

International Brotherhood of Electrical Workers Local Union No. 38

Michael E. Muzic
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Business Manager
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April 22, 2026

TO ALL TELEDATA CONTRACTORS

Effective April 27, 2026 through April 25, 2027 there will be a \$2.50 increase in the total package for Teledata. This will consist of \$1.50 going into the base pay and .50 going into the 401K contribution and .50 going into Health and Welfare.

Installer Technician/Security Level I/Audio Tech. Level I	\$34.55 per hour
Communications Technician/Security Level II/Audio Tech. Level II	\$35.80 per hour
Senior Technician/Security Level III/Audio Tech. Level III	\$36.80 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	\$8.25 per hour paid
JATC Fund	\$.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	\$.11 per hour worked
Vacation Supplement	4.5% of Hourly Rate added to gross pay
401K	3.00 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 that reads "Daniel V. Gallagher".

Daniel V. Gallagher
Business Mgr./Fin. Secretary

	A	B	C	D	E	F	G	H	I	J	K	L	M
1				IBEW LOCAL UNION #38 TELEDATA RATES EFFECTIVE APRIL 27, 2026 THROUGH APRIL 25, 2027									
2	Health & Welfare \$8.25		Pension \$3.20										
3		Installer Tech	4.5% Employer	New	7% Foreman/	4.5% Employer	New	10% Foreman/	4.5% Employer	New	13% Foreman/	4.5% Employer	New
4		AV Technician	Vacation	Taxable		Vacation	Taxable		Vacation	Taxable		Vacation	Taxable
5		Security Tech	Contribution	Rate		Contribution	Rate		Contribution	Rate		Contribution	Rate
6	Base	\$34.55	\$1.55	\$36.10	\$36.97	\$1.66	\$38.63	\$38.01	\$1.71	\$39.72	\$39.04	\$1.76	\$40.80
7	1 1/2X	\$51.83	\$2.33	\$54.16	\$55.45	\$2.50	\$57.95	\$57.01	\$2.57	\$59.57	\$58.56	\$2.64	\$61.20
8	2X	\$69.10	\$3.11	\$72.21	\$73.94	\$3.33	\$77.26	\$76.01	\$3.42	\$79.43	\$78.08	\$3.51	\$81.60
9	2nd Shift	\$38.01	\$1.71	\$39.72	\$40.67	\$1.83	\$42.50	\$41.81	\$1.88	\$43.69	\$42.95	\$1.93	\$44.88
10	2nd Shift 1 1/2X	\$57.01	\$2.57	\$59.57	\$61.00	\$2.74	\$63.74	\$62.71	\$2.82	\$65.53	\$64.42	\$2.90	\$67.32
11	3rd Shift	\$41.46	\$1.87	\$43.33	\$44.36	\$2.00	\$46.36	\$45.61	\$2.05	\$47.66	\$46.85	\$2.11	\$48.96
12	3rd Shift 1 1/2X	\$62.19	\$2.80	\$64.99	\$66.54	\$2.99	\$69.54	\$68.41	\$3.08	\$71.49	\$70.27	\$3.16	\$73.44
13		Comm Tech	4.5% Employer	New	7% Foreman	4.5% Employer	New	10% Foreman	4.5% Employer	New	13% Foreman	4.5% Employer	New
14		AV Technician	Vacation	Taxable		Vacation	Taxable		Vacation	Taxable		Vacation	Taxable
15		Security Tech	Contribution	Rate		Contribution	Rate		Contribution	Rate		Contribution	Rate
16	Base	\$35.80	\$1.61	\$37.41	\$38.31	\$1.72	\$40.03	\$39.38	\$1.77	\$41.15	\$40.45	\$1.82	\$42.27
17	1 1/2X	\$53.70	\$2.42	\$56.12	\$57.46	\$2.59	\$60.04	\$59.07	\$2.66	\$61.73	\$60.68	\$2.73	\$63.41
18	2X	\$71.60	\$3.22	\$74.82	\$76.61	\$3.45	\$80.06	\$78.76	\$3.54	\$82.30	\$80.91	\$3.64	\$84.55
19	2nd Shift	\$39.38	\$1.77	\$41.15	\$42.14	\$1.90	\$44.03	\$43.32	\$1.95	\$45.27	\$44.50	\$2.00	\$46.50
20	2nd Shift 1 1/2X	\$59.07	\$2.66	\$61.73	\$63.20	\$2.84	\$66.05	\$64.98	\$2.92	\$67.90	\$66.75	\$3.00	\$69.75
21	3rd Shift	\$42.96	\$1.93	\$44.89	\$45.97	\$2.07	\$48.04	\$47.26	\$2.13	\$49.38	\$48.54	\$2.18	\$50.73
22	3rd Shift 1 1/2X	\$64.44	\$2.90	\$67.34	\$68.95	\$3.10	\$72.05	\$70.88	\$3.19	\$74.07	\$72.82	\$3.28	\$76.09
23		Senior Tech	4.5% Employer	New	7% Foreman	4.5% Employer	New	10% Foreman	4.5% Employer	New	13% Foreman	4.5% Employer	New
24		AV Technician	Vacation	Taxable		Vacation	Taxable		Vacation	Taxable		Vacation	Taxable
25		Security Tech	Contribution	Rate		Contribution	Rate		Contribution	Rate		Contribution	Rate
26	Base	\$36.80	\$1.66	\$38.46	\$39.38	\$1.77	\$41.15	\$40.48	\$1.82	\$42.30	\$41.58	\$1.87	\$43.46
27	1 1/2X	\$55.20	\$2.48	\$57.68	\$59.06	\$2.66	\$61.72	\$60.72	\$2.73	\$63.45	\$62.38	\$2.81	\$65.18
28	2X	\$73.60	\$3.31	\$76.91	\$78.75	\$3.54	\$82.30	\$80.96	\$3.64	\$84.60	\$83.17	\$3.74	\$86.91
29	2nd Shift	\$40.48	\$1.82	\$42.30	\$43.31	\$1.95	\$45.26	\$44.53	\$2.00	\$46.53	\$45.74	\$2.06	\$47.80
30	2nd Shift 1 1/2X	\$60.72	\$2.73	\$63.45	\$64.97	\$2.92	\$67.89	\$66.79	\$3.01	\$69.80	\$68.61	\$3.09	\$71.70
31	3rd Shift	\$44.16	\$1.99	\$46.15	\$47.25	\$2.13	\$49.38	\$48.58	\$2.19	\$50.76	\$49.90	\$2.25	\$52.15
32	3rd Shift 1 1/2X	\$66.24	\$2.98	\$69.22	\$70.88	\$3.19	\$74.07	\$72.86	\$3.28	\$76.14	\$74.85	\$3.37	\$78.22

