1.43 | \$33.13 |
| 1 1/2X | \$42.08 | \$1.89 | \$43.97 | \$45.02 | \$2.03 | \$47.05 | \$46.29 | \$2.08 | \$48.37 | \$47.55 | \$2.14 | \$49.69 |
| 2X | \$56.10 | \$2.52 | \$58.62 | \$60.02 | \$2.70 | \$62.72 | \$61.72 | \$2.78 | \$64.50 | \$63.40 | \$2.85 | \$66.25 |
| 2nd Shift | \$30.86 | \$1.39 | \$32.25 | \$33.01 | \$1.49 | \$34.50 | \$33.95 | \$1.53 | \$35.48 | \$34.87 | \$1.57 | \$36.44 |
| 2nd Shift 1 1/2X | \$46.29 | \$2.08 | \$48.37 | \$49.52 | \$2.23 | \$51.75 | \$50.93 | \$2.29 | \$53.22 | \$52.31 | \$2.35 | \$54.66 |
| 3rd Shift | \$33.66 | \$1.51 | \$35.27 | \$36.01 | \$1.62 | \$37.63 | \$37.03 | \$1.67 | \$38.70 | \$38.04 | \$1.71 | \$39.75 |
| 3rd Shift 1 1/2X | \$50.49 | \$2.27 | \$52.76 | \$54.02 | \$2.43 | \$56.45 | \$55.55 | \$2.50 | \$58.05 | \$57.06 | \$2.57 | \$59.63 |
| | Audio/Visual Technician Level 2 | 4.5% Employer Vacation Contribution | New Taxable Rate | 7% Foreman/Com/Tech | 4.5% Employer Vacation Contribution | New Taxable Rate | 10% Foreman/Com/Tech | 4.5% Employer Vacation Contribution | New Taxable Rate | 13% Foreman/Com/Tech | 4.5% Employer Vacation Contribution | New Taxable Rate |
| Base | \$29.30 | \$1.32 | \$30.62 | \$31.35 | \$1.41 | \$32.76 | \$32.23 | \$1.45 | \$33.68 | \$33.11 | \$1.49 | \$34.60 |
| 1 1/2X | \$43.95 | \$1.98 | \$45.93 | \$47.03 | \$2.12 | \$49.15 | \$48.35 | \$2.18 | \$50.53 | \$49.67 | \$2.24 | \$51.91 |
| 2X | \$58.60 | \$2.64 | \$61.24 | \$62.70 | \$2.82 | \$65.52 | \$64.46 | \$2.90 | \$67.36 | \$66.22 | \$2.98 | \$69.20 |
| 2nd Shift | \$32.23 | \$1.45 | \$33.68 | \$34.49 | \$1.55 | \$36.04 | \$35.45 | \$1.60 | \$37.05 | \$36.42 | \$1.64 | \$38.06 |
| 2nd Shift 1 1/2X | \$48.35 | \$2.18 | \$50.53 | \$51.74 | \$2.33 | \$54.07 | \$53.18 | \$2.39 | \$55.57 | \$54.63 | \$2.46 | \$57.09 |
| 3rd Shift | \$35.16 | \$1.58 | \$36.74 | \$37.62 | \$1.69 | \$39.31 | \$38.68 | \$1.74 | \$40.42 | \$39.73 | \$1.79 | \$41.52 |
| 3rd Shift 1 1/2X | \$52.74 | \$2.37 | \$55.11 | \$56.43 | \$2.54 | \$58.97 | \$58.02 | \$2.61 | \$60.63 | \$59.60 | \$2.68 | \$62.28 |
| | Audio/Visual 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 |
| Base | \$30.30 | \$1.36 | \$31.66 | \$32.42 | \$1.46 | \$33.88 | \$33.33 | \$1.50 | \$34.83 | \$34.24 | \$1.54 | \$35.78 |
| 1 1/2X | \$45.45 | \$2.05 | \$47.50 | \$48.63 | \$2.19 | \$50.82 | \$50.00 | \$2.25 | \$52.25 | \$51.36 | \$2.31 | \$53.67 |
| 2X | \$60.60 | \$2.73 | \$63.33 | \$64.84 | \$2.92 | \$67.76 | \$66.66 | \$3.00 | \$69.66 | \$68.48 | \$3.08 | \$71.56 |
