

WAGE AND FRINGE BENEFITS
LOCAL UNION 48 - IBEW Inside Agreement
January 1, 2024 thru December 31, 2024

WAGES:

			<u>PM/Estimator</u>
Journeyman	\$	60.50	\$ 60.50
Foreman	\$	66.55	\$ 66.55
General Foreman	\$	72.60	\$ 72.60
Welder	\$	66.55	

APPRENTICES:

1st period - 40%	\$	24.20
2nd period - 45%	\$	27.23
3rd period - 50%	\$	30.25
4th period - 60%	\$	36.30
5th period - 70%	\$	42.35
6th period - 85%	\$	51.43

FRINGES: (per work hour unless otherwise noted)

<u>PENSIONS</u>	DISTRICT 9	EDISON	DISTRICT 9	EDISON
Journeyman	\$ 5.37	\$ 10.40	\$ 5.37	\$ 10.40
Foreman	\$ 5.64	\$ 10.65	\$ 5.64	\$ 10.65
General Foreman	\$ 5.91	\$ 10.90	\$ 5.91	\$ 10.90
Welder	\$ 5.37	\$ 10.40		
¹ 6th Period - 85%	\$ 4.56	\$ 8.84		
¹ 5th Period - 70%	\$ 3.76	\$ 7.28		
¹ 4th Period - 60%	\$ 3.22	\$ 6.24		
¹ 3rd Period - 50%	\$ 2.69	\$ 5.20		
¹ 2nd Period	EXEMPT	EXEMPT		
¹ 1st Period	EXEMPT	EXEMPT		
NEBF	3%	x gross payroll	3%	
Health & Welfare	\$ 10.25		\$1,485.00 per/month	
Flex Plan	\$ 1.75		\$1.75	
Apprenticeship & Training				
Journeyman, Foreman, General Foreman, Welder	\$ 0.80		\$0.80	
All apprentice classifications	\$ 1.20			
BALMCC	\$ 0.20		\$0.20	
Vacation Fund Deduct	4%	x gross payroll	4%	x gross payroll
² MRP Dues Deduct	2.0%	x gross payroll	2.0%	x gross payroll
³ PAC Deduct	\$ 0.15		\$0.15	
Working Dues Deduct	1.75%	x gross payroll	1.75%	x gross payroll
Apprentices Working Dues Deduct	1%	x gross payroll	1%	x gross payroll
Administrative Fund	0.50%	x gross payroll	0.50%	x gross payroll
Total NECA Dues	1.05%	(Admin Fund .50% + NECA .55%)	1.05%	

¹ Edison Pension and 9th District Pension contributions for apprentices are equal to their % of Journeymen rate. **1st and 2nd Period apprentices are exempt.**

² 1st, 2nd and 3rd Period (First 2 years) apprentices are exempt from MRP Dues deductions

³ PAC Deduct is deducted from all classifications under this agreement including all apprentices.

Anniversary date: December 31, 2026

**OREGON-COLUMBIA CHAPTER, N.E.C.A.
RAW LABOR COSTS STATE OF OREGON
Local Union #48, I.B.E.W. Inside Agreement
January 1, 2024 thru December 31, 2024**

