

# International Brotherhood of Electrical Workers Local Union No. 38

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October 20, 2025

## 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 October 27, 2025 through October 25, 2026.

Therefore, the rate of pay will be as follows:

Residential Wireman	\$30.26 per hour
Foreman	\$30.76 per hour
General Foreman	\$31.26 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 "D. V. Gallagher".

Daniel V. Gallagher  
Business Mgr/Fin. Sec.

Local 38 Residential Wireman Rates Effective October 27, 2025 through October 25, 2026

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

	Residential Wireman	\$ 0.50 Foreman Residential Wireman	\$ 1.00 Foreman Residential Wireman General	50% Residential Wireman Trainee 1st Period	60% Residential Wireman Trainee Period	70% Residential Wireman Trainee 2nd Period	80% Residential Wireman Trainee 3rd Period	80% Residential Wireman Trainee 4th Period
Base	\$ 30.26	\$ 30.76	\$ 31.26	\$ 15.13	\$ 18.16	\$ 21.18	\$ 24.21	
1 1/2X	\$ 45.39	\$ 46.14	\$ 46.89	\$ 22.70	\$ 27.24	\$ 31.77	\$ 36.32	
2X	\$ 60.52	\$ 61.52	\$ 62.52	\$ 30.26	\$ 36.32	\$ 42.36	\$ 48.42	
2nd Shift	\$ 33.29	\$ 33.84	\$ 34.39	\$ 16.64	\$ 19.98	\$ 23.30	\$ 26.63	
2nd Shift 1/2X	\$ 49.94	\$ 50.76	\$ 51.59	\$ 24.96	\$ 29.97	\$ 34.95	\$ 39.95	
3rd Shift	\$ 34.80	\$ 35.37	\$ 35.95	\$ 17.40	\$ 20.88	\$ 24.36	\$ 27.84	
3rd Shift 1/2X	\$ 52.20	\$ 53.06	\$ 53.93	\$ 26.10	\$ 31.32	\$ 36.54	\$ 41.76	