| 2nd Shift | \$33.33 | \$1.50 | \$34.83 | \$35.66 | \$1.60 | \$37.26 | \$36.66 | \$1.65 | \$38.31 | \$37.66 | \$1.69 | \$39.35 |
| 2nd Shift 1 1/2X | \$50.00 | \$2.25 | \$52.25 | \$53.49 | \$2.41 | \$55.90 | \$54.99 | \$2.47 | \$57.46 | \$56.49 | \$2.54 | \$59.03 |
| 3rd Shift | \$36.36 | \$1.64 | \$38.00 | \$38.90 | \$1.75 | \$40.65 | \$40.00 | \$1.80 | \$41.80 | \$41.09 | \$1.85 | \$42.94 |
| 3rd Shift 1 1/2X | \$54.54 | \$2.45 | \$56.99 | \$58.35 | \$2.63 | \$60.98 | \$60.00 | \$2.70 | \$62.70 | \$61.64 | \$2.77 | \$64.41 |

| A | B | C | D | E | F | G | H | I | J | K | L | M |
|----|-------------------------------------|--------------------------|------------------------|---|--------------------------|------------------------|--------------------------------------|--------------------------|------------------------|--------------------------------|--------------------------|------------------------|
| | | | | | | | | | | | | |
| 1 | | | | | | | | | | | | |
| 2 | Health & Welfare \$7.75 | | Pension \$3.20 | | | | | | | | | |
| 3 | | 4.5% Employer | | 7% Foreman/ Installer/ Technician | 4.5% Employer | New Taxable Rate | 10% Foreman/ Commy/ Tech | 4.5% Employer | New Taxable Rate | 13% Foreman/ Commy/ Tech | 4.5% Employer | New Taxable Rate |
| 4 | Security Technician Level 1 | Vacation Contribution | New Taxable Rate | Technician | Vacation Contribution | | Technician | Vacation Contribution | | Technician | Vacation Contribution | |
| 5 | | | | | | | | | | | | |
| 6 | Base | \$1.26 | \$29.31 | \$30.01 | \$1.35 | \$31.36 | \$32.23 | \$1.39 | \$32.25 | \$31.70 | \$1.43 | \$33.13 |
| 7 | 1 1/2X | \$1.89 | \$43.97 | \$45.02 | \$2.03 | \$47.05 | \$48.35 | \$2.08 | \$48.37 | \$47.55 | \$2.14 | \$49.69 |
| 8 | 2X | \$2.52 | \$58.62 | \$60.02 | \$2.70 | \$62.72 | \$64.46 | \$2.78 | \$64.50 | \$63.40 | \$2.85 | \$66.25 |
| 9 | 2nd Shift | \$1.39 | \$32.25 | \$33.01 | \$1.49 | \$34.50 | \$35.45 | \$1.53 | \$35.48 | \$34.87 | \$1.57 | \$36.44 |
| 10 | 2nd Shift 1 1/2X | \$2.08 | \$48.37 | \$49.52 | \$2.23 | \$51.75 | \$53.18 | \$2.29 | \$53.22 | \$52.31 | \$2.35 | \$54.66 |
| 11 | 3rd Shift | \$1.51 | \$35.17 | \$36.01 | \$1.62 | \$37.63 | \$38.68 | \$1.67 | \$38.70 | \$38.04 | \$1.71 | \$39.75 |
| 12 | 3rd Shift 1 1/2X | \$2.27 | \$52.76 | \$54.02 | \$2.43 | \$56.45 | \$58.02 | \$2.50 | \$58.05 | \$57.06 | \$2.57 | \$59.63 |
| 13 | | 4.5% Employer | | 7% Foreman/ Commy/ Tech | 4.5% Employer | New Taxable Rate | 10% Foreman/ Commy/ Tech | 4.5% Employer | New Taxable Rate | 13% Foreman/ Commy/ Tech | 4.5% Employer | New Taxable Rate |
