

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 16, 2025

TO ALL ELECTRICAL CONTRACTORS AND SPECIALTY SHOPS:

Effective April 28, 2025 through April 26, 2026 there will be a **\$2.40** increase in the total package for Inside Journeyman Wireman. This will consist of **\$1.40** going into the base pay and **\$.50** going into Health and Welfare and **\$.50** going into the 401K contribution.

Journeyman Base Rate of Pay – See Attached sheet for overtime	\$46.63 per hour
Health and Welfare	\$ 10.05
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	\$3.00

Foreman (5-9 employees including Foreman)	\$51.29 per hour
Foreman (10-20 employees including Foreman)	\$52.69 per hour
Foreman (21 employees and over including Foreman)	\$54.56 per hour

Apprentice Base Rate of Pay –	See Attached wage sheet for breakdown and overtime
Health and Welfare	\$10.05
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	\$3.00

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

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

Daniel V. Gallagher
Business Mgr./Fin. Secretary

April 16, 2025

SHIFT RATES

BASE RATE =	\$46.63
H & W RATE =	\$10.05
PENSION RATE =	\$10.05

SECOND SHIFT RATE @ 5 - 8's

<u>BASE RATE =</u>	\$46.63
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40 HRS. @ BASE RATE =	\$1865.20
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10% OF GROSS=	\$186.52
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TOTAL =	\$2,051.72
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2ND SHIFT HOURLY RATE (TOTAL/40 HOURS) =	\$51.29
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2ND SHIFT 1-1/2 HOURLY RATE =	\$76.94
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SECOND SHIFT RATE @ 4 - 10's

<u>BASE RATE =</u>	\$46.63
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40 HRS. @ BASE RATE =	\$1865.20
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10% OF GROSS=	\$186.52
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TOTAL =	\$2,051.72
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2ND SHIFT HOURLY RATE (TOTAL / 40 HOURS) =	\$51.29
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2ND SHIFT 1-1/2 HOURLY RATE =	\$76.94
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THIRD SHIFT RATE @ 5 - 8's

<u>BASE RATE =</u>	\$46.63
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40 HRS. @ BASE RATE =	\$1865.20
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20% OF GROSS =	\$373.04
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TOTAL =	\$2,238.24
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3RD SHIFT HOURLY RATE (TOTAL/40 HOURS) =	\$55.96
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3RD SHIFT 1-1/2 HOURLY RATE =	\$83.94
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THIRD SHIFT RATE @ 4 - 10's

<u>BASE RATE =</u>	\$46.63
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40 HRS. @ BASE RATE =	\$1865.20
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20% OF GROSS =	\$373.04
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TOTAL =	\$2,238.24
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3RD SHIFT HOURLY RATE (TOTAL /40 HOURS) =	\$55.96
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3RD SHIFT 1-1/2 HOURLY RATE =	\$83.94
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April 16, 2025

DOUBLE TIME	46.63
	<u>46.63</u>
	93.26

TIME AND ONE HALF	46.63
	<u>23.32</u>
	69.95

JOURNEYMAN RATE

EFFECTIVE APRIL 28, 2025 THROUGH APRIL 26, 2026

\$46.63	JOURNEYMAN BASE RATE OF PAY
\$10.05	HEALTH & WELFARE
\$10.05	PENSION
\$ 1.40	NEBF – 3%
\$.01	NLMCC FUND
\$.10	LMCC FUND
\$.14	NEIF - .3% (NECA CONTRACTORS ONLY)
\$.42	APPRENTICE FUND
\$.05	ACT/STATE BLDG. TRADES FUND
\$ 3.00	401K CONTRIBUTION
<u>\$.23</u>	ADMINISTRATIVE FUND
\$72.08	

\$69.95	TIME AND ONE HALF
\$93.26	DOUBLE TIME

\$51.29	FOREMAN, 5-9 EMPLOYEES, INCLUDING
\$52.69	FOREMAN, 10-20 EMPLOYEES, INCLUDING
\$54.56	FOREMAN, 21+ EMPLOYEES, INCLUDING

\$.70	MILEAGE PER MILE
\$10.00	PARKING PER DAY

INSIDE WAGES FOR LU #38 - APRIL 28, 2025 THROUGH APRIL 26, 2026

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

	Journeyman	Foreman 5-9 Men Inc. Frmn 10%	Foreman 10-20 Men Inc. Frmn 13%	Foreman 21+ Men Inc. Frmn 17%	35% 1st Year 1st Prd Apprentice No Pension	40% 1st Yr 2nd Prd Apprentice No Pension	45% 2nd Yr 3rd Prd Apprentice	50% 2nd Yr 4th Prd Apprentice	55% 3rd Yr 5th Prd Apprentice	60% 3rd Yr 6th Prd Apprentice	65% 4th Yr 7th Prd Apprentice	70% 4th Yr 8th Prd Apprentice	75% 5th Yr 9th Prd Apprentice	80% 5th Yr 10th Prd Apprentice
Base	\$ 46.63	\$ 51.29	\$ 52.69	\$ 54.56	\$ 16.32	\$ 18.65	\$ 20.98	\$ 23.32	\$ 25.65	\$ 27.98	\$ 30.31	\$ 32.64	\$ 34.97	\$ 37.30
1 1/2X	\$ 69.95	\$ 76.94	\$ 79.04	\$ 81.84	\$ 24.48	\$ 27.98	\$ 31.47	\$ 34.98	\$ 38.48	\$ 41.97	\$ 45.47	\$ 48.96	\$ 52.46	\$ 55.95
2X	\$ 93.26	\$ 102.58	\$ 105.38	\$ 109.12	\$ 32.64	\$ 37.30	\$ 41.96	\$ 46.64	\$ 51.30	\$ 55.96	\$ 60.62	\$ 65.28	\$ 69.94	\$ 74.60
2nd Shift	\$ 51.29	\$ 56.42	\$ 57.96	\$ 60.01	\$ 17.95	\$ 20.52	\$ 23.08	\$ 25.65	\$ 28.22	\$ 30.78	\$ 33.34	\$ 35.90	\$ 38.47	\$ 41.03
2nd Shift 1	\$ 76.94	\$ 84.63	\$ 86.94	\$ 90.01	\$ 26.93	\$ 30.78	\$ 34.62	\$ 38.48	\$ 42.33	\$ 46.17	\$ 50.01	\$ 53.85	\$ 57.71	\$ 61.55
3rd Shift	\$ 55.96	\$ 61.56	\$ 63.23	\$ 65.47	\$ 19.58	\$ 22.38	\$ 25.18	\$ 27.98	\$ 30.78	\$ 33.58	\$ 36.37	\$ 39.17	\$ 41.96	\$ 44.76
3rd Shift 1	\$ 83.94	\$ 92.33	\$ 94.85	\$ 98.21	\$ 29.37	\$ 33.57	\$ 37.77	\$ 41.97	\$ 46.17	\$ 50.37	\$ 54.56	\$ 58.76	\$ 62.94	\$ 67.14
1/2X	\$ 83.94	\$ 92.33	\$ 94.85	\$ 98.21	\$ 29.37	\$ 33.57	\$ 37.77	\$ 41.97	\$ 46.17	\$ 50.37	\$ 54.56	\$ 58.76	\$ 62.94	\$ 67.14