

WAGE AND FRINGE BENEFITS
HOURS WORKED IN LU 48
9TH DISTRICT SOUND & COMMUNICATION AGREEMENT
January 1, 2024 Through December 31, 2024

WAGES:

Journeyman Technician	(Oregon Class "A" / Washington 06 License)	49.66
Foreman		54.63
General Foreman		59.59

APPRENTICES:

1st 6 month period - 50%	24.83
2nd 6 month period - 55%	27.31
3rd 6 month period - 60%	29.80
4th 6 month period - 65%	32.28
5th 6 month period - 70%	34.76
6th 6 month period - 80%	39.73
7th 6 month period - 90%	44.69

INSTALLERS & Oregon Class "B" License

Installer Foreman + Class B License prior to 1-1-2009	44.24
* Installer (Non-licensed work & Oregon Class 'B' License after 1-1-2009)	40.22
Installer Progression Under This Agreement (non-apprentice)	
1st 6 month period and 450 hours - 65%	26.14
2nd 6 month period and 450 hours - 75%	30.17
3rd 6 month period and 450 hours - 85%	34.19

FRINGES:

	<u>Journeyman Tech</u> <u>Gen Foreman</u>	<u>Journeyman Tech</u> <u>Foreman</u>	<u>Journeyman Tech</u>	<u>Installer/Foreman</u>
Health & Welfare	10.25	10.25	10.25	10.25
FLEX	1.30	1.30	1.30	1.30
¹ 9th District Pension	3.18	2.92	2.65	2.30
¹ Edison Pension	10.31	9.45	8.59	7.99
NEBF	3%	3%	3%	3%
Apprenticeship/Training (\$1.05 per hour for apprentice classifications)	0.75	0.75	0.75	0.75
BALMCC	0.20	0.20	0.20	0.20
Vacation Fund <u>Deduct</u>	4%	4%	4%	4%
Working Dues <u>Deduct</u>	1.75%	1.75%	1.75%	1.75%
Apprentice Working Dues <u>Deduct</u>	1%	1%	1%	1%
PAC <u>Deduct</u>	0.05	0.05	0.05	0.05
Administrative Fund	.50% of gross labor payroll			
Total NECA Dues	1.05% (Admin Fund .50% + NECA .55%)			

¹ Exempt are 1st & 2nd term apprentices, and 1st & 2nd term Installers. (1st year)

Remaining apprentices and Installers receive their period percentage of the contribution.

Foremen receive 10% & General Foremen receive 20% over tech rate for Edison & 9th District.

* No Class 'B' prior to 1-01-2009 will be paid less than their previous wage. All new Class 'B' after 1-01-2009 will be paid under the Installer rate.

Anniversary Date December 31, 2026

OREGON-COLUMBIA CHAPTER, N.E.C.A.
RAW LABOR COSTS OREGON
HOURS WORKED IN LOCAL UNION 48
Ninth District Sound and Communication Agreement
January 1, 2024 thru December 31, 2024
 Per Hour Dollar Value

