

# International Brotherhood of Electrical Workers Local Union No. 38

Michael E. Muzic  
*President*  
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*Financial Secretary*



Electrical Workers Building  
1590 East 23rd Street  
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April 21, 2023

TO ALL TELEDATA CONTRACTORS

Please be advised there will be a change in the base pay April 24, 2023 through April 28, 2024.  
The rate of pay will be as follows:

Installer Technician	\$28.55 per hour
Communications Technician	\$29.80 per hour
Senior Technician	\$30.80 per hour

**New Classifications:**

Security Technician Level I	\$28.55
Security Technician Level II	\$29.80
Security Technician Level III	\$30.80
Audio/Visual Technician Level 1	\$28.55
Audio/Visual Technician Level II	\$29.80
Audio/Visual Technician Level III	\$30.80

**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	1.50 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
1													
2	Health & Welfare \$7.75		Pension \$3.20	IBEW LOCAL UNION #38 TELEDATA RATES EFFECTIVE APRIL 24, 2023 THROUGH APRIL 28, 2024									
3		Installer/ Technician	4.5% Employer Vacation	New Taxable Rate	7% Foreman/ Installer/ Technician	4.5% Employer Vacation	New Taxable Rate	10% Foreman/ Installer/ Technician	4.5% Employer Vacation	New Taxable Rate	13% Foreman/ Installer/ Technician	4.5% Employer Vacation	New Taxable Rate
4													
5													
6	Base	\$28.55	\$1.28	\$29.83	\$30.55	\$1.37	\$31.92	\$31.41	\$1.41	\$32.82	\$32.26	\$1.45	\$33.71
7	1 1/2X	\$42.83	\$1.93	\$44.76	\$45.83	\$2.06	\$47.89	\$47.12	\$2.12	\$49.24	\$48.39	\$2.18	\$50.57
8	2X	\$57.10	\$2.57	\$59.67	\$61.10	\$2.75	\$63.85	\$62.82	\$2.83	\$65.65	\$64.52	\$2.90	\$67.42
9	2nd Shift	\$31.41	\$1.41	\$32.82	\$33.61	\$1.51	\$35.12	\$34.55	\$1.55	\$36.10	\$35.49	\$1.60	\$37.09
10	2nd Shift 1 1/2X	\$47.12	\$2.12	\$49.24	\$50.42	\$2.27	\$52.69	\$51.83	\$2.33	\$54.16	\$53.24	\$2.40	\$55.64
11	3rd Shift	\$34.26	\$1.54	\$35.80	\$36.66	\$1.65	\$38.31	\$37.69	\$1.70	\$39.38	\$38.71	\$1.74	\$40.45
12	3rd Shift 1 1/2X	\$51.39	\$2.31	\$53.70	\$54.99	\$2.47	\$57.46	\$56.54	\$2.54	\$59.08	\$58.07	\$2.61	\$60.68
13		Comm/ Tech	4.5% Employer Vacation	New Taxable Rate	7% Foreman/ Comm/ Tech	4.5% Employer Vacation	New Taxable Rate	10% Foreman/ Comm/ Tech	4.5% Employer Vacation	New Taxable Rate	13% Foreman/ Comm/ Tech	4.5% Employer Vacation	New Taxable Rate
14													
15													
16	Base	\$29.80	\$1.34	\$31.14	\$31.89	\$1.43	\$33.32	\$32.78	\$1.48	\$34.26	\$33.67	\$1.52	\$35.19
17	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
18	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
19	2nd Shift	\$32.78	\$1.48	\$34.26	\$35.07	\$1.58	\$36.65	\$36.06	\$1.62	\$37.68	\$37.04	\$1.67	\$38.71
20	2nd Shift 1 1/2X	\$49.17	\$2.21	\$51.38	\$52.61	\$2.37	\$54.98	\$54.09	\$2.43	\$56.52	\$55.56	\$2.50	\$58.06
21	3rd Shift	\$35.76	\$1.61	\$37.37	\$38.27	\$1.72	\$39.99	\$39.34	\$1.77	\$41.11	\$40.40	\$1.82	\$42.22
22	3rd Shift 1 1/2X	\$53.64	\$2.41	\$56.05	\$57.41	\$2.58	\$59.99	\$59.01	\$2.66	\$61.67	\$60.61	\$2.73	\$63.34
23		Senior Technician	4.5% Employer Vacation	New Taxable Rate	7% Foreman/ Senior Technician	4.5% Employer Vacation	New Taxable Rate	10% Foreman/ Senior Technician	4.5% Employer Vacation	New Taxable Rate	13% Foreman/ Senior Tech	4.5% Employer Vacation	New Taxable Rate
24													
25													
26	Base	\$30.80	\$1.39	\$32.19	\$32.96	\$1.48	\$34.44	\$33.88	\$1.52	\$35.40	\$34.80	\$1.57	\$36.37
27	1 1/2X	\$46.20	\$2.08	\$48.28	\$49.44	\$2.22	\$51.66	\$50.82	\$2.29	\$53.11	\$52.21	\$2.35	\$54.56
28	2X	\$61.60	\$2.77	\$64.37	\$65.92	\$2.97	\$68.89	\$67.76	\$3.05	\$70.81	\$69.60	\$3.13	\$72.73
29	2nd Shift	\$33.88	\$1.52	\$35.40	\$36.26	\$1.63	\$37.89	\$37.27	\$1.68	\$38.95	\$38.28	\$1.72	\$40.00
30	2nd Shift 1 1/2X	\$50.82	\$2.29	\$53.11	\$54.39	\$2.45	\$56.84	\$55.90	\$2.52	\$58.42	\$57.43	\$2.58	\$60.01
31	3rd Shift	\$36.96	\$1.66	\$38.62	\$39.55	\$1.78	\$41.33	\$40.66	\$1.83	\$42.49	\$41.76	\$1.88	\$43.64
32	3rd Shift 1 1/2X	\$55.44	\$2.49	\$57.93	\$59.33	\$2.67	\$62.00	\$60.99	\$2.74	\$63.73	\$62.64	\$2.82	\$65.46