	PM/Estimator GEN Foreman	PM/Estimator FOREMAN	PM/Estimator JRN/Estimator JRN/Estimator	120% GEN FOREMAN	110% FOREMAN	JRN/Estimator JRN/Estimator	110% Welder	85% SIXTH	70% FIFTH	60% FOURTH	50% THIRD	45% SECOND	40% FIRST
BASE WAGES	\$ 72.60	\$ 66.55	\$ 60.50	\$ 72.60	\$ 66.55	\$ 60.50	\$ 66.55	\$ 51.43	\$ 42.35	\$ 36.30	\$ 30.25	\$ 27.23	\$ 24.20
N.E.B.F.	2.18	2.00	1.82	2.18	2.00	1.82	2.00	1.54	1.27	1.09	0.91	0.82	0.73
1 Edison Pension	10.40	10.90	10.40	10.65	10.65	10.40	10.40	8.84	7.28	6.24	5.20		
1 9th District Pension	5.81	5.64	5.37	5.91	5.64	5.37	5.37	4.56	3.76	3.22	2.69		
10.25 Health & Welfare	9.29	9.29	9.29	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25
1.75 Flex Plan	1.75	1.75	1.75	1.75	1.75	1.75	1.75	1.75	1.75	1.75	1.75	1.75	1.75
2 Apprentice Training	0.80	0.80	0.80	0.80	0.80	0.80	0.80	1.20	1.20	1.20	1.20	1.20	1.20
BALMCC	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
Administration Fund	0.36	0.33	0.30	0.36	0.33	0.30	0.33	0.26	0.21	0.18	0.15	0.14	0.12
6.20% Social Security	4.50	4.13	3.75	4.50	4.13	3.75	4.13	3.19	2.63	2.25	1.88	1.69	1.50
1.45% Medicare	1.05	0.96	0.88	1.05	0.96	0.88	0.96	0.75	0.61	0.53	0.44	0.39	0.35
SAIF	1.36	1.25	1.14	1.36	1.25	1.14	1.25	0.97	0.80	0.68	0.57	0.51	0.45
0.019	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
4 Workers Benefit Fund	1.43	1.31	1.19	1.43	1.31	1.19	1.31	1.01	0.83	0.72	0.60	0.54	0.48
5 State Unemployment (1.97% First \$50,900)													
Federal Unemployment (6% on First \$7,000)	0.44	0.40	0.36	0.44	0.40	0.36	0.40	0.31	0.25	0.22	0.18	0.16	0.15
6 Liability Insurance	3.34	3.06	2.78	3.34	3.06	2.78	3.06	2.37	1.95	1.67	1.39	1.25	1.11
7 Tri-Met Tax	0.57	0.52	0.47	0.57	0.52	0.47	0.52	0.40	0.33	0.28	0.24	0.21	0.19
8 Oregon Paid Sick Leave	2.54	2.33	2.12	2.54	2.33	2.12	2.33	1.80	1.48	1.27	1.06	0.95	0.85
9 Oregon Paid Leave	0.29	0.27	0.24	0.29	0.27	0.24	0.27	0.21	0.17	0.15	0.12	0.11	0.10
10 N.E.C.A. Dues	0.40	0.37	0.33	0.40	0.37	0.33	0.37	0.28	0.23	0.20	0.17	0.15	0.13
TOTAL COST	\$119.84	\$111.83	\$103.72	\$120.65	\$112.79	\$104.68	\$112.27	\$91.33	\$77.58	\$68.42	\$59.25	\$47.57	\$43.78

- 1 Edison Pension and 9th District Pension contributions for apprentices are equal to their % of Journeymen rate. 1st and 2nd term apprentices are exempt.
- 2 Apprenticeship terms are: 6 mo. First & Second; 1 Year Third through Sixth
- 3 Maximum Social Security \$160,200. No salary maximum for Medicare.
- 4 State of Oregon injured workers' fund
- 5 Standard Starting Business Rate for Electrical Workers. Once Experience Rating is established rate does change. Check your rate. Rates are subject to change.
- 6 Average base rate for industry; actual rate may vary
- 7 Tri-Met Payroll Tax only in Clackamas, Multnomah and Washington counties
- 8 As of 1/1/2023, Oregon Paid Sick Leave is estimated at 3.5% gross wages
- 9 As of 1/1/2023, Employers pay 40% of the contribution rate (1%) of gross wages, capped at \$132,000
- 10 **TOTAL NECA Dues 1.05% (Admin Fund .50% + NECA .55%)**
- 11 As of 1-1-2023, the Federal IRS Mileage Rate is 65.5 cents per mile
- 12 **As of 1-1-2023, the Federal IRS Mileage Rate is \$9.29 per hour. For illustrative purposes only, the payment is a flat monthly payment of \$1485.**
- 13 **\$1485 divided by 160 hours per month = \$9.29 per hour.**
- This Data Sheet DOES NOT include salaries for Contractors, or their overhead staff Margin for Profit or any of the following overhead items: Operations Insurance, Liability Insurance, Auto Liability Insurance, Non-Owned Auto Liability Insurance, Job Bonding, Builders Insurance, Building and/or Inventory, Theft Allowance, job site costs, etc.
- This information is provided for the convenience of Signatory NECA/IBEW contractors of Local Union 48, and no express or implied guarantee of its mathematical or factual accuracy is made by the Oregon-Columbia Chapter, NECA.

