

LOCAL UNION 48 - IBEW Inside Construction Support Staff Agreement

WAGE AND FRINGE BENEFITS

January 1, 2024 thru December 31, 2024

Material Handler/ Lighting Maintenance/ Traffic Tech

WAGES: Base Wage \$ 60.50

Traffic Tech 1 85% \$51.43

Traffic Tech 2 70% \$42.35

Material Handler/ Support

** Tech Foreman \$ 37.93

* Support Tech 1 57% \$ 34.49

Support Tech 2 50% \$ 30.25

Support Tech 3 41% \$ 24.81

Support Tech 4 35% \$ 21.18

Support Tech 5 33% \$ 19.97

Provisional 30% \$ 18.15

FRINGES: (per work hour unless otherwise noted)

PENSIONS: Base Rates \$ 10.40 \$ 5.37

EDISON DISTRICT 9

Traffic Tech 1 85% \$ 8.84 \$ 4.56

Traffic Tech 2 70% \$ 7.28 \$ 3.76

Support Tech 1/ Foreman 57% \$ 5.93 \$ 3.06

Support Tech 2 50% \$ 5.20 \$ 2.69

Support Tech 3 41% \$ 4.26 \$ 2.20

Support Tech 4 35% \$ 3.64 \$ 1.88

Support Tech 5 33% \$ EXEMPT EXEMPT

Provisional 25% \$ EXEMPT EXEMPT

NEBF 3% x gross payroll

Health & Welfare \$ 9.30

Provisional EXEMPT

Apprenticeship & Training \$ 0.15

BALMCC \$ 0.20

Working Dues Deduct 1.75% x Tech 1/ Foreman/Traffic Tech

Working Dues Deduct 1.00% Support Tech 2-5 & Provisional

Vacation Fund Deduct 4% x gross payroll

Administrative Fund 0.50% x gross payroll

Total NECA Dues 1.05%

(Admin Fund .50% + NECA .55%)

1 Provisional are exempt from (Edison, 9th Dist and H&W) - Support Tech 5 exempt from (Edison and 9th district pension)

2 Edison Pension and 9th District Pension contributions are equal to their % of Base Rate, except when otherwise noted.

3 Provisional Employee. Any new employee who has worked less than ninety (90) days or 450 hours, whichever comes first, may be employed as a Provisional Employee, and, except for.

NEBF shall be paid only wages.

* For the State of Oregon LU 48 only, Material Handler/Lighting Maintenance #1 is the only approved (Davis Bacon) prevailing wage rate. The Traffic Techs wage & fringe comply with Davis Bacon rates.

** Material Handler/Support Tech Foreman is 110% of Support Tech 1 wage.

Anniversary date: December 31, 2026

Limited Renewable Technician

WAGES: Base Wage \$ 34.49

Foreman 110% \$ 37.93

Limited Renewable Technician \$ 34.49

2 Apprentices:

1. 0 - 1000 hours 50% \$ 17.24

2. 1001 - 2000 hours 60% \$ 20.69

3. 2001 - 3000 hours 70% \$ 24.14

4. 3001 - 4000 hours 80% \$ 27.59

FRINGES: (per work hour unless otherwise noted)

PENSIONS: Base Rates \$ 5.93 \$ 3.06

EDISON DISTRICT 9

Limited Renewable Technician \$ 5.93 EXEMPT EXEMPT

Apprentice 1 50% \$ EXEMPT EXEMPT

Apprentice 2 60% \$ 4.15 \$ 2.14

Apprentice 3 70% \$ 4.74 \$ 2.45

Apprentice 4 80% \$ EXEMPT EXEMPT

NEBF 3% x gross payroll

Health & Welfare \$ 9.30

Apprenticeship & Training \$ 0.80

Limited Renewable Technician \$ 1.20

All Apprentice Classifications \$ 0.20

BALMCC \$ 1.75%

Working Dues Deduct 1%

Apprentices Working Dues Deduct 4% x gross payroll

Vacation Fund Deduct 0.50% x gross payroll

Administrative Fund 1.05%

Total NECA Dues 1.05%

(Admin Fund .50% + NECA .55%)

