

WAGE AND FRINGE BENEFITS
LOCAL UNION 48 - IBEW Panel Shop Agreement
Effective January 1, 2024 through June 30, 2024

WAGES:

Foreman		\$	29.63
LEAD		\$	27.63
Panel Shop JW 48 month	100%	\$	26.63
42 month	90%	\$	23.97
Mechanical Fab Tech. 36 month	80%	\$	21.30
30 month	75%	\$	19.97
24 month	70%	\$	18.64
18 month	65%	\$	17.31
12 month	60%	\$	15.98
START		\$	15.74

FRINGES: All Classifications unless otherwise indicated

District 9 Pension		6%	x gross earnings
START		EXEMPT	
NEBF		3%	
*Health & Welfare		\$9.30	
FLEX		\$ 1.20	(for 70% classifications and above)
18 month 65%		EXEMPT	
12 month 60%		EXEMPT	
6 month 55%		EXEMPT	
START 55%		EXEMPT	
**Paid Holidays	-	7 Paid Holidays	5.90%
***Paid Time Off		40 hr Paid time off	3.61%
Administrative Fund	0.50%	x gross payroll	
Total NECA Dues	1.05%	(Admin Fund .50% + NECA .55%)	
Working Dues Deduct	1.25%	x gross payroll	

***H&W Increases to be paid by management**

****Please note there are seven paid holidays. See Section 3.02.01**

*****Please note there are 40 hours of paid time off. See Section 3.03.01**

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: June 30, 2024

**OREGON-COLUMBIA CHAPTER N.E.C.A.
RAW LABOR COSTS STATE OF OREGON
Local Union #48 I.B.E.W. Panel Shop agreement
Effective January 1, 2024 thru June 30, 2024**

Per Hour Dollar Value

Electrical Panel
JW

Mech Fab
Tech

		FOREMAN	LEAD	48 month 100%	42 month 90%	36 month 80%	30 month 75%	24 month 70%	18 month 65%	12 month 60%	START
WAGES		\$ 29.63	\$ 27.63	\$ 26.63	\$ 23.97	\$ 21.30	\$ 19.97	\$ 18.64	\$ 17.31	\$ 15.98	\$ 15.74
NEBF	3%	0.89	0.83	0.80	0.72	0.64	0.60	0.56	0.52	0.48	0.47
District 9 Pension	6%	1.78	1.66	1.60	1.44	1.28	1.20	1.12	1.04	0.96	
Health and Welfare	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30	9.30
Flex	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20		
(7) Paid Holiday	5.90%	1.75	1.63	1.57	1.41	1.26	1.18	1.10	1.02	0.94	
(40hrs) Paid Time Off	3.61%	1.07	1.00	0.96	0.87	0.77	0.72	0.67	0.62	0.58	0.57
Administration Fund	0.50%	0.15	0.14	0.13	0.12	0.11	0.10	0.09	0.09	0.08	0.08
Social Security	6.20%	1.84	1.71	1.65	1.49	1.32	1.24	1.16	1.07	0.99	0.98
Medicare	1.45%	0.43	0.40	0.39	0.35	0.31	0.29	0.27	0.25	0.23	0.23
SAIF	0.019	0.56	0.52	0.50	0.45	0.40	0.38	0.35	0.33	0.30	0.30
Workers Benefit Fund	0.022	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
State Unemployment (1.97% First \$50,900)	1.97%	0.58	0.54	0.52	0.47	0.42	0.39	0.37	0.34	0.31	0.31
Federal Unemployment (6% on First \$7,000)	0.60%	0.18	0.17	0.16	0.14	0.13	0.12	0.11	0.10	0.10	0.09
Liability Insurance	4.60%	0.05	0.05	0.05	1.10	0.98	0.92	0.86	0.80	0.73	0.72
Tri-Met Tax	0.7837%	0.23	0.22	0.21	0.19	0.17	0.16	0.15	0.14	0.13	0.12
Oregon Paid Sick Leave	3.50%	1.04	0.97	0.93	0.84	0.75	0.70	0.65	0.61	0.56	0.55
Oregon Paid Leave	0.40%	0.12	0.11	0.11	0.10	0.09	0.08	0.07	0.07	0.06	0.06
NECA	0.55%	0.16	0.15	0.15	0.13	0.12	0.11	0.10	0.10	0.09	0.09
TOTAL COSTS		\$ 50.97	\$ 48.24	\$ 46.88	\$ 44.30	\$ 40.55	\$ 38.67	\$ 36.80	\$ 33.72	\$ 31.84	\$ 29.63

- ¹ Not Applicable to starting level
 - ² FLEX - Benefit does not begin until 24 month Classification is reached (70%)
 - 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 estimated at 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 **TOTAL NECA Dues 1.05% (Admin Fund .50% + NECA .55%)**
- Seven paid holidays. See Section 3.02.01
40 hours paid time off at 1.76%. See Section 3.03.01 - 70% Classification and Above
^{*} As of 1-1-2023, the Federal IRS Mileage Rate is 65.5 cents per mile.
^{**} The employer will be responsible for the Health & Welfare increase through 6-30-21.

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.
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Anniversary Date: June 30, 2024