| 14 | Security Technician Level 2 | Vacation Contribution | New Taxable Rate | Technician | Vacation Contribution | | Technician | Vacation Contribution | | Technician | Vacation Contribution | |
| 15 | | | | | | | | | | | | |
| 16 | Base | \$1.32 | \$30.62 | \$31.35 | \$1.41 | \$32.76 | \$33.68 | \$1.45 | \$33.68 | \$33.11 | \$1.49 | \$34.60 |
| 17 | 1 1/2X | \$1.98 | \$45.93 | \$47.03 | \$2.12 | \$49.15 | \$48.35 | \$2.18 | \$50.53 | \$49.67 | \$2.24 | \$51.91 |
| 18 | 2X | \$2.64 | \$61.24 | \$62.70 | \$2.82 | \$65.52 | \$64.46 | \$2.90 | \$67.36 | \$66.22 | \$2.98 | \$69.20 |
| 19 | 2nd Shift | \$1.45 | \$33.68 | \$34.49 | \$1.55 | \$36.04 | \$35.45 | \$1.60 | \$37.05 | \$36.42 | \$1.64 | \$38.06 |
| 20 | 2nd Shift 1 1/2X | \$2.18 | \$50.53 | \$51.74 | \$2.33 | \$54.07 | \$53.18 | \$2.39 | \$55.57 | \$54.63 | \$2.46 | \$57.09 |
| 21 | 3rd Shift | \$1.58 | \$36.74 | \$37.62 | \$1.69 | \$39.31 | \$38.68 | \$1.74 | \$40.42 | \$39.73 | \$1.79 | \$41.52 |
| 22 | 3rd Shift 1 1/2X | \$2.37 | \$55.11 | \$56.43 | \$2.54 | \$58.97 | \$58.02 | \$2.61 | \$60.63 | \$59.60 | \$2.68 | \$62.28 |
| 23 | | 4.5% Employer | | 7% Foreman/ Senior Technician | 4.5% Employer | New Taxable Rate | 10% Foreman/ Senior Technician | 4.5% Employer | New Taxable Rate | 13% Foreman/ Senior Tech | 4.5% Employer | New Taxable Rate |
| 24 | Security Technician Level III | Vacation Contribution | New Taxable Rate | Technician | Vacation Contribution | | Technician | Vacation Contribution | | Technician | Vacation Contribution | |
| 25 | | | | | | | | | | | | |
| 26 | Base | \$1.36 | \$31.66 | \$32.42 | \$1.46 | \$33.88 | \$33.33 | \$1.50 | \$34.83 | \$34.24 | \$1.54 | \$35.78 |
| 27 | 1 1/2X | \$2.05 | \$47.50 | \$48.63 | \$2.19 | \$50.82 | \$50.00 | \$2.25 | \$52.25 | \$51.36 | \$2.31 | \$53.67 |
| 28 | 2X | \$2.73 | \$63.33 | \$64.34 | \$2.92 | \$67.76 | \$66.66 | \$3.00 | \$69.66 | \$68.48 | \$3.08 | \$71.56 |
| 29 | 2nd Shift | \$1.50 | \$34.83 | \$35.66 | \$1.60 | \$37.26 | \$36.66 | \$1.65 | \$38.31 | \$37.66 | \$1.69 | \$39.35 |
| 30 | 2nd Shift 1 1/2X | \$2.25 | \$52.25 | \$53.49 | \$2.41 | \$55.90 | \$54.99 | \$2.47 | \$57.46 | \$56.49 | \$2.54 | \$59.03 |
| 31 | 3rd Shift | \$1.64 | \$38.00 | \$38.90 | \$1.75 | \$40.66 | \$40.00 | \$1.80 | \$41.80 | \$41.09 | \$1.85 | \$42.94 |
| 32 | 3rd Shift 1 1/2X | \$2.45 | \$56.99 | \$58.35 | \$2.63 | \$60.98 | \$60.00 | \$2.70 | \$62.70 | \$61.64 | \$2.77 | \$64.41 |