1 Provisional are exempt from (Edison, 9th Dist and H&W) - Support Tech 5 exempt from (Edison and 9th district pension)

2 Edison Pension and 9th District Pension contributions are equal to their % of Base Rate, except when otherwise noted.

3 Provisional Employee. Any new employee who has worked less than ninety (90) days or 450 hours, whichever comes first, may be employed as a Provisional Employee, and, except for.

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** Material Handler/Support Tech Foreman is 110% of Support Tech 1 wage.

Anniversary date: December 31, 2026

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

	Provisional 30%	Material Handler/ Support Tech 5 33%	Material Handler/ Support Tech 4 35%	LRT 3 / Material Handler/ Support Tech 3 41%	LRT 2 / Material Handler/ Support Tech 2 50%	Material Handler/ Support Tech 1 57%	**Material Handler Foreman 110%	Traffic Tech 2 70%	Traffic Tech 1 85%	Limited Renewable Technician 57%	LRT Apprentice 80%	LRT Apprentice 70%	LRT Apprentice 60%	LRT Apprentice 50%
BASE WAGES	\$ 18.15	\$ 19.97	\$ 21.18	\$ 24.81	\$ 30.25	\$ 34.49	\$ 37.93	\$42.35	\$51.43	\$ 34.49	\$ 27.59	\$ 24.14	\$ 20.69	\$ 17.24
N.E.C.A. F.	3%	0.60	0.64	0.74	0.91	1.03	1.14	1.27	1.54	1.03	0.83	0.72	0.62	0.52
1 Edison Pension	\$ 10.40		3.64	4.26	5.20	5.93	6.52	7.28	8.84	5.93	4.74	4.15		
2 9th District Pension	\$ 5.37		1.88	2.20	2.69	3.06	3.37	3.76	4.56	3.06	2.45	2.14		
3 Health & Welfare	\$ 9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30
4 Flex Plan	\$ 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
5 Apprenticeship Training	\$ 0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.80	1.20	1.20	1.20	1.20
6 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
7 Administration Fund	0.50%	0.10	0.11	0.12	0.15	0.17	0.19	0.21	0.26	0.17	0.14	0.12	0.10	0.09
8 Social Security	6.20%	1.13	1.31	1.54	1.88	2.14	2.35	2.63	3.19	2.14	1.71	1.50	1.28	1.07
9 Medicare	1.45%	0.26	0.31	0.36	0.44	0.50	0.55	0.61	0.75	0.50	0.40	0.35	0.30	0.25
10 S.A.I.F.	0.019	0.34	0.40	0.47	0.57	0.65	0.71	0.80	0.97	0.65	0.52	0.45	0.39	0.32
11 Workers Benefit Fund	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022
12 State Unemployment (1.97% First \$50,900)	1.97%	0.39	0.42	0.49	0.60	0.68	0.75	0.83	1.01	0.68	0.54	0.48	0.41	0.34
13 Federal Unemployment (6% on First \$7,000)	0.60%	0.11	0.13	0.15	0.18	0.21	0.23	0.25	0.31	0.21	0.17	0.14	0.12	0.10
14 Liability Insurance	4.60%	0.92	0.97	1.14	1.39	1.59	1.74	1.95	2.37	1.59	1.27	1.11	0.95	0.79
15 Tri-Met Tax	0.78379%	0.14	0.17	0.19	0.24	0.27	0.30	0.33	0.40	0.30	0.22	0.19	0.16	0.14
16 Oregon Paid Sick Leave	3.50%	0.64	0.70	0.87	1.06	1.21	1.33	1.48	1.80	1.21	0.97	0.84	0.72	0.60
17 Oregon Paid Leave	0.40%	0.07	0.08	0.10	0.12	0.14	0.15	0.17	0.21	0.14	0.11	0.10	0.08	0.07
18 N.E.C.A. Dues	0.55%	0.10	0.12	0.14	0.17	0.19	0.21	0.23	0.28	0.19	0.15	0.13	0.11	0.09
TOTAL COST	\$23.14	\$34.71	\$42.95	\$48.45	\$56.70	\$63.12	\$68.34	\$75.03	\$88.78	\$62.57	\$52.52	\$47.29	\$36.68	\$32.35