	APPRENTICE Class "A"										INSTALLER			
	GEN FOREMAN	FOREMAN	L120%	L110%	L100%	L90%	L80%	L70%	L60%	L50%	L40%	L30%	L20%	L10%
WAGES														
N.E.C.A. F.														
Edison Pension	1.79	1.64	1.49	1.34	1.19	1.04	0.89	0.74	0.59	0.44	0.29	0.14	0.09	0.04
District 9 Pension	10.31	9.45	8.59	7.73	6.87	6.01	5.15	4.29	3.43	2.57	1.71	0.85	0.00	0.00
Health & Welfare	3.18	2.92	2.65	2.39	2.12	1.86	1.59	1.33	1.06	0.79	0.52	0.25	0.00	0.00
FLEX	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
Appmt & Training	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30
BALMCC	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Administration Fund	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
Social Security	0.30	0.27	0.25	0.22	0.20	0.17	0.16	0.14	0.12	0.10	0.08	0.06	0.04	0.02
Medicare**	3.69	3.39	3.08	2.77	2.46	2.16	1.85	1.54	1.23	0.92	0.61	0.30	0.00	0.00
SAIF	0.86	0.79	0.72	0.65	0.58	0.50	0.43	0.36	0.29	0.22	0.15	0.08	0.01	0.00
Workers Benefit Fund	1.12	1.03	0.93	0.84	0.75	0.65	0.56	0.47	0.38	0.29	0.20	0.11	0.02	0.00
State Unemployment (1.97% First \$50,900)	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
Federal Unemployment (6% on First \$7,000)	1.17	1.08	0.98	0.88	0.78	0.68	0.59	0.49	0.39	0.29	0.19	0.09	0.00	0.00
Liability Insurance	0.36	0.33	0.30	0.27	0.24	0.21	0.18	0.16	0.14	0.12	0.10	0.08	0.06	0.04
Tri-Met Tax	2.74	2.51	2.28	2.06	1.83	1.60	1.37	1.14	0.91	0.68	0.45	0.22	0.00	0.00
Oregon Paid Sick Leave	0.47	0.43	0.39	0.35	0.31	0.27	0.23	0.21	0.19	0.17	0.15	0.13	0.11	0.09
Oregon Paid Leave	2.09	1.91	1.74	1.56	1.39	1.22	1.04	0.87	0.69	0.51	0.33	0.15	0.00	0.00
N.E.C.A. dues	0.24	0.22	0.20	0.18	0.16	0.14	0.13	0.12	0.11	0.10	0.09	0.08	0.07	0.06
TOTAL COST	100.76	93.41	86.05	79.00	71.65	64.29	56.94	47.08	43.97	38.81	33.66	28.51	23.36	18.21

- Edison & 9th District Pension contributions for apprentices are equal to their base wage percentage. 1st and 2nd term are exempt (1st year)
 - Maximum Social Security \$160,200. No salary maximum for Medicare.
 - State of Oregon injured workers fund
 - Average base rate for industry. Actual rates may vary
 - Tri-Met Payroll Tax only in Clackamas, Multnomah, & Washington Counties
 - As of 1/1/2023, Oregon Paid Sick Leave is estimated at 3.5% gross wages
 - As of 1/1/2023, Employers pay 40% of the contribution rate (1%) of gross wages, capped at \$132,000
 - 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

S&C OT Rates															
				GENERAL		GENERAL		GENERAL		GENERAL		GENERAL			
				FOREMAN		FOREMAN		FOREMAN		FOREMAN		FOREMAN			
				Straight Time	1.5 Time	Double Time	Swing	Grave							
WAGES				\$ 59.59	\$ 89.39	\$ 119.18	\$ 69.90	\$ 78.30							
Swing Shift Differential															
Grave YD Shift Differential															
N.E.B.F.															
3%				1.79	2.68	3.58	2.10	2.35							
Edison Pension				10.31	15.46	20.62	12.09	13.54							
9th District Pension				3.18	3.18	3.18	3.18	3.18							
Health & Welfare				10.25	10.25	10.25	10.25	10.25							
Flex Plan				1.30	1.30	1.30	1.30	1.30							
Apprentice Training				0.75	0.75	0.75	0.75	0.75							
BALMCC				0.20	0.20	0.20	0.20	0.20							
Administration Fund				0.30	0.45	0.60	0.35	0.39							
Social Security				3.69	5.54	7.39	4.33	4.85							
Medicare				0.86	1.30	1.73	1.01	1.14							
SAIF (Cl. 5190)				1.12	1.68	2.24	1.31	1.47							
Workers Benefit Fund				0.02	0.02	0.02	0.02	0.02							
State Unemployment				1.17	1.76	2.35	1.38	1.54							
(1.97% First \$50,900)															
Federal Unemployment				0.36	0.54	0.72	0.42	0.47							
(6% on First \$7,000)															
Liability Insurance				2.74	4.11	5.48	3.22	3.60							
Tri-Met Tax				0.47	0.70	0.93	0.55	0.61							
Oregon Paid Sick Leave				2.09	3.13	4.17	2.45	2.74							
Oregon Paid Leave				0.24	0.36	0.48	0.28	0.31							
N.E.C.A. Dues				0.33	0.49	0.66	0.38	0.43							
TOTAL COST				\$ 100.76	####	#####	####	#####							