IBEW LOCAL UNION #38 TELEDATA RATES EFFECTIVE APRIL 24, 2023 THROUGH APRIL 28, 2024

	A	B	C	D	E	F	G	H	I	J	K	L	M
1													
2	Health & Welfare \$7.75		Pension \$3.20										
3		Security Technician Level 1	4.5% Employer Vacation Contribution	New Taxable Rate	7% Foreman/Technician	4.5% Employer Vacation Contribution	New Taxable Rate	10% Foreman/Technician	4.5% Employer Vacation Contribution	New Taxable Rate	13% Foreman/Technician	4.5% Employer Vacation Contribution	New Taxable Rate
4													
5													
6	Base	\$28.55	\$1.28	\$29.83	\$30.55	\$1.37	\$31.92	\$31.41	\$1.41	\$32.82	\$32.26	\$1.45	\$33.71
7	1 1/2X	\$42.83	\$1.93	\$44.76	\$45.83	\$2.06	\$47.89	\$47.12	\$2.12	\$49.24	\$48.39	\$2.18	\$50.57
8	2X	\$57.10	\$2.57	\$59.67	\$61.10	\$2.75	\$63.85	\$62.82	\$2.83	\$65.65	\$64.52	\$2.90	\$67.42
9	2nd Shift	\$31.41	\$1.41	\$32.82	\$33.61	\$1.51	\$35.12	\$34.55	\$1.55	\$36.10	\$35.49	\$1.60	\$37.09
10	2nd Shift 1 1/2X	\$47.12	\$2.12	\$49.24	\$50.42	\$2.27	\$52.69	\$51.83	\$2.33	\$54.16	\$53.24	\$2.40	\$55.64
11	3rd Shift	\$34.26	\$1.54	\$35.80	\$36.66	\$1.65	\$38.31	\$37.69	\$1.70	\$39.38	\$38.71	\$1.74	\$40.45
12	3rd Shift 1 1/2X	\$51.39	\$2.31	\$53.70	\$54.99	\$2.47	\$57.46	\$56.54	\$2.54	\$59.08	\$58.07	\$2.61	\$60.68
13		Security Technician Level 2	4.5% Employer Vacation Contribution	New Taxable Rate	7% Foreman/Technician	4.5% Employer Vacation Contribution	New Taxable Rate	10% Foreman/Technician	4.5% Employer Vacation Contribution	New Taxable Rate	13% Foreman/Technician	4.5% Employer Vacation Contribution	New Taxable Rate
14													
15													
16	Base	\$29.80	\$1.34	\$31.14	\$31.89	\$1.43	\$33.32	\$32.78	\$1.48	\$34.26	\$33.67	\$1.52	\$35.19
17	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
18	2X	\$59.60	\$2.68	\$62.28	\$63.78	\$2.87	\$66.65	\$65.56	\$2.95	\$68.51	\$67.68	\$3.03	\$70.37
19	2nd Shift	\$32.78	\$1.48	\$34.26	\$35.07	\$1.58	\$36.65	\$36.06	\$1.62	\$37.68	\$37.04	\$1.67	\$38.71
20	2nd Shift 1 1/2X	\$49.17	\$2.21	\$51.38	\$52.61	\$2.37	\$54.98	\$54.09	\$2.43	\$56.52	\$55.56	\$2.50	\$58.06
21	3rd Shift	\$35.76	\$1.61	\$37.37	\$38.27	\$1.72	\$39.99	\$39.34	\$1.77	\$41.11	\$40.40	\$1.82	\$42.22
22	3rd Shift 1 1/2X	\$53.64	\$2.41	\$56.05	\$57.41	\$2.58	\$59.99	\$59.01	\$2.66	\$61.67	\$60.61	\$2.73	\$63.34
23		Security Technician Level 3	4.5% Employer Vacation Contribution	New Taxable Rate	7% Foreman/Technician	4.5% Employer Vacation Contribution	New Taxable Rate	10% Foreman/Technician	4.5% Employer Vacation Contribution	New Taxable Rate	13% Foreman/Technician	4.5% Employer Vacation Contribution	New Taxable Rate
24													
25													
26	Base	\$30.80	\$1.39	\$32.19	\$32.96	\$1.48	\$34.44	\$33.88	\$1.52	\$35.40	\$34.80	\$1.57	\$36.37
27	1 1/2X	\$46.20	\$2.08	\$48.28	\$49.44	\$2.22	\$51.66	\$50.82	\$2.29	\$53.11	\$52.21	\$2.35	\$54.56
28	2X	\$61.60	\$2.77	\$64.37	\$65.92	\$2.97	\$68.89	\$67.76	\$3.05	\$70.81	\$69.60	\$3.13	\$72.73
29	2nd Shift	\$33.88	\$1.52	\$35.40	\$36.26	\$1.63	\$37.89	\$37.27	\$1.68	\$38.95	\$38.28	\$1.72	\$40.00
30	2nd Shift 1 1/2X	\$50.82	\$2.29	\$53.11	\$54.39	\$2.45	\$56.84	\$55.90	\$2.52	\$58.42	\$57.43	\$2.58	\$60.01
31	3rd Shift	\$36.96	\$1.66	\$38.62	\$39.55	\$1.78	\$41.33	\$40.66	\$1.83	\$42.49	\$41.76	\$1.88	\$43.64
32	3rd Shift 1 1/2X	\$55.44	\$2.49	\$57.93	\$59.33	\$2.67	\$62.00	\$60.99	\$2.74	\$63.73	\$62.64	\$2.82	\$65.46