- 1 Edison Pension and 9th District Pension contributions are equal to their % of Base Rate.
2 Maximum Social Security \$160,200. No salary maximum for Medicare.
3 State of Oregon Injured Workers' Fund
4 Average base rate for industry; actual rate may vary
5 Tri-Met Payroll Tax only in Clackamas, Multnomah and Washington counties
6 As of 1/1/2023, Oregon Paid Sick Leave is estimated at 3.5% gross wages
7 As of 1/1/2023, Employers pay 40% of the contribution rate (1%) of gross wages, capped at \$132,000
8 **TOTAL NECA Dues 1.05% (Admin Fund 50% + NECA 55%)**
9 As of 1-01-2023 the Federal IRS Mileage Rate is 65.5 cents per mile
10 Lighting Maintenance wage and fringe the same as Material Handler above.
11 Material Handler/Support Tech Foreman is 110% of Support Tech 1 Wage
12 For the State of Oregon LU 48 only, Material Handler/Lighting Maintenance #1 is the only approved (Davis Bacon) prevailing wage rate.
13 The Traffic Techs wage & fringe comply with Davis Bacon rates.

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

LOCAL UNION 48 - IBEW Inside Construction Support Staff Agreement

WAGE AND FRINGE BENEFITS

January 1, 2024 thru December 31, 2024

MH OT RATES

Provisional 30%				Material Handler/ Support Tech 5 33%				Material Handler/ Support Tech 4 35%				LRT 3 / Material Handler/ Support Tech 3 41%			
	Straight Time	1.5 Time	Double Time	Swing	Grave	Straight Time	1.5 Time	Double Time	Swing	Grave	Straight Time	1.5 Time	Double Time	Swing	Grave
BASE WAGES	\$ 18.15	\$ 27.23	\$ 36.30	\$ 21.29	\$ 23.85	\$ 19.97	\$ 29.95	\$ 39.93	\$ 23.42	\$ 26.23	\$ 21.18	\$ 31.76	\$ 42.15	\$ 24.84	\$ 27.82
Surf Shift Differential 12.20%															
Conc Shift Differential 11.40%															
N.E.E. 3%	0.54	0.82	1.09	0.64	0.72	0.60	0.90	1.20	0.70	0.79	0.64	0.95	1.27	0.75	0.83
Edison Pension #537															
PH District Pension #930															
Health & Welfare #120															
Flow Plan															
Apprentice Training \$0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
BAJACC \$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	0.20
Administration Fund 0.50%	0.09	0.14	0.18	0.11	0.12	0.10	0.15	0.20	0.12	0.13	0.11	0.16	0.21	0.12	0.14
Social Security 6.20%	1.13	1.69	2.25	1.32	1.48	1.24	1.86	2.48	1.45	1.63	1.31	1.97	2.63	1.54	1.73
Medicare 1.45%	0.26	0.39	0.53	0.31	0.35	0.29	0.43	0.58	0.34	0.38	0.31	0.46	0.61	0.36	0.40
SAUF 0.019	0.34	0.51	0.68	0.40	0.45	0.36	0.56	0.75	0.44	0.49	0.40	0.60	0.80	0.47	0.52
Workers Benefit Fund 0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022
State Unemployment (1.97% Flat \$50,000)	0.36	0.54	0.72	0.42	0.47	0.39	0.59	0.79	0.46	0.52	0.42	0.63	0.83	0.49	0.55
Federal Unemployment (6% on first \$7,000)	0.11	0.16	0.22	0.13	0.14	0.12	0.18	0.24	0.14	0.16	0.13	0.19	0.25	0.15	0.17
Unemployment Insurance 4.60%	0.83	1.25	1.67	0.98	1.10	0.92	1.38	1.84	1.08	1.21	0.97	1.46	1.95	1.14	1.28
Traveler Tax #114	0.14	0.21	0.28	0.17	0.19	0.16	0.23	0.31	0.18	0.21	0.17	0.25	0.33	0.19	0.22
Oregon Paid Sick Leave 3.50%	0.64	0.95	1.27	0.75	0.83	0.70	1.05	1.40	0.82	0.92	0.74	1.11	1.48	0.87	0.97
Oregon Paid Leave 0.40%	0.07	0.11	0.15	0.09	0.10	0.08	0.12	0.16	0.09	0.10	0.08	0.13	0.17	0.10	0.11
N.E.C.A. Dues 0.55%	0.10	0.15	0.20	0.12	0.13	0.11	0.16	0.22	0.13	0.14	0.12	0.17	0.23	0.14	0.15
TOTAL COST	\$23.14	\$34.52	\$45.00	\$27.08	\$30.29	\$34.71	\$47.24	\$59.76	\$39.05	\$42.58	\$42.95	\$58.05	\$71.15	\$48.18	\$52.44
											\$48.45	\$66.14	\$83.83	\$54.57	\$58.74

