

International Brotherhood of Electrical Workers Local Union No. 38

Michael E. Muzic
President

Daniel V. Gallagher
Business Manager
Financial Secretary



Electrical Workers Building
1590 East 23rd Street
Cleveland, Ohio 44114-4286
(216) 621-3090
Fax (216) 696-0660



April 16, 2025

TO ALL TELEDATA CONTRACTORS

Effective April 28, 2025 through April 26, 2026 there will be a \$2.50 increase in the total package for Teledata. This will consist of \$2.00 going into the base pay and .50 going into the 401K contribution.

Installer Technician/Security Level I/Audio Tech. Level I	\$33.05 per hour
Communications Technician/Security Level II/Audio Tech. Level II	\$34.30 per hour
Senior Technician/Security Level III/Audio Tech. Level III	\$35.30 per hour

APPRENTICES

1 ST 6 Months	65% of Installer Rate
2 ND 6 Months	70% of Installer Rate
3 RD 6 Months	75% of Installer Rate
4 TH 6 Months	80% of Installer Rate
5 TH 6 Months	85% of Installer Rate
6 TH 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	\$4.42 per hour worked
N.E.I.F.	3/10 of 1% of Gross Labor Payroll
CECAF	.5% of Gross Labor Payroll
CELMCC/NLMCC Fund	\$1.11 per hour worked
Vacation Supplement	4.5% of Hourly Rate added to gross pay
401K	2.50 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

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

Daniel V. Gallagher
Business Mgr./Fin. Secretary

IBEW LOCAL UNION #38 TELEDATA RATES EFFECTIVE APRIL 28, 2025 THROUGH APRIL 26, 2026

Health & Welfare \$7.75 Pension \$3.20

	Installer Tech	4.5% Employee Vacation Contribution	New Taxable Rate	7% Foreman	4.5% Employee Vacation Contribution	New Taxable Rate	10% Foreman	4.5% Employee Vacation Contribution	New Taxable Rate	13% Foreman	4.5% Employee Vacation Contribution	New Taxable Rate
Base	\$33.05	\$1.49	\$34.54	\$35.36	\$1.59	\$36.95	\$36.36	\$1.64	\$38.00	\$37.35	\$1.68	\$39.03
1 1/2X	\$49.58	\$2.23	\$51.81	\$53.04	\$2.39	\$55.43	\$54.54	\$2.45	\$56.99	\$56.03	\$2.52	\$58.55
2X	\$66.10	\$2.97	\$69.07	\$70.72	\$3.18	\$73.90	\$72.72	\$3.27	\$75.99	\$74.70	\$3.36	\$78.06
2nd Shift	\$36.36	\$1.64	\$38.00	\$38.90	\$1.75	\$40.65	\$40.00	\$1.80	\$41.80	\$41.09	\$1.85	\$42.94
2nd Shift 1 1/2X	\$54.54	\$2.45	\$56.99	\$58.35	\$2.63	\$60.98	\$60.00	\$2.70	\$62.70	\$61.64	\$2.77	\$64.41
3rd Shift	\$39.66	\$1.78	\$41.44	\$42.43	\$1.91	\$44.34	\$43.63	\$1.96	\$45.59	\$44.82	\$2.02	\$46.84
3rd Shift 1 1/2X	\$59.49	\$2.68	\$62.17	\$63.65	\$2.86	\$66.51	\$65.45	\$2.95	\$68.40	\$67.23	\$3.03	\$70.26
	Comm Tech	4.5% Employee Vacation Contribution	New Taxable Rate	7% Foreman	4.5% Employee Vacation Contribution	New Taxable Rate	10% Foreman	4.5% Employee Vacation Contribution	New Taxable Rate	13% Foreman	4.5% Employee Vacation Contribution	New Taxable Rate
Base	\$34.30	\$1.54	\$35.84	\$36.70	\$1.65	\$38.35	\$37.73	\$1.70	\$39.43	\$38.76	\$1.74	\$40.50
1 1/2X	\$51.45	\$2.32	\$53.77	\$55.05	\$2.48	\$57.53	\$56.60	\$2.55	\$59.15	\$58.14	\$2.62	\$60.75
2X	\$68.60	\$3.09	\$71.69	\$73.40	\$3.30	\$76.70	\$75.46	\$3.40	\$78.86	\$77.52	\$3.49	\$81.01
2nd Shift	\$37.73	\$1.70	\$39.43	\$40.37	\$1.82	\$42.19	\$41.50	\$1.87	\$43.37	\$42.64	\$1.92	\$44.56
2nd Shift 1 1/2X	\$56.60	\$2.55	\$59.15	\$60.56	\$2.73	\$63.29	\$62.25	\$2.80	\$65.05	\$63.96	\$2.88	\$66.84
3rd Shift	\$41.16	\$1.85	\$43.01	\$44.04	\$1.98	\$46.02	\$45.28	\$2.04	\$47.32	\$46.51	\$2.09	\$48.60
3rd Shift 1 1/2X	\$61.74	\$2.78	\$64.52	\$66.06	\$2.97	\$69.03	\$67.92	\$3.06	\$70.98	\$69.77	\$3.14	\$72.91
	Senior Tech	4.5% Employee Vacation Contribution	New Taxable Rate	7% Foreman	4.5% Employee Vacation Contribution	New Taxable Rate	10% Foreman	4.5% Employee Vacation Contribution	New Taxable Rate	13% Foreman	4.5% Employee Vacation Contribution	New Taxable Rate
Base	\$35.30	\$1.59	\$36.89	\$37.77	\$1.70	\$39.47	\$38.83	\$1.75	\$40.58	\$39.89	\$1.80	\$41.69
1 1/2X	\$52.95	\$2.38	\$55.33	\$56.66	\$2.55	\$59.21	\$58.25	\$2.62	\$60.87	\$59.83	\$2.69	\$62.53
2X	\$70.60	\$3.18	\$73.78	\$75.54	\$3.40	\$78.94	\$77.66	\$3.49	\$81.15	\$79.78	\$3.59	\$83.37
2nd Shift	\$38.83	\$1.75	\$40.58	\$41.55	\$1.87	\$43.42	\$42.71	\$1.92	\$44.63	\$43.88	\$1.97	\$45.85
2nd Shift 1 1/2X	\$58.25	\$2.62	\$60.87	\$62.33	\$2.80	\$65.13	\$64.07	\$2.88	\$66.95	\$65.82	\$2.96	\$68.78
3rd Shift	\$42.36	\$1.91	\$44.27	\$45.32	\$2.04	\$47.36	\$46.60	\$2.10	\$48.70	\$47.87	\$2.15	\$50.02
3rd Shift 1 1/2X	\$63.54	\$2.86	\$66.40	\$67.98	\$3.06	\$71.04	\$69.90	\$3.15	\$73.05	\$71.81	\$3.23	\$75.04