Anniversary Date: December 31, 2026

OREGON - COLUMBIA CHAPTER, NECA
RAW LABOR COSTS - STATE OF OREGON
Local Union #48 I.B.E.W. Inside Agreement
January 1, 2024 through December 31, 2024
Per Hour Dollar Values

INSIDE OT RATES

	GENERAL FOREMAN Straight Time	GENERAL FOREMAN 1.5 Time	GENERAL FOREMAN Double Time	GENERAL FOREMAN Swing	GENERAL FOREMAN Grave	FOREMAN Straight Time	FOREMAN 1.5 Time	FOREMAN Double Time	FOREMAN Swing	FOREMAN Grave	JRYMAN Straight Time	JRYMAN 1.5 Time	JRYMAN Double Time	JRYMAN Swing	JRYMAN Grave
WAGES	\$ 72.60	\$ 108.90	\$ 145.20	\$ 85.16	\$ 95.40	\$ 66.55	\$ 99.83	\$ 133.10	\$ 78.06	\$ 87.45	\$ 60.50	\$ 90.75	\$ 121.00	\$ 70.97	\$ 79.50
Swing Shift Differential															
Grave YD Shift Differential															
N.E.B.F.															
1 Edison Pension	2.18	3.27	4.36	2.55	2.86	2.00	2.99	3.99	2.34	2.62	1.82	2.72	3.63	2.13	2.38
2 9th District Pension	10.90	16.35	21.80	12.79	14.32	10.65	15.98	21.30	12.49	13.99	10.40	15.60	20.80	12.20	13.67
3 Health & Welfare	5.91	8.86	11.81	7.39	8.20	5.64	8.46	11.27	6.94	7.64	5.37	8.05	10.76	6.48	7.18
4 Flex Plan	9.29	13.94	18.58	11.93	13.22	9.29	13.94	18.58	11.93	13.22	9.29	13.94	18.58	11.93	13.22
5 Apprentice Training	1.75	2.63	3.50	2.21	2.44	1.75	2.63	3.50	2.21	2.44	1.75	2.63	3.50	2.21	2.44
6 BALMCC	0.80	1.20	1.60	1.00	1.10	0.80	1.20	1.60	1.00	1.10	0.80	1.20	1.60	1.00	1.10
7 Administration Fund	0.20	0.30	0.40	0.25	0.28	0.20	0.30	0.40	0.25	0.28	0.20	0.30	0.40	0.25	0.28
8 Social Security	0.36	0.54	0.72	0.43	0.48	0.33	0.50	0.67	0.39	0.44	0.30	0.45	0.61	0.35	0.40
9 Medicare	4.50	6.75	9.00	5.28	5.91	4.13	6.19	8.25	4.84	5.42	3.75	5.63	7.50	4.40	4.93
10 Medicare	1.05	1.58	2.11	1.23	1.38	0.96	1.45	1.93	1.13	1.27	0.88	1.32	1.75	1.03	1.15
11 SUIF	1.36	2.05	2.73	1.60	1.79	1.25	1.88	2.50	1.47	1.64	1.14	1.71	2.27	1.33	1.49
12 Workers Benefit Fund	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
13 State Unemployment	1.43	2.15	2.86	1.68	1.88	1.31	1.97	2.62	1.54	1.72	1.19	1.79	2.38	1.40	1.57
14 Federal Unemployment															
15 (6% on first \$7,000)	0.44	0.65	0.87	0.51	0.57	0.40	0.60	0.80	0.47	0.52	0.36	0.54	0.73	0.43	0.48
16 Liability Insurance	3.34	5.01	6.68	3.92	4.39	3.06	4.59	6.12	3.59	4.02	2.78	4.17	5.57	3.26	3.66
17 Tri-Met Tax	0.58	0.86	1.15	0.68	0.76	0.53	0.79	1.06	0.62	0.69	0.48	0.72	0.96	0.56	0.63
18 Oregon Paid Sick Leave	2.54	3.81	5.08	2.98	3.34	2.33	3.49	4.66	2.73	3.06	2.12	3.18	4.24	2.48	2.78
19 Oregon Paid Leave	0.29	0.44	0.58	0.34	0.38	0.27	0.40	0.53	0.31	0.36	0.24	0.36	0.48	0.28	0.32
20 N.E.C.A. Dues	0.40	0.60	0.80	0.47	0.52	0.37	0.55	0.73	0.43	0.48	0.33	0.50	0.67	0.39	0.44
TOTAL COST	\$ 119.94	\$ 170.93	\$ 221.92	\$ 137.59	\$ 151.96	\$ 111.83	\$ 156.90	\$ 205.97	\$ 128.12	\$ 141.39	\$ 103.73	\$ 147.83	\$ 190.98	\$ 119.61	\$ 131.78

- 1 Edison Pension and 9th District Pension contributions for apprentices are equal to their % of Journeymen rate. 1st and 2nd term apprentices are exempt.
- 2 Apprenticeship terms are: 6 mo. First & Second; 1 Year Third through Sixth
- 3 Maximum Social Security \$160,200. No salary maximum for Medicare.
- 4 State of Oregon injured workers' fund
- 5 Average base rate for industry; actual rate may vary
- 6 Tri-Met Payroll Tax only in Clackamas, Multnomah and Washington counties
- 7 As of 1/1/2023, Oregon Paid Sick Leave is 3.5% gross wages
- 8 As of 1/1/2023, Employers pay 40% of the contribution rate (1% of gross wages, capped at \$132,000
- 9 Only Applies to NECA Members