- 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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	SEVENTH					SIXTH					FIFTH								
	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		Straight Time	1.5 Time
WAGES	\$ 67.04	\$ 89.39	\$ 52.43	\$ 58.73		\$ 39.73	\$ 59.59	\$ 79.46	\$ 46.60	\$ 52.20		\$ 34.76	\$ 52.14	\$ 69.52	\$ 40.78	\$ 45.68		\$ 32.28	\$ 48.42
Swing Shift Differential	17.30%																		
Grave YD Shift Differential	31.40%																		
N.E.B.F.	3%	2.01	2.68	1.57	1.76	1.19	1.79	2.38	1.40	1.57	1.56	1.04	1.56	2.09	1.22	1.37	0.97	1.45	
Edison Pension		11.60	15.46	9.07	10.16	6.87	10.31	13.74	8.06	9.03	9.02	6.01	9.02	12.03	7.05	7.90	5.58	8.38	
9th District Pension		2.39	2.39	2.39	2.39	2.12	2.12	2.12	2.12	2.12	1.86	1.86	1.86	1.86	1.86	1.86	1.72	1.72	
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	10.25	10.25	10.25	
Flex Plan	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	
Apprentice Training		1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	
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	0.20	0.20	0.20	
Administration Fund	0.50%	0.34	0.45	0.26	0.29	0.20	0.30	0.40	0.23	0.26	0.26	0.17	0.26	0.35	0.20	0.23	0.16	0.24	
Social Security	6.20%	4.16	5.54	3.25	3.64	2.46	3.69	4.93	2.89	3.24	3.23	2.16	3.23	4.31	2.53	2.83	2.00	3.00	
Medicare	1.45%	0.97	1.30	0.76	0.85	0.58	0.86	1.15	0.68	0.76	0.76	0.50	0.76	1.01	0.59	0.66	0.47	0.70	
SAIF (Cl. 5190)	0.019	1.26	1.68	0.99	1.10	0.75	1.12	1.49	0.88	0.98	0.98	0.65	0.98	1.31	0.77	0.86	0.61	0.91	
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	0.02	0.02	0.02	0.02	0.02	0.02	0.02	
State Unemployment	1.97%	1.32	1.76	1.03	1.16	0.78	1.17	1.57	0.92	1.03	1.03	0.68	1.03	1.37	0.80	0.90	0.64	0.95	
Federal Unemployment (1.97% First \$50,900)	0.60%	0.40	0.54	0.31	0.35	0.24	0.36	0.48	0.28	0.31		0.21	0.31	0.42	0.24	0.27	0.19	0.29	
Liability Insurance	4.60%	3.08	4.11	2.41	2.70	1.83	2.74	3.65	2.14	2.40	2.40	1.60	2.40	3.20	1.88	2.10	1.48	2.23	
Tri-Met Tax	0.7837%	0.53	0.70	0.41	0.46	0.31	0.47	0.62	0.37	0.41	0.41	0.27	0.41	0.54	0.32	0.36	0.25	0.38	
Oregon Paid Sick Leave	3.50%	2.35	3.13	1.83	2.06	1.39	2.09	2.78	1.63	1.83	1.83	1.22	1.83	2.43	1.43	1.60	1.13	1.69	
Oregon Paid Leave	0.40%	0.27	0.36	0.21	0.23	0.16	0.24	0.32	0.19	0.21	0.21	0.14	0.21	0.28	0.16	0.18	0.13	0.19	
N.E.C.A. Dues	0.55%	0.37	0.49	0.29	0.32	0.22	0.33	0.44	0.26	0.29	0.29	0.19	0.29	0.38	0.22	0.25	0.18	0.27	
TOTAL COST		###	###	\$ 90.04	\$ 99.03	\$ 71.65	####	#####	\$ 81.46	\$ 89.45	\$ 64.29	\$ 89.10	####	\$ 72.88	\$ 79.87	\$ 60.62	\$ 83.65		