IBEW LOCAL UNION #38 TELEDATA RATES EFFECTIVE APRIL 27, 2026 THROUGH APRIL 25, 2027

	A	B	C	D	E	F	G	H	I	J	K	L	M
33													
34	Health & Welfare		\$8.25										
35	Pension		\$3.20										
36			\$11.45										
37		65% 1st Per	4.5% Employer	New	70% 2nd Per	4.5% Employer	New	75% 3rd Per	4.5% Employer	New			
38		Inst. Appr.	Vacation	Taxable	Inst. Appr.	Vacation	Taxable	Inst. Appr.	Vacation	Taxable			
39			Contribution	Rate		Contribution	Rate		Contribution	Rate			
40	Base	\$22.46	\$1.01	\$23.47	\$24.19	\$1.09	\$25.27	\$25.91	\$1.17	\$27.08			
41	1 1/2X	\$33.69	\$1.52	\$35.20	\$36.28	\$1.63	\$37.91	\$38.87	\$1.75	\$40.62			
42	2X	\$44.92	\$2.02	\$46.94	\$48.37	\$2.18	\$50.55	\$51.83	\$2.33	\$54.16			
43	2nd Shift	\$24.70	\$1.11	\$25.81	\$26.60	\$1.20	\$27.80	\$28.50	\$1.28	\$29.79			
44	2nd Shift 1 1/2X	\$37.05	\$1.67	\$38.72	\$39.91	\$1.80	\$41.70	\$42.76	\$1.92	\$44.68			
45	3rd Shift	\$26.95	\$1.21	\$28.16	\$29.02	\$1.31	\$30.33	\$31.10	\$1.40	\$32.49			
46	3rd Shift 1 1/2X	\$40.42	\$1.82	\$42.24	\$43.53	\$1.96	\$45.49	\$46.64	\$2.10	\$48.74			
47													
48													
49		80% 4th Per	4.5% Employer	New	85% 5th Per	4.5% Employer	New	90% 6th Per	4.5% Employer	New			
50		Inst. Appr.	Vacation	Taxable	Inst. Appr.	Vacation	Taxable	Inst. Appr.	Vacation	Taxable			
51			Contribution	Rate		Contribution	Rate		Contribution	Rate			
52	Base	\$27.64	\$1.24	\$28.88	\$29.37	\$1.32	\$30.69	\$31.10	\$1.40	\$32.49			
53	1 1/2X	\$41.46	\$1.87	\$43.33	\$44.05	\$1.98	\$46.03	\$46.64	\$2.10	\$48.74			
54	2X	\$55.28	\$2.49	\$57.77	\$58.74	\$2.64	\$61.38	\$62.19	\$2.80	\$64.99			
55	2nd Shift	\$30.40	\$1.37	\$31.77	\$32.30	\$1.45	\$33.76	\$34.20	\$1.54	\$35.74			
56	2nd Shift 1 1/2X	\$45.61	\$2.05	\$47.66	\$48.46	\$2.18	\$50.64	\$51.31	\$2.31	\$53.62			
57	3rd Shift	\$33.17	\$1.49	\$34.66	\$35.24	\$1.59	\$36.83	\$37.31	\$1.68	\$38.99			
58	3rd Shift 1 1/2X	\$49.75	\$2.24	\$51.99	\$52.86	\$2.38	\$55.24	\$55.97	\$2.52	\$58.49			