	LRT 2 / Material Handler/ Support Tech 2						Material Handler/ Support Tech 1						**Material Handler Foreman 110%						Traffic Tech 2					
	50%			50%			50%			50%			110%			110%			70%			70%		
	Straight Time	1.5 Time	Double Time	Straight Time	1.5 Time	Double Time	Straight Time	1.5 Time	Double Time	Straight Time	1.5 Time	Double Time	Straight Time	1.5 Time	Double Time	Straight Time	1.5 Time	Double Time	Straight Time	1.5 Time	Double Time	Straight Time	1.5 Time	Double Time
BASE WAGES	\$ 30.25	\$ 45.38	\$ 60.50	\$ 30.25	\$ 45.38	\$ 60.50	\$ 30.25	\$ 45.38	\$ 60.50	\$ 30.25	\$ 45.38	\$ 60.50	\$ 37.93	\$ 56.90	\$ 75.87	\$ 41.50	\$ 60.53	\$ 79.47	\$ 49.84	\$ 60.53	\$ 79.47	\$ 49.84	\$ 60.53	\$ 79.47
Swing Shift Differential 17.30%																								
Grave To Shift Differential 31.40%																								
N.E.R.F.																								
3% #	0.91	1.36	1.82	0.91	1.36	1.82	0.91	1.36	1.82	0.91	1.36	1.82	0.91	1.36	1.82	0.91	1.36	1.82	0.91	1.36	1.82	0.91	1.36	1.82
1 Edison Pension	5.20	7.80	10.40	5.20	7.80	10.40	5.20	7.80	10.40	5.20	7.80	10.40	5.20	7.80	10.40	5.20	7.80	10.40	5.20	7.80	10.40	5.20	7.80	10.40
1 JN District Pension	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69	2.69
Health & Welfare	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30
Flex Plan	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	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20
Apprentice Training	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
BALANCE	\$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	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Administration Fund	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
2 Social Security	0.88	2.81	3.73	0.88	2.81	3.73	0.88	2.81	3.73	0.88	2.81	3.73	0.88	2.81	3.73	0.88	2.81	3.73	0.88	2.81	3.73	0.88	2.81	3.73
Medicare	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
SWP	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57	0.57
3 Workers Benefit Fund	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022
State Unemployment (1.97% First \$50,000)	0.60	0.89	1.19	0.60	0.89	1.19	0.60	0.89	1.19	0.60	0.89	1.19	0.60	0.89	1.19	0.60	0.89	1.19	0.60	0.89	1.19	0.60	0.89	1.19
Federal Unemployment (0.60% First \$50,000)	0.18	0.27	0.36	0.18	0.27	0.36	0.18	0.27	0.36	0.18	0.27	0.36	0.18	0.27	0.36	0.18	0.27	0.36	0.18	0.27	0.36	0.18	0.27	0.36
4 Liability Insurance	1.39	2.09	2.78	1.39	2.09	2.78	1.39	2.09	2.78	1.39	2.09	2.78	1.39	2.09	2.78	1.39	2.09	2.78	1.39	2.09	2.78	1.39	2.09	2.78
5 Tri-Hit Tax	0.24	0.36	0.47	0.24	0.36	0.47	0.24	0.36	0.47	0.24	0.36	0.47	0.24	0.36	0.47	0.24	0.36	0.47	0.24	0.36	0.47	0.24	0.36	0.47
6 Oregon Paid Sick Leave	1.06	1.59	2.12	1.06	1.59	2.12	1.06	1.59	2.12	1.06	1.59	2.12	1.06	1.59	2.12	1.06	1.59	2.12	1.06	1.59	2.12	1.06	1.59	2.12
7 Oregon Paid Leave	0.12	0.18	0.24	0.12	0.18	0.24	0.12	0.18	0.24	0.12	0.18	0.24	0.12	0.18	0.24	0.12	0.18	0.24	0.12	0.18	0.24	0.12	0.18	0.24
8 N.E.C.A. Diet	0.17	0.25	0.33	0.17	0.25	0.33	0.17	0.25	0.33	0.17	0.25	0.33	0.17	0.25	0.33	0.17	0.25	0.33	0.17	0.25	0.33	0.17	0.25	0.33
TOTAL COST	\$56.70	\$78.27	\$99.84	\$64.16	\$86.20	\$107.76	\$60.12	\$87.71	\$112.30	\$71.63	\$75.55	\$68.34	\$95.39	\$122.44	\$77.70	\$81.54	\$105.23	\$135.43	\$85.48	\$105.23	\$135.43	\$85.48	\$105.23	\$135.43

