

# International Brotherhood of Electrical Workers Local Union No. 38

Michael E. Muzic  
President

Daniel V. Gallagher  
Business Manager  
Financial Secretary  
April 21, 2023



Electrical Workers Building  
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Cleveland, Ohio 44114-4286  
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## TO ALL ELECTRICAL CONTRACTORS AND SPECIALTY SHOPS:

Effective April 24, 2023 through April 28, 2024 there will be a \$2.75 increase in the total package for Inside Journeyman Wireman. This will consist of \$2.25 going into the base pay and \$.50 going into the 401K contribution. Foreman wage increase to 10%, 13% and 17%.

Journeyman Base Rate of Pay – See Attached sheet for overtime	\$43.13 per hour
Health and Welfare	\$ 9.55
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	\$2.00
Foreman (5-9 employees including Foreman)	\$47.44 per hour
Foreman (10-20 employees including Foreman)	\$48.74 per hour
Foreman (21 employees and over including Foreman)	\$50.46 per hour

Apprentice Base Rate of Pay –	See Attached wage sheet for breakdown and overtime
Health and Welfare	\$ 9.55
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	\$2.00

**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

Daniel V. Gallagher  
Business Mgr./Fin. Secretary

April 21, 2023

DOUBLE TIME	43.13
	<u>43.13</u>
	86.26

TIME AND ONE HALF	43.13
	<u>21.56</u>
	64.69

### JOURNEYMAN RATE

EFFECTIVE APRIL 24, 2023 THROUGH APRIL 28, 2024

\$43.13	JOURNEYMAN BASE RATE OF PAY
\$ 9.55	HEALTH & WELFARE
\$10.05	PENSION
\$ 1.29	NEBF - 3%
\$ .01	NLMCC FUND
\$ .10	LMCC FUND
\$ .13	NEIF - .3% (NECA CONTRACTORS ONLY)
\$ .42	APPRENTICE FUND
\$ .05	ACT/STATE BLDG. TRADES FUND (NEW FUND)
\$ 2.00	401K CONTRIBUTION
<u>\$ .22</u>	ADMINISTRATIVE FUND
\$66.95	

\$64.70	TIME AND ONE HALF
\$86.26	DOUBLE TIME

\$47.44	FOREMAN, 5-9 EMPLOYEES, INCLUDING
\$48.74	FOREMAN, 10-20 EMPLOYEES, INCLUDING
\$50.46	FOREMAN, 21+ EMPLOYEES, INCLUDING

\$ .655	MILEAGE PER MILE
\$10.00	PARKING PER DAY

April 21, 2023

**SHIFT RATES**

BASE RATE =	\$43.13
H & W RATE =	\$9.55
PENSION RATE =	\$10.05

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

<u>BASE RATE =</u>	\$43.13
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40 HRS. @ BASE RATE =	\$1725.20
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10% OF GROSS=	\$172.52
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TOTAL =	<u>\$1,897.72</u>
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2ND SHIFT HOURLY RATE (TOTAL/40 HOURS) =	\$47.44
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2ND SHIFT 1-1/2 HOURLY RATE =	\$71.16
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**SECOND SHIFT RATE @ 4 - 10's**

<u>BASE RATE =</u>	\$43.13
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40 HRS. @ BASE RATE =	\$1725.20
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10% OF GROSS=	\$172.52
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TOTAL =	<u>\$1,897.72</u>
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2ND SHIFT HOURLY RATE (TOTAL / 40 HOURS) =	\$47.44
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2ND SHIFT 1-1/2 HOURLY RATE =	\$71.16
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**THIRD SHIFT RATE @ 5 - 8's**

<u>BASE RATE =</u>	\$43.13
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40 HRS. @ BASE RATE =	\$1725.20
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20% OF GROSS =	\$345.04
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TOTAL =	<u>\$2070.24</u>
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3RD SHIFT HOURLY RATE (TOTAL/40 HOURS) =	\$51.76
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3RD SHIFT 1-1/2 HOURLY RATE =	\$77.64
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**THIRD SHIFT RATE @ 4 - 10's**

<u>BASE RATE =</u>	\$43.13
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40 HRS. @ BASE RATE =	\$1725.20
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20% OF GROSS =	\$345.04
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TOTAL =	<u>\$2,070.24</u>
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3RD SHIFT HOURLY RATE (TOTAL /40 HOURS) =	\$51.76
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3RD SHIFT 1-1/2 HOURLY RATE =	\$77.64
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**INSIDE WAGES FOR LU #38 - APRIL 24, 2023 THROUGH APRIL 28, 2024**

	Pension Contribution - 65% of Journeymen Contribution Rate										Pension Contribution - 65% of Journeymen Contribution Rate			
	Journeyman	Foreman 5-9 Men Incl. Frmn 10%	Foreman 10-20 Men Incl. Frmn 13%	Foreman 21+ Men Incl. Frmn 17%	35% 1st Yr 1st Per Apprentice No Pension	40% 1st Yr 2nd Per 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	\$43.13	\$47.44	\$48.74	\$50.46	\$15.10	\$17.25	\$19.41	\$21.57	\$23.72	\$25.88	\$28.03	\$30.19	\$32.35	\$34.50
1 1/2X	\$64.70	\$71.16	\$73.11	\$75.69	\$22.65	\$25.88	\$29.12	\$32.36	\$35.58	\$38.82	\$42.05	\$45.29	\$48.53	\$51.75
2X	\$86.26	\$94.88	\$97.48	\$100.92	\$30.20	\$34.50	\$38.82	\$43.14	\$47.44	\$51.76	\$56.06	\$60.38	\$64.70	\$69.00
2nd Shift	\$47.44	\$52.18	\$53.61	\$55.51	\$16.61	\$18.98	\$21.35	\$23.73	\$26.09	\$28.47	\$30.84	\$33.21	\$35.59	\$37.95
2nd Shift														
1 1/2X	\$71.16	\$78.27	\$80.42	\$83.27	\$24.92	\$28.47	\$32.03	\$35.60	\$39.14	\$42.71	\$46.26	\$49.82	\$53.39	\$56.93
3rd Shift	\$51.76	\$56.93	\$58.49	\$60.55	\$18.12	\$20.70	\$23.29	\$25.88	\$28.46	\$31.06	\$33.64	\$36.23	\$38.82	\$41.40
3rd Shift														
1 1/2X	\$77.64	\$85.40	\$87.74	\$90.83	\$27.18	\$31.05	\$34.94	\$38.82	\$42.69	\$46.59	\$50.46	\$54.35	\$58.23	\$62.10