

# International Brotherhood of Electrical Workers Local Union No. 38

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*President*

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October 28, 2024

## TO ALL RESIDENTIAL CONTRACTORS:

Please be advised there will be an increase of **\$2.50** for the Residential agreement. **\$2.50** was added into the hourly rate effective November 3, 2024 through October 26, 2025.

Therefore, the rate of pay will be as follows:

Residential Wireman	\$27.76 per hour
Foreman	\$28.26 per hour
General Foreman	\$28.76 per hour

## RESIDENTIAL WIREMAN TRAINEE

1 <sup>ST</sup> 6 Months	50% of Residential Wireman Rate
2 <sup>ND</sup> 6 Months	60% of Residential Wireman Rate
3 <sup>RD</sup> 6 Months	70% of Residential Wireman Rate
4 <sup>TH</sup> 6 Months	80% of Residential Wireman Rate

## EMPLOYER CONTRIBUTIONS

N.E.B.F.	3% of Gross Labor Payroll
Health & Welfare	\$7.25 per hour worked
JATC Fund	\$0.42 per hour worked
N.E.I.F. (NECA Contractors only)	3/10 of 1% of Gross Labor Payroll
Local Pension	\$3.20 per hour worked
LMCC Fund	\$.10 per hour worked
NLMCC Fund	\$.01 per hour worked
CECAF	0.5% of gross payroll

## EMPLOYEE DEDUCTIONS

Vacation/Holiday fund	\$.50 per hour worked
LU 38 dues withheld	2%

401-K Employee-Voluntary Referral\*

Choice of one (1)

1%, 2%, 3%, 4%, 5%, 6%, 7%, 8%, 9%, 10%, 11%, 12%, 13%, 14%, 15%

\*Employee can change deferral rate the first of every month.

Respectfully yours,  
Local Union 38, IBEW Local 38

A handwritten signature in black ink, appearing to read "Daniel V. Gallagher".

Daniel V. Gallagher  
Business Mgr/Fin. Sec.

**NECA/IBEW LOCAL UNION #38  
RESIDENTIAL WAGE SPREADSHEET  
APPRENTICES**

EFFECTIVE DATES		11/04/2024 -10/26/2025			
CLASSIFICATIONS		1st	2nd	3rd	4th
		6 MOS.	6 MOS.	6 MOS.	6 MOS.
<b>BASE WAGE RATE</b>		<b>\$13.88</b>	<b>\$16.66</b>	<b>\$19.43</b>	<b>\$22.21</b>
<b>TOTAL TAXABLE WAGES</b>		<b>\$13.88</b>	<b>\$16.66</b>	<b>\$19.43</b>	<b>\$22.21</b>
Base Wage Rate includes INCREASE of:		\$1.25	\$1.50	\$1.75	\$2.00
<b>FRINGE BENEFITS</b>					
<b>HEALTH &amp; WELFARE</b>		\$7.25	\$7.25	\$7.25	\$7.25
<b>NEBF</b>	3%	\$0.42	\$0.50	\$0.58	\$0.67
<b>PENSION</b>		\$3.20	\$3.20	\$3.20	\$3.20
<b>TOTAL FRINGES</b>		<b>\$10.87</b>	<b>\$10.95</b>	<b>\$11.03</b>	<b>\$11.12</b>
<b>TOTAL WAGE PACKAGE</b>		<b>\$24.75</b>	<b>\$27.61</b>	<b>\$30.46</b>	<b>\$33.33</b>
<b>OTHER PAYROLL COSTS</b>					
<b>JATC</b>		\$0.42	\$0.42	\$0.42	\$0.42
<b>NECA</b>	0.30%	\$0.04	\$0.05	\$0.06	\$0.07
<b>CECAF</b>	0.50%	\$0.07	\$0.08	\$0.10	\$0.11
<b>NLMCC</b>		\$0.01	\$0.01	\$0.01	\$0.01
<b>LMCC</b>		\$0.10	\$0.10	\$0.10	\$0.10
<b>TOTAL OTHER COSTS</b>		<b>\$0.64</b>	<b>\$0.66</b>	<b>\$0.69</b>	<b>\$0.71</b>
<b>TOTAL COST LESS TAXES</b>		<b>\$25.39</b>	<b>\$28.27</b>	<b>\$31.15</b>	<b>\$34.04</b>
<b>TAXES AND INSURANCE (EST.)</b>					
<b>WORKERS C</b>	4%	\$0.56	\$0.67	\$0.78	\$0.89
<b>STATE UNEN</b>	7.50%	\$1.04	\$1.25	\$1.46	\$1.67
<b>FEDERAL UN</b>	0.80%	\$0.11	\$0.13	\$0.16	\$0.18
<b>FICA &amp; MED</b>	7.65%	\$1.06	\$1.27	\$1.49	\$1.70
<b>INSURANCE</b>	2.50%	\$0.35	\$0.42	\$0.49	\$0.56
<b>TOTAL TAXES AND INS.</b>		<b>\$3.12</b>	<b>\$3.74</b>	<b>\$4.38</b>	<b>\$5.00</b>
<b>TOTAL ADDERS</b>		<b>\$14.63</b>	<b>\$15.35</b>	<b>\$16.10</b>	<b>\$16.83</b>
<b>TOTAL WAGE COST</b>		<b>\$28.51</b>	<b>\$32.01</b>	<b>\$35.53</b>	<b>\$39.04</b>