	Traffic Tech 1						Limited Renewable Technician						LRT Apprentice 4						LRT Apprentice 3					
	85%			57%			57%			80%			70%			70%			70%			70%		
	Straight Time	1.5 Time	Double Time	Straight Time	1.5 Time	Double Time	Straight Time	1.5 Time	Double Time	Straight Time	1.5 Time	Double Time	Straight Time	1.5 Time	Double Time	Straight Time	1.5 Time	Double Time	Straight Time	1.5 Time	Double Time	Straight Time	1.5 Time	Double Time
BASE WAGES	\$51.43	\$77.14	\$102.85	\$60.32	\$87.57	\$114.08	\$62.57	\$87.16	\$111.75	\$52.52	\$72.19	\$91.86	\$59.32	\$84.42	\$103.25	\$47.29	\$64.51	\$81.72	\$53.25	\$71.43	\$88.78	\$125.45	\$162.13	\$201.47
Swing Shift Differential 17.30%																								
Grave YO Shift Differential 31.40%																								
N.E.R.F.	1.54	2.31	3.09	1.81	2.03	2.25	1.59	2.38	3.17	1.86	2.08	2.29	1.67	2.27	3.11	1.59	2.38	3.17	1.86	2.08	2.29	1.67	2.27	3.11
Edison Pension	8.84	13.26	17.68	10.37	14.78	19.20	8.84	13.26	17.68	10.37	14.78	19.20	8.84	13.26	17.68	10.37	14.78	19.20	8.84	13.26	17.68	10.37	14.78	19.20
City District Pension	\$5.17	\$7.75	\$10.33	\$6.22	\$9.33	\$12.44	\$5.17	\$7.75	\$10.33	\$6.22	\$9.33	\$12.44	\$5.17	\$7.75	\$10.33	\$6.22	\$9.33	\$12.44	\$5.17	\$7.75	\$10.33	\$6.22	\$9.33	\$12.44
Health & Welfare	\$3.30	\$4.95	\$6.60	\$3.96	\$5.94	\$7.92	\$3.30	\$4.95	\$6.60	\$3.96	\$5.94	\$7.92	\$3.30	\$4.95	\$6.60	\$3.96	\$5.94	\$7.92	\$3.30	\$4.95	\$6.60	\$3.96	\$5.94	\$7.92
Flex Plan	\$1.20	\$1.80	\$2.40	\$1.44	\$2.16	\$2.88	\$1.20	\$1.80	\$2.40	\$1.44	\$2.16	\$2.88	\$1.20	\$1.80	\$2.40	\$1.44	\$2.16	\$2.88	\$1.20	\$1.80	\$2.40	\$1.44	\$2.16	\$2.88
Apprentice Training	\$0.15	\$0.23	\$0.30	\$0.18	\$0.27	\$0.36	\$0.15	\$0.23	\$0.30	\$0.18	\$0.27	\$0.36	\$0.15	\$0.23	\$0.30	\$0.18	\$0.27	\$0.36	\$0.15	\$0.23	\$0.30	\$0.18	\$0.27	\$0.36
BALANCE	\$0.20	\$0.30	\$0.40	\$0.24	\$0.36	\$0.48	\$0.20	\$0.30	\$0.40	\$0.24	\$0.36	\$0.48	\$0.20	\$0.30	\$0.40	\$0.24	\$0.36	\$0.48	\$0.20	\$0.30	\$0.40	\$0.24	\$0.36	\$0.48