S&C OT Rates

S&C OT Rates																			
65%				60%				55%				50%							
FOURTH				THIRD				SECOND				FIRST							
	Double Time	Swing	Grave	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			
WAGES		\$ 64.56	\$ 37.86	\$ 42.41	\$ 29.80	\$ 44.69	\$ 59.59	\$ 34.95	\$ 39.15	\$ 27.31	\$ 40.97	\$ 54.63	\$ 32.04	\$ 35.89	\$ 24.83	\$ 37.25	\$ 49.66		
Swing Shift Differential 17.30%																			
Grave YD Shift Differential 31.40%																			
N.E.B.F. 3%		1.94	1.14	1.27	0.89	1.34	1.79	1.05	1.17	0.82	1.23	1.64	0.96	1.08	0.74	1.12	1.49		
1 Edison Pension		11.17	6.55	7.34	5.15	7.73	10.31	6.05	6.77										
1 9th District Pension		1.72	1.72	1.72	1.59	1.59	1.59	1.59	1.59										
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	10.25	10.25		
Flex Plan 1.30		1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30		
2 Apprentice Training		1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05	1.05		
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	0.20	0.20		
Administration Fund 0.50%		0.32	0.19	0.21	0.15	0.22	0.30	0.17	0.20	0.14	0.20	0.27	0.16	0.18	0.12	0.19	0.25		
3 Social Security 6.20%		4.00	2.35	2.63	1.85	2.77	3.69	2.17	2.43	1.69	2.54	3.39	1.99	2.23	1.54	2.31	3.08		
Medicare 1.45%		0.94	0.55	0.62	0.43	0.65	0.86	0.51	0.57	0.40	0.59	0.79	0.46	0.52	0.36	0.54	0.72		
SAIF (Cl. 5190) 0.019		1.21	0.71	0.80	0.56	0.84	1.12	0.66	0.74	0.51	0.77	1.03	0.60	0.67	0.47	0.70	0.93		
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	0.02	0.02	0.02	0.02	0.02	0.02		
State Unemployment 1.97%		1.27	0.75	0.84	0.59	0.88	1.17	0.69	0.77	0.54	0.81	1.08	0.63	0.71	0.49	0.73	0.98		
(1.97% First \$50,900)																			
Federal Unemployment 0.60%		0.39	0.23	0.25	0.18	0.27	0.36	0.21	0.23	0.16	0.25	0.33	0.19	0.22	0.15	0.22	0.30		
(6% on First \$7,000)																			
Liability Insurance 4.60%		2.97	1.74	1.95	1.37	2.06	2.74	1.61	1.80	1.26	1.88	2.51	1.47	1.65	1.14	1.71	2.28		
6 Tri-Met Tax 0.7837%		0.51	0.30	0.33	0.23	0.35	0.47	0.27	0.31	0.21	0.32	0.43	0.25	0.28	0.19	0.29	0.39		
7 Oregon Paid Sick Leave 3.50%		2.26	1.33	1.48	1.04	1.56	2.09	1.22	1.37	0.96	1.43	1.91	1.12	1.26	0.87	1.30	1.74		
8 Oregon Paid Leave 0.40%		0.26	0.15	0.17	0.12	0.18	0.24	0.14	0.16	0.11	0.16	0.22	0.13	0.14	0.10	0.15	0.20		
9 N.E.C.A. Dues 0.55%		0.36	0.21	0.23	0.16	0.25	0.33	0.19	0.22	0.15	0.23	0.30	0.18	0.20	0.14	0.20	0.27		
TOTAL COST				####	\$ 68.59	\$ 75.08	\$ 56.94	\$ 78.20	\$ 99.47	\$ 64.30	\$ 70.29	\$ 47.08	\$ 64.21	\$ 81.34	\$ 53.01	\$ 57.84	\$ 43.97	\$ 59.54	\$ 75.11