	A	B	C	D	E	F	G	H	I	J	K	L	M
	Health & Welfare \$7.75		Pension \$3.20		IBEW LOCAL UNION #38 TELEDATA RATES EFFECTIVE APRIL 24, 2023 THROUGH APRIL 28, 2024								
	Audio/Visual Technician Level 1	4.5% Employer Vacation Contribution	New Taxable Rate	7% Foreman/Audio/Visual Technician	4.5% Employer Vacation Contribution	New Taxable Rate	10% Foreman/Audio/Visual Technician	4.5% Employer Vacation Contribution	New Taxable Rate	13% Foreman/Audio/Visual Technician	4.5% Employer Vacation Contribution	New Taxable Rate	
1													
2	Health & Welfare \$7.75		Pension \$3.20										
3	Base	\$28.55	\$1.28	\$29.83	\$30.55	\$31.92	\$31.41	\$1.41	\$32.82	\$32.26	\$1.45	\$33.71	
4	1 1/2X	\$42.83	\$1.93	\$44.76	\$45.83	\$47.89	\$47.12	\$2.12	\$49.24	\$48.39	\$2.18	\$50.57	
5	2X	\$57.10	\$2.57	\$59.67	\$61.10	\$63.85	\$62.82	\$2.83	\$65.65	\$64.52	\$2.90	\$67.42	
6	2nd Shift	\$31.41	\$1.41	\$32.82	\$33.61	\$35.12	\$34.55	\$1.55	\$36.10	\$35.49	\$1.60	\$37.09	
7	2nd Shift 1 1/2X	\$47.12	\$2.12	\$49.24	\$50.42	\$52.69	\$51.83	\$2.33	\$54.16	\$53.24	\$2.40	\$55.64	
8	3rd Shift	\$34.26	\$1.54	\$35.80	\$36.66	\$38.31	\$37.69	\$1.70	\$39.38	\$38.71	\$1.74	\$40.45	
9	3rd Shift 1 1/2X	\$51.39	\$2.31	\$53.70	\$54.99	\$57.46	\$56.54	\$2.54	\$59.08	\$58.07	\$2.61	\$60.68	
10													
11	Base	\$29.80	\$1.34	\$31.14	\$31.89	\$33.32	\$32.78	\$1.48	\$34.26	\$33.67	\$1.52	\$35.19	
12	1 1/2X	\$44.70	\$2.01	\$46.71	\$47.84	\$49.99	\$49.17	\$2.21	\$51.38	\$50.51	\$2.27	\$52.78	
13	2X	\$59.60	\$2.68	\$62.28	\$63.78	\$66.65	\$65.56	\$2.95	\$68.51	\$67.34	\$3.03	\$70.37	
14	2nd Shift	\$32.78	\$1.48	\$34.26	\$35.07	\$36.65	\$36.06	\$1.62	\$37.68	\$37.04	\$1.67	\$38.71	
15	2nd Shift 1 1/2X	\$49.17	\$2.21	\$51.38	\$52.61	\$54.98	\$54.09	\$2.43	\$56.52	\$55.56	\$2.50	\$58.06	
16	3rd Shift	\$35.76	\$1.61	\$37.37	\$38.27	\$39.99	\$39.34	\$1.77	\$41.11	\$40.40	\$1.82	\$42.22	
17	3rd Shift 1 1/2X	\$53.64	\$2.41	\$56.05	\$57.41	\$59.99	\$59.01	\$2.66	\$61.67	\$60.61	\$2.73	\$63.34	
18													
19	Base	\$30.80	\$1.39	\$32.19	\$32.96	\$34.44	\$33.88	\$1.52	\$35.40	\$34.80	\$1.57	\$36.37	
20	1 1/2X	\$46.20	\$2.08	\$48.28	\$49.44	\$51.66	\$50.82	\$2.29	\$53.11	\$52.21	\$2.35	\$54.56	
21	2X	\$61.60	\$2.77	\$64.37	\$65.92	\$68.89	\$67.76	\$3.05	\$70.81	\$69.60	\$3.13	\$72.73	
22	2nd Shift	\$33.88	\$1.52	\$35.40	\$36.26	\$37.89	\$37.27	\$1.68	\$38.95	\$38.28	\$1.72	\$40.00	
23	2nd Shift 1 1/2X	\$50.82	\$2.29	\$53.11	\$54.39	\$56.84	\$55.90	\$2.45	\$58.42	\$57.43	\$2.58	\$60.01	
24	3rd Shift	\$36.96	\$1.66	\$38.62	\$39.55	\$41.33	\$40.66	\$1.83	\$42.49	\$41.76	\$1.88	\$43.64	
25	3rd Shift 1 1/2X	\$55.44	\$2.49	\$57.93	\$59.33	\$62.00	\$60.99	\$2.74	\$63.73	\$62.64	\$2.82	\$65.46	