Administration Fund	\$0.26	\$0.39	\$0.51	\$0.31	\$0.47	\$0.62	\$0.26	\$0.39	\$0.51	\$0.31	\$0.47	\$0.62	\$0.26	\$0.39	\$0.51	\$0.31	\$0.47	\$0.62	\$0.26	\$0.39	\$0.51	\$0.31	\$0.47	\$0.62
Social Security	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74
Medicare	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74
SWF	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74
Workers Benefit Fund	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74
State Unemployment (1.97% First \$50,000)	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74	\$0.75	\$1.12	\$1.49	\$0.87	\$1.31	\$1.74
Federal Unemployment (6% on First \$7,000)	\$0.31	\$0.46	\$0.62	\$0.36	\$0.54	\$0.75	\$0.31	\$0.46	\$0.62	\$0.36	\$0.54	\$0.75	\$0.31	\$0.46	\$0.62	\$0.36	\$0.54	\$0.75	\$0.31	\$0.46	\$0.62	\$0.36	\$0.54	\$0.75
Liability Insurance	\$0.31	\$0.46	\$0.62	\$0.36	\$0.54	\$0.75	\$0.31	\$0.46	\$0.62	\$0.36	\$0.54	\$0.75	\$0.31	\$0.46	\$0.62	\$0.36	\$0.54	\$0.75	\$0.31	\$0.46	\$0.62	\$0.36	\$0.54	\$0.75
Tri-Met Tax	\$0.40	\$0.60	\$0.80	\$0.48	\$0.72	\$0.96	\$0.40	\$0.60	\$0.80	\$0.48	\$0.72	\$0.96	\$0.40	\$0.60	\$0.80	\$0.48	\$0.72	\$0.96	\$0.40	\$0.60	\$0.80	\$0.48	\$0.72	\$0.96
Oregon Paid Sick Leave	\$0.80	\$1.20	\$1.60	\$0.96	\$1.44	\$1.92	\$0.80	\$1.20	\$1.60	\$0.96	\$1.44	\$1.92	\$0.80	\$1.20	\$1.60	\$0.96	\$1.44	\$1.92	\$0.80	\$1.20	\$1.60	\$0.96	\$1.44	\$1.92
Oregon Paid Leave	\$0.21	\$0.31	\$0.41	\$0.25	\$0.38	\$0.51	\$0.21	\$0.31	\$0.41	\$0.25	\$0.38	\$0.51	\$0.21	\$0.31	\$0.41	\$0.25	\$0.38	\$0.51	\$0.21	\$0.31	\$0.41	\$0.25	\$0.38	\$0.51
N.E.C.A. Dues	\$0.28	\$0.42	\$0.56	\$0.34	\$0.51	\$0.68	\$0.28	\$0.42	\$0.56	\$0.34	\$0.51	\$0.68	\$0.28	\$0.42	\$0.56	\$0.34	\$0.51	\$0.68	\$0.28	\$0.42	\$0.56	\$0.34	\$0.51	\$0.68
TOTAL COST	\$88.78	\$125.45	\$162.13	\$101.47	\$104.98	\$108.78	\$62.57	\$87.16	\$111.75	\$52.52	\$72.19	\$91.86	\$59.32	\$84.42	\$103.25	\$47.29	\$64.51	\$81.72	\$53.25	\$71.43	\$88.78	\$125.45	\$162.13	\$201.47