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**OREGON - COLUMBIA CHAPTER, NECA
RAW LABOR COSTS - STATE OF OREGON**
Local Union #48 I.B.E.W. Inside Agreement
January 1, 2023 through December 31, 2023
Per Hour Dollar Values

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OREGON - COLUMBIA CHAPTER, NECA
RAW LABOR COSTS - STATE OF OREGON
Local Union #48 I.B.E.W. Inside Agreement
January 1, 2023 through December 31, 2023
Per Hour Dollar Values

INSIDE OT RATES

	50% THIRD Straight Time	50% THIRD 1.5 Time	50% THIRD Double Time	50% THIRD Swing	50% THIRD Grave	45% SECOND Straight Time	45% SECOND 1.5 Time	45% SECOND Double Time	45% SECOND Swing	45% SECOND Grave	40% FIRST Straight Time	40% FIRST 1.5 Time	40% FIRST Double Time	40% FIRST Swing	40% FIRST Grave
WAGES	\$ 30.25	\$ 45.38	\$ 60.50	\$ 35.48	\$ 39.75	\$ 27.23	\$ 40.84	\$ 54.45	\$ 31.93	\$ 35.77	\$ 24.20	\$ 36.30	\$ 48.40	\$ 28.39	\$ 31.80
Swing Shift Differential															
Grave YD Shift Differential															
N.E.B.F.	0.91	1.36	1.82	1.06	1.19										
1 Edison Pension	5.20	7.80	10.40	6.10	6.83	0.82	1.23	1.63	0.96	1.07	0.73	1.09	1.45	0.85	0.95
1 9th District Pension	2.69	2.69	2.69	2.69	2.69										
Health & Welfare	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25
Flex Plan	1.75	1.75	1.75	1.75	1.75	1.75	1.75	1.75	1.75	1.75	1.75	1.75	1.75	1.75	1.75
2 Apprentices Training	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20
BALMCC	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
Administration Fund	0.15	0.23	0.30	0.18	0.20	0.14	0.20	0.27	0.16	0.18	0.12	0.18	0.24	0.14	0.16
3 Social Security	1.88	2.81	3.75	2.20	2.46	1.69	2.53	3.38	1.98	2.22	1.50	2.25	3.00	1.76	1.97
Medicare	1.45%	0.66	0.88	0.51	0.58	0.39	0.59	0.79	0.46	0.52	0.35	0.53	0.70	0.41	0.46
SAIF	0.019	0.85	1.14	0.67	0.75	0.51	0.77	1.02	0.60	0.67	0.45	0.68	0.91	0.53	0.60
Workers Benefit Fund	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
State Unemployment	0.60	0.89	1.19	0.70	0.78	0.54	0.80	1.07	0.63	0.70	0.48	0.72	0.95	0.56	0.63
(1.97% First \$50,000)															
Federal Unemployment	0.18	0.27	0.36	0.21	0.24	0.16	0.25	0.33	0.19	0.21	0.15	0.22	0.29	0.17	0.19
(6% on First \$2,000)															
Liability Insurance	1.39	2.09	2.78	1.63	1.83	1.25	1.88	2.50	1.47	1.65	1.11	1.67	2.23	1.31	1.46
4 Tri-Met Tax	0.24	0.36	0.48	0.28	0.32	0.22	0.32	0.43	0.25	0.28	0.19	0.29	0.38	0.23	0.25
5 Oregon Paid Sick Leave	1.06	1.59	2.12	1.24	1.39	0.95	1.43	1.91	1.12	1.25	0.85	1.27	1.69	0.99	1.11
6 Oregon Paid Leave	0.12	0.18	0.24	0.14	0.16	0.11	0.16	0.22	0.13	0.14	0.10	0.15	0.19	0.11	0.13
7 N.E.C.A. Dues	0.17	0.25	0.33	0.20	0.22	0.15	0.22	0.30	0.18	0.20	0.13	0.20	0.27	0.16	0.17
8															
9															
TOTAL COST	\$ 59.25	\$ 80.83	\$ 102.40	\$ 66.72	\$ 72.80	\$ 47.57	\$ 64.65	\$ 81.73	\$ 53.48	\$ 58.30	\$ 43.78	\$ 58.96	\$ 74.14	\$ 49.03	\$ 53.31