

International Brotherhood of Electrical Workers Local Union No. 38

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April 16, 2024

TO ALL ELECTRICAL CONTRACTORS AND SPECIALTY SHOPS:

Effective April 29, 2024 through April 27, 2025 there will be a \$2.60 increase in the total package for Inside Journeyman Wireman. This will consist of \$2.10 going into the base pay and \$.50 going into the 401K contribution.

Journeyman Base Rate of Pay – See Attached sheet for overtime	\$45.23 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	\$2.50

Foreman (5-9 employees including Foreman)	\$49.75 per hour
Foreman (10-20 employees including Foreman)	\$51.11 per hour
Foreman (21 employees and over including Foreman)	\$52.92 per hour

Apprentice Base Rate of Pay –	See Attached wage sheet for breakdown and overtime
Health and Welfare	\$ 9.55
Pension	1 st year, 1 st & 2 nd 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	\$2.50

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 16, 2024

DOUBLE TIME	45.23
	<u>45.23</u>
	90.46

TIME AND ONE HALF	45.23
	<u>22.62</u>
	67.85

JOURNEYMAN RATE

EFFECTIVE APRIL 29, 2024 THROUGH APRIL 27, 2025

\$45.23	JOURNEYMAN BASE RATE OF PAY
\$ 9.55	HEALTH & WELFARE
\$10.05	PENSION
\$ 1.36	NEBF - 3%
\$.01	NLMCC FUND
\$.10	LMCC FUND
\$.14	NEIF - .3% (NECA CONTRACTORS ONLY)
\$.42	APPRENTICE FUND
\$.05	ACT/STATE BLDG. TRADES FUND (NEW FUND)
\$ 2.50	401K CONTRIBUTION
<u>\$.23</u>	ADMINISTRATIVE FUND
\$69.64	

\$67.85	TIME AND ONE HALF
\$90.46	DOUBLE TIME

\$49.75	FOREMAN, 5-9 EMPLOYEES, INCLUDING
\$51.11	FOREMAN, 10-20 EMPLOYEES, INCLUDING
\$52.92	FOREMAN, 21+ EMPLOYEES, INCLUDING

\$.67	MILEAGE PER MILE
\$10.00	PARKING PER DAY

April 16, 2024

SHIFT RATES

BASE RATE =	\$45.23
H & W RATE =	\$9.55
PENSION RATE =	\$10.05

SECOND SHIFT RATE @ 5 - 8's

<u>BASE RATE =</u>	\$45.23
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40 HRS. @ BASE RATE =	\$1809.20
10% OF GROSS=	\$180.92
TOTAL =	<u>\$1,990.12</u>

2ND SHIFT HOURLY RATE (TOTAL/40 HOURS) =	\$49.75
2ND SHIFT 1-1/2 HOURLY RATE =	\$74.63

SECOND SHIFT RATE @ 4 - 10's

<u>BASE RATE =</u>	\$45.23
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40 HRS. @ BASE RATE =	\$1809.20
10% OF GROSS=	\$180.92
TOTAL =	<u>\$1,990.12</u>

2ND SHIFT HOURLY RATE (TOTAL / 40 HOURS) =	\$49.75
2ND SHIFT 1-1/2 HOURLY RATE =	\$74.63

THIRD SHIFT RATE @ 5 - 8's

<u>BASE RATE =</u>	\$45.23
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40 HRS. @ BASE RATE =	\$1809.20
20% OF GROSS =	\$361.84
TOTAL =	<u>\$2,171.04</u>

3RD SHIFT HOURLY RATE (TOTAL/40 HOURS) =	\$54.28
3RD SHIFT 1-1/2 HOURLY RATE =	\$81.42

THIRD SHIFT RATE @ 4 - 10's

<u>BASE RATE =</u>	\$45.23
--------------------	---------

40 HRS. @ BASE RATE =	\$1809.20
20% OF GROSS =	\$361.84
TOTAL =	<u>\$2,171.04</u>

3RD SHIFT HOURLY RATE (TOTAL /40 HOURS) =	\$54.28
3RD SHIFT 1-1/2 HOURLY RATE =	\$81.42

INSIDE WAGES FOR LU #38 - APRIL 29, 2024 THROUGH APRIL 27, 2025

	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 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	\$45.23	\$49.75	\$51.11	\$52.92	\$15.83	\$18.09	\$20.35	\$22.62	\$24.88	\$27.14	\$29.40	\$31.66	\$33.92	\$36.18
1 1/2X	\$67.85	\$74.63	\$76.67	\$79.38	\$23.75	\$27.14	\$30.53	\$33.93	\$37.32	\$40.71	\$44.10	\$47.49	\$50.88	\$54.28
2X	\$90.46	\$99.50	\$102.22	\$105.84	\$31.66	\$36.18	\$40.70	\$45.24	\$49.76	\$54.28	\$58.80	\$63.32	\$67.84	\$72.36
2nd Shift	\$49.75	\$54.73	\$56.22	\$58.21	\$17.41	\$19.90	\$22.39	\$24.88	\$27.37	\$29.85	\$32.34	\$34.83	\$37.31	\$39.80
1 1/2X	\$74.63	\$82.10	\$84.33	\$87.32	\$26.12	\$29.85	\$33.59	\$37.32	\$41.06	\$44.78	\$48.51	\$52.25	\$55.97	\$59.70
3rd Shift	\$54.28	\$59.70	\$61.33	\$63.50	\$19.00	\$21.71	\$24.42	\$27.14	\$29.86	\$32.57	\$35.28	\$37.99	\$40.70	\$43.42
1 1/2X	\$81.42	\$89.55	\$92.00	\$95.25	\$28.50	\$32.57	\$36.63	\$40.72	\$44.79	\$48.86	\$52.92	\$56.99	\$61.05	\$65.13

*Health & Welfare - \$9.55/ Pension \$10.05