		LRT Apprentice 2					LRT Apprentice 1				
		60%			50%						
		Straight Time	1.5 Time	Double Time	Swing	Grave	Straight Time	1.5 Time	Double Time	Swing	Grave
BASE WAGES		\$ 20.69	\$ 31.04	\$ 41.38	\$ 24.27	\$ 27.19	\$ 17.24	\$ 25.86	\$ 34.49	\$ 20.23	\$ 22.66
Swing Shift Differential	17.30%										
Grave YO Shift Differential	31.40%										
N.E.R.F.	3%	0.62	0.93	1.24	0.73	0.82	0.52	0.78	1.03	0.61	0.68
Edison Pension	\$5.37										
9th District Pension	\$9.30										
Health & Welfare	\$9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30
Flex Plan	\$1.20										
Apprentice Training	\$0.15	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20
BALWCC	\$0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
Administration Fund	0.50%	0.10	0.16	0.21	0.12	0.14	0.09	0.13	0.17	0.10	0.11
Social Security	6.20%	1.28	1.92	2.57	1.50	1.69	1.07	1.60	2.14	1.25	1.40
Medicare	1.45%	0.30	0.45	0.60	0.35	0.39	0.25	0.38	0.50	0.29	0.33
SAIF	0.019	0.39	0.58	0.78	0.46	0.51	0.32	0.49	0.65	0.38	0.43
Workers Benefit Fund	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022	0.022
State Unemployment (1.97% First \$50,000)	1.97%	0.41	0.61	0.82	0.48	0.54	0.34	0.51	0.68	0.40	0.45
Federal Unemployment (6% on First \$7,000)	0.60%	0.12	0.25	0.35	0.15	0.16	0.10	0.16	0.21	0.12	0.14
Liability Insurance	4.60%	0.95	1.43	1.90	1.12	1.25	0.79	1.19	1.59	0.93	1.04
Trip-Net Tax	0.16	0.24	0.32	0.39	0.21	0.21	0.14	0.20	0.27	0.16	0.18
Oregon Paid Sick Leave	3.50%	0.28	0.42	0.56	0.35	0.35	0.60	0.91	1.21	0.71	0.79
Oregon Paid Leave	0.40%	0.08	0.12	0.17	0.10	0.11	0.07	0.10	0.14	0.08	0.09
N.E.C.A. Dues	0.55%	0.11	0.17	0.23	0.13	0.15	0.09	0.14	0.19	0.11	0.12
TOTAL COST		\$36.68	\$49.65	\$62.63	\$41.17	\$44.82	\$32.35	\$43.16	\$53.58	\$36.09	\$39.14