

International Brotherhood of Electrical Workers Local Union No. 38

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TO ALL ELECTRICAL CONTRACTORS AND SPECIALTY SHOPS:

Effective April 27, 2026 through October 25, 2026 there will be a **\$2.50** increase in the total package for Inside Journeyman Wireman. This will consist of **\$2.00** going into the base pay and **\$.50** going into Health and Welfare.

Journeyman Base Rate of Pay – See Attached sheet for overtime	\$48.63 per hour
Health and Welfare	\$ 10.55
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
CAF (Administrative Fund)	.5% of gross payroll
GCEIRF (Receiving Fund) - .2% of GLP	\$0.10
401K Contribution	\$3.00

Foreman (5-9 employees including Foreman)	\$53.49 per hour
Foreman (10-20 employees including Foreman)	\$54.95 per hour
Foreman (21 employees and over including Foreman)	\$56.90 per hour

Apprentice Base Rate of Pay –	See Attached wage sheet for breakdown and overtime
Health and Welfare	\$10.55
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
CAF (Administrative Fund)	.5% of gross payroll
GCEIRF (Receiving Fund) - .2% of GLP	\$0.10
401K Contribution	\$3.00

EMPLOYEE DEDUCTION: Will stay the same - \$1.00 per hour worked for Vacation/Holiday Fund

Parking Expense: \$15.00 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

Daniel V. Gallagher
Business Mgr./Fin. Secretary

April 23, 2026

DOUBLE TIME	48.63
	<u>48.63</u>
	97.26

TIME AND ONE HALF	48.63
	<u>24.32</u>
	72.95

JOURNEYMAN RATE

EFFECTIVE APRIL 27, 202 THROUGH OCTOBER 25, 2026

\$48.63	JOURNEYMAN BASE RATE OF PAY
\$10.55	HEALTH & WELFARE
\$10.05	PENSION
\$ 1.46	NEBF - 3%
\$.01	NLMCC FUND
\$.10	LMCC FUND
\$.15	NEIF - .3% (NECA CONTRACTORS ONLY)
\$.42	APPRENTICE FUND
\$.05	ACT/STATE BLDG. TRADES FUND
\$ 3.00	401K CONTRIBUTION
\$.10	RECEIVING FUND
\$.24	ADMINISTRATIVE FUND
<u>\$74.76</u>	

\$72.95	TIME AND ONE HALF
\$97.26	DOUBLE TIME

\$53.49	FOREMAN, 5-9 EMPLOYEES, INCLUDING
\$54.95	FOREMAN, 10-20 EMPLOYEES, INCLUDING
\$56.90	FOREMAN, 21+ EMPLOYEES, INCLUDING

\$.725	MILEAGE PER MILE
\$15.00	PARKING PER DAY

INSIDE WAGES FOR LU #38 - APRIL 27, 2026 THROUGH OCTOBER 25, 2026

*Health&Welfare - \$ 10.55 / 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 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	\$ 48.63	\$ 53.49	\$ 54.95	\$ 56.90	\$ 17.02	\$ 19.45	\$ 21.88	\$ 24.32	\$ 26.75	\$ 29.18	\$ 31.61	\$ 34.04	\$ 36.47	\$ 38.90
1.1/2X	\$ 72.95	\$ 80.24	\$ 82.43	\$ 85.35	\$ 25.53	\$ 29.18	\$ 32.82	\$ 36.48	\$ 40.13	\$ 43.77	\$ 47.42	\$ 51.06	\$ 54.71	\$ 58.35
2X	\$ 97.26	\$ 106.98	\$ 109.90	\$ 113.80	\$ 34.04	\$ 38.90	\$ 43.76	\$ 48.64	\$ 53.50	\$ 58.36	\$ 63.22	\$ 68.08	\$ 72.94	\$ 77.80
2nd Shift	\$ 53.49	\$ 58.84	\$ 60.45	\$ 62.59	\$ 18.72	\$ 21.40	\$ 24.07	\$ 26.75	\$ 29.43	\$ 32.10	\$ 34.77	\$ 37.44	\$ 40.12	\$ 42.79
1.1/2X	\$ 80.24	\$ 88.26	\$ 90.68	\$ 93.89	\$ 28.08	\$ 32.10	\$ 36.11	\$ 40.13	\$ 44.15	\$ 48.15	\$ 52.16	\$ 56.16	\$ 60.18	\$ 64.19
3rd Shift	\$ 58.36	\$ 64.19	\$ 65.94	\$ 68.28	\$ 20.42	\$ 23.34	\$ 26.26	\$ 29.18	\$ 32.10	\$ 35.02	\$ 37.93	\$ 40.85	\$ 43.76	\$ 46.68
3rd Shift	\$ 87.54	\$ 96.29	\$ 98.91	\$ 102.42	\$ 30.63	\$ 35.01	\$ 39.39	\$ 43.77	\$ 48.15	\$ 52.53	\$ 56.90	\$ 61.28	\$ 65.64	\$ 70.02