IBEW LOCAL UNION #38 TELEDATA APPRENTICE RATES EFFECTIVE APRIL 28, 2025 THROUGH APRIL 26, 2026

Health & Welfare \$7.75
Pension \$3.20
\$10.95

	65% 1st Per Inst. Appr.	4.5% Employee Vacation Contribution	New Taxable Rate	70% 2nd Per Inst. Appr.	4.5% Employee Vacation Contribution	New Taxable Rate	75% 3rd Per Inst. Appr.	4.5% Employee Vacation Contribution	New Taxable Rate
Base	\$21.48	\$0.97	\$22.45	\$23.14	\$1.04	\$24.18	\$24.79	\$1.12	\$25.91
1 1/2X	\$32.22	\$1.45	\$33.67	\$34.71	\$1.56	\$36.27	\$37.19	\$1.67	\$38.85
2X	\$42.96	\$1.93	\$44.89	\$46.28	\$2.08	\$48.36	\$49.58	\$2.23	\$51.81
2nd Shift	\$23.63	\$1.06	\$24.69	\$25.45	\$1.15	\$26.60	\$27.27	\$1.23	\$28.50
2nd Shift 1 1/2X	\$35.45	\$1.60	\$37.05	\$38.18	\$1.72	\$39.90	\$40.91	\$1.84	\$42.75
3rd Shift	\$25.78	\$1.16	\$26.94	\$27.77	\$1.25	\$29.02	\$29.75	\$1.34	\$31.09
3rd Shift 1 1/2X	\$38.67	\$1.74	\$40.41	\$41.66	\$1.87	\$43.53	\$44.63	\$2.01	\$46.64

	80% 4th Per Inst. Appr.	4.5% Employee Vacation Contribution	New Taxable Rate	85% 5th Per Inst. Appr.	4.5% Employee Vacation Contribution	New Taxable Rate	90% 6th Per Inst. Appr.	4.5% Employee Vacation Contribution	New Taxable Rate
Base	\$26.44	\$1.19	\$27.63	\$28.09	\$1.26	\$29.35	\$29.75	\$1.34	\$31.09
1 1/2X	\$39.66	\$1.78	\$41.44	\$42.14	\$1.90	\$44.04	\$44.63	\$2.01	\$46.64
2X	\$52.88	\$2.38	\$55.26	\$56.18	\$2.53	\$58.71	\$59.50	\$2.68	\$62.18
2nd Shift	\$29.08	\$1.31	\$30.39	\$30.90	\$1.39	\$32.29	\$32.73	\$1.47	\$34.20
2nd Shift 1 1/2X	\$43.62	\$1.96	\$45.58	\$46.35	\$2.09	\$48.44	\$49.10	\$2.21	\$51.31
3rd Shift	\$31.73	\$1.43	\$33.16	\$33.71	\$1.52	\$35.23	\$35.70	\$1.61	\$37.31
3rd Shift 1 1/2X	\$47.60	\$2.14	\$49.74	\$50.57	\$2.28	\$52.85	\$53.55	\$2.41	\$55.96