

WAGE AND FRINGE BENEFITS
LOCAL UNION 48, IBEW – RESIDENTIAL AGREEMENT
January 1, 2024 thru December 31, 2024

Journeyman Residential Electricians

Master Residential Electricians

WAGES:

Master Residential Electrician \$48.13

FRINGES:

NEBF 3% \$ 1.44

Pensions:

Edison \$9.58

9th Dist. \$5.97

Health & Welfare \$10.25

Flex Plan \$1.77

Apprentice Training

BALMCC \$0.20

Vacation Fund (deduct) 4%

PAC (deduct) \$0.10

Working Dues (deduct) 1.75%

MRP Dues (deduct) 2.0%

Administrative Fund 0.50% x gross payroll

Total NECA Dues 1.05%

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

Anniversary Date: December 31, 2026

WAGES:

Journeyman Residential Electrician * \$40.01

Apprentices:

First six months 55% \$ 22.01

Second six months 60% \$ 24.01

Third six months 70% \$ 28.01

Fourth six months 75% \$ 30.01

Fifth six months 85% \$ 34.01

FRINGES: (All Classifications unless otherwise noted)

NEBF 3% \$ 1.20

Journeyman Residential Electrician

Apprentice First six months

Second six months

Third six months 70% \$ 2.92

Fourth six months 75% \$ 3.13

Fifth six months 85% \$ 3.54

Edison \$4.17

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Please note Edison Pension is a new contribution to these classifications along with the 9th District Pension for apprentices

Health & Welfare \$9.30

Flex Plan \$1.66

Apprentice Training

Apprentice Classification \$1.00

All Other Classifications \$0.60

BLMCC \$0.40

Vacation Fund (deduct) 4%

PAC (deduct) \$0.05

Working Dues (deduct) 1.75%

Apprentices working dues (deduct) 1.0%

MRP Dues (deduct) 2.0%

1st, 2nd Year Apprentices EXEMPT

Administrative Fund 0.50% x gross payroll

Total NECA Dues 1.05%

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

*For every 1000 hours worked toward the Master Residential Electrician Classification, a step increase of 85%, 90% and 95% of the Master wage will be

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

Commercial Apprentices doing Residential Work use Inside Agreement Raw Labor Cost Sheet

	Master	Journeyman	Journeyman Apprentices					FIRST 55%
			FIFTH 85%	FOURTH 75%	THIRD 70%	SECOND 60%		
WAGES	\$ 48.13	\$ 40.01	\$ 34.01	\$ 30.01	\$ 28.01	\$ 24.01	\$ 22.01	
N.E.B.F.	1.44	1.20	1.02	0.90	0.84	0.72	0.66	
Edison Pension	\$9.58	4.17	3.54	3.13	2.92			
9th District Pension	\$5.97	2.42	2.06	1.82	1.69			
Health and Welfare	10.25	9.30	9.30	9.30	9.30	9.30	9.30	
Apprentice Training	0.60	0.60	1.00	1.00	1.00	1.00	1.00	
BALMCC	0.20	0.40	0.40	0.40	0.40	0.40	0.40	
FLEX Plan	\$1.77	1.66	1.66	1.66	1.66	1.66	1.66	
Administration Fund	0.24	0.20	0.17	0.15	0.14	0.12	0.11	
Social Security	6.20%	2.98	2.48	1.86	1.74	1.49	1.36	
Medicare	1.45%	0.70	0.58	0.44	0.41	0.35	0.32	
Workers' Benefit Fund	0.022	0.02	0.02	0.02	0.02	0.02	0.02	
SAIF	0.019	0.90	0.75	0.56	0.53	0.45	0.41	
State Unemployment (1.97% First \$50,900)	0.95	0.79	0.67	0.59	0.55	0.47	0.43	
Federal Unemployment (6% on First \$7,000)	0.29	0.24	0.20	0.18	0.17	0.14	0.13	
Liability Insurance	2.21	1.84	1.56	1.38	1.29	1.10	1.01	
Tri-Met Tax	0.38	0.31	0.27	0.24	0.22	0.19	0.17	
Oregon Paid Sick Leave	1.68	1.40	1.19	1.05	0.98	0.84	0.77	
Oregon Paid Leave	0.19	0.16	0.14	0.12	0.11	0.10	0.09	
NECA dues	0.26	0.22	0.19	0.17	0.15	0.13	0.12	
TOTAL COST	88.76	68.76	60.64	54.96	52.13	42.49	39.98	

¹ Edison and 9th District Pension contributions for apprentices are equal to their base wage percentage. 1st and 2nd term apprentices are exempt.

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 rates may vary

⁵ Tri-Met Payroll tax only in Clackamas, Multnomah & 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%)**

* As of 1-1-2023, the Federal IRS Mileage Rate is 65.5 cents per mile.

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