**NECA  
IBEW LOCAL UNION #38  
RESIDENTIAL WAGE SPREADSHEET**

<b>EFFECTIVE DATES</b>		<b>11/4/2024-10/26/2025</b>		
<b>CLASSIFICATIONS</b>		<b>Wireman</b>	<b>Foreman</b>	<b>General Foreman</b>
	<b>BASE WAGE RATE</b>		<b>\$27.76</b>	<b>\$28.26</b>
<b>TOTAL TAXABLE WAGES</b>		<b>\$27.76</b>	<b>\$28.26</b>	<b>\$28.76</b>
<b>Base Wage Rate includes INCREASE of:</b>		<b>\$2.50</b>	<b>\$2.50</b>	<b>\$2.50</b>
<b>FRINGE BENEFITS</b>				
<b>HEALTH &amp; WELFARE</b>		<b>\$7.25</b>	<b>\$7.25</b>	<b>\$7.25</b>
<b>NEBF</b>	<b>3%</b>	<b>\$0.83</b>	<b>\$0.85</b>	<b>\$0.86</b>
<b>PENSION</b>		<b>\$3.20</b>	<b>\$3.20</b>	<b>\$3.20</b>
<b>TOTAL FRINGES</b>		<b>\$11.28</b>	<b>\$11.30</b>	<b>\$11.31</b>
<b>TOTAL WAGE PACKAGE</b>		<b>\$39.04</b>	<b>\$39.56</b>	<b>\$40.07</b>
<b>OTHER PAYROLL COSTS</b>				
<b>JATC</b>		<b>\$0.42</b>	<b>\$0.42</b>	<b>\$0.42</b>
<b>NECA</b>	<b>0.30%</b>	<b>\$0.08</b>	<b>\$0.08</b>	<b>\$0.08</b>
<b>CECAF</b>	<b>0.50%</b>	<b>\$0.14</b>	<b>\$0.14</b>	<b>\$0.14</b>
<b>NLMC</b>		<b>\$0.01</b>	<b>\$0.01</b>	<b>\$0.01</b>
<b>CELMCC</b>		<b>\$0.10</b>	<b>\$0.10</b>	<b>\$0.10</b>
<b>TOTAL OTHER COSTS</b>		<b>\$0.75</b>	<b>\$0.75</b>	<b>\$0.75</b>
<b>TOTAL COST LESS TAXES</b>		<b>\$39.79</b>	<b>\$40.31</b>	<b>\$40.83</b>
<b>TAXES AND INSURANCE (EST.)</b>				
<b>WORKERS COMPENSATION</b>	<b>4%</b>	<b>\$1.11</b>	<b>\$1.13</b>	<b>\$1.15</b>
<b>STATE UNEMPLOYMENT</b>	<b>7.50%</b>	<b>\$2.08</b>	<b>\$2.12</b>	<b>\$2.16</b>
<b>FEDERAL UNEMPLOYMENT</b>	<b>0.80%</b>	<b>\$0.22</b>	<b>\$0.23</b>	<b>\$0.23</b>
<b>FICA &amp; MEDICARE</b>	<b>7.65%</b>	<b>\$2.12</b>	<b>\$2.16</b>	<b>\$2.20</b>
<b>INSURANCE</b>	<b>2.50%</b>	<b>\$0.69</b>	<b>\$0.71</b>	<b>\$0.72</b>
<b>TOTAL TAXES AND INS.</b>		<b>\$6.22</b>	<b>\$6.35</b>	<b>\$6.46</b>
<b>TOTAL ADDERS</b>		<b>\$18.25</b>	<b>\$18.40</b>	<b>\$18.52</b>
<b>TOTAL WAGE COST</b>		<b>\$46.01</b>	<b>\$46.66</b>	<b>\$47.28</b>

**LOCAL 38 RESIDENTIAL WIREMAN RATES EFFECTIVE NOVEMBER 4, 2024 THROUGH OCTOBER 26, 2025**

\*Health & Welfare - \$7.25 / Pension \$3.20

	Residential Wireman	\$0.50 Foreman Residential Wireman	\$1.00 General Foreman Residential Wireman	50% 1st Period Residential Trainee	60% 2nd Period Residential Trainee	70% 3rd Period Residential Trainee	80% 4th Period Residential Trainee
Base	\$27.76	\$28.26	\$28.76	\$13.88	\$16.66	\$19.43	\$22.21
1 1/2X	\$41.64	\$42.39	\$43.14	\$20.82	\$24.99	\$29.15	\$33.32
2X	\$55.52	\$56.52	\$57.52	\$27.76	\$33.32	\$38.86	\$44.42
2nd Shift	\$30.54	\$31.09	\$31.64	\$15.27	\$18.33	\$21.37	\$24.43
2nd Shift							
1 1/2X	\$45.81	\$46.64	\$47.46	\$22.91	\$27.50	\$32.05	\$36.65
3rd Shift	\$31.92	\$32.50	\$33.07	\$15.96	\$19.16	\$22.34	\$25.54
3Rd Shift							
1 1/2X	\$47.88	\$48.75	\$49.61	\$23.94	\$28.74	\$33.51	\$38.31