	A	B	C	D	E	F	G	H	I	J	K	L	M
33				IBEW LOCAL UNION #38 TELEDATA APPRENTICE RATES EFFECTIVE APRIL 24, 2023 THROUGH APRIL 28, 2024									
34	Health & Welfare		\$7.75										
35	Pension		\$3.20										
36			\$10.95										
37		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			
38													
39													
40	Base	\$15.70	\$0.71	\$16.41	\$18.56	\$0.84	\$19.40	\$21.41	\$0.96	\$22.37			
41	1 1/2X	\$23.55	\$1.06	\$24.61	\$27.84	\$1.25	\$29.09	\$32.12	\$1.45	\$33.57			
42	2X	\$31.40	\$1.41	\$32.81	\$37.12	\$1.67	\$38.79	\$42.82	\$1.93	\$44.75			
43	2nd Shift	\$17.27	\$0.78	\$18.05	\$20.42	\$0.92	\$21.34	\$23.55	\$1.06	\$24.61			
44	2nd Shift 1 1/2X	\$25.91	\$1.17	\$27.08	\$30.63	\$1.38	\$32.01	\$35.33	\$1.59	\$36.92			
45	3rd Shift	\$18.84	\$0.85	\$19.69	\$22.27	\$1.00	\$23.27	\$25.69	\$1.16	\$26.85			
46	3rd Shift 1 1/2X	\$28.26	\$1.27	\$29.53	\$33.41	\$1.50	\$34.91	\$38.54	\$1.73	\$40.27			
47													
48													
49		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			
50													
51													
52	Base	\$22.84	\$1.03	\$23.87	\$24.27	\$1.09	\$25.36	\$25.70	\$1.16	\$26.86			
53	1 1/2X	\$34.26	\$1.54	\$35.80	\$36.41	\$1.64	\$38.05	\$38.55	\$1.73	\$40.28			
54	2X	\$45.68	\$2.06	\$47.74	\$48.54	\$2.18	\$50.72	\$51.40	\$2.31	\$53.71			
55	2nd Shift	\$25.12	\$1.13	\$26.25	\$26.70	\$1.20	\$27.90	\$28.27	\$1.27	\$29.54			
56	2nd Shift 1 1/2X	\$37.69	\$1.70	\$39.39	\$40.05	\$1.80	\$41.85	\$42.41	\$1.91	\$44.32			
57	3rd Shift	\$27.41	\$1.23	\$28.64	\$29.12	\$1.31	\$30.43	\$30.84	\$1.39	\$32.23			
58	3rd Shift 1 1/2X	\$41.12	\$1.85	\$42.97	\$43.69	\$1.97	\$45.66	\$46.26	\$2.08	\$48.34			