S&C OT Rates

	FOREMAN										INSTALLER					85.00%/				
	INSTALLER + LEB Prior to 1-1-09										Non-Licensed Work & Oregon Class "B" License after 1-1-09					3RD 6 month period & 450 hrs				
	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	Straight Time	1.5 Time	Double Time	Swing	Grave
WAGES	\$44.24	\$ 66.36	\$ 88.48	\$ 51.90	\$ 58.13						\$40.22	\$60.33	\$80.44	\$47.18	\$52.85	\$34.19	\$51.28	\$68.37	\$40.10	
Swing Shift Differential																				
Grave YD Shift Differential																				
N.E.B.F.																				
Edison Pension	1.33	1.99	2.65	1.56	1.74						1.21	1.81	2.41	1.42	1.59	1.03	1.54	2.05	1.20	
9th District Pension	7.99	11.99	15.98	9.37	10.50						7.99	11.99	15.98	9.37	10.50	6.79	10.19	13.58	7.97	
Health & Welfare	2.30	2.30	2.30	2.30	2.30						2.30	2.30	2.30	2.30	2.30	1.96	1.96	1.96	1.96	
Flex Plan	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	
Apprentice Training	1.30	1.30	1.30	1.30	1.30						1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	
BALMCC	0.75	0.75	0.75	0.75	0.75						0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	
Administration Fund	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	
Social Security	0.22	0.33	0.44	0.26	0.29						0.20	0.30	0.40	0.24	0.26	0.17	0.26	0.34	0.20	
Medicare	2.74	4.11	5.49	3.22	3.60						2.49	3.74	4.99	2.93	3.28	2.12	3.18	4.24	2.49	
SAIF (CL 5190)	0.64	0.96	1.28	0.75	0.84						0.58	0.87	1.17	0.68	0.77	0.50	0.74	0.99	0.58	
Workers Benefit Fund	0.83	1.25	1.66	0.98	1.09						0.76	1.13	1.51	0.89	0.99	0.64	0.96	1.29	0.75	
State Unemployment (1.97% First \$50,900)	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	
Federal Unemployment (6% on First \$7,000)	0.87	1.31	1.74	1.02	1.15						0.79	1.19	1.58	0.93	1.04	0.67	1.01	1.35	0.79	
Liability Insurance	0.27	0.40	0.53	0.31	0.35						0.24	0.36	0.48	0.28	0.32	0.21	0.31	0.41	0.24	
Tri-Met Tax	2.04	3.05	4.07	2.39	2.67						1.85	2.78	3.70	2.17	2.43	1.57	2.36	3.15	1.84	
Oregon Paid Sick Leave	0.35	0.52	0.69	0.41	0.46						0.32	0.47	0.63	0.37	0.41	0.27	0.40	0.54	0.31	
Oregon Paid Leave	1.55	2.32	3.10	1.82	2.03						1.41	2.11	2.82	1.65	1.85	1.20	1.79	2.39	1.40	
N.E.C.A. Dues	0.18	0.27	0.35	0.21	0.23						0.16	0.24	0.32	0.19	0.21	0.14	0.21	0.27	0.16	
	0.24	0.36	0.49	0.29	0.32						0.22	0.33	0.44	0.26	0.29	0.19	0.28	0.38	0.22	
TOTAL COST	78.31	110.05	141.79	89.29	98.24						73.26	102.48	131.70	83.37	91.61	64.15	88.99	113.82	72.74	

S&C OT Rates

S&C OT Rates		75.00%						65.00%					
		2ND 6 month period & 450 hrs						1ST 6 month period and 450 hrs					
		Grave	Straight Time	1.5 Time	Double Time	Swing	Grave	Straight Time	1.5 Time	Double Time	Swing	Grave	
	WAGES		\$44.92	\$30.17	\$45.25	\$60.33	\$35.38	\$39.64	\$26.14	\$39.21	\$52.29	\$30.67	\$34.35
	Swing Shift Differential												
	Grave YD Shift Differential												
	N.E.B.F.	3%	1.35	\$0.90	\$1.36	\$1.81	\$1.06	\$1.19	\$0.78	\$1.18	\$1.57	\$0.92	\$1.03
1	Edison Pension		8.92										
1	9th District Pension		1.96										
	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
	Flex Plan	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30
2	Apprentice Training	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
	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
	Administration Fund	0.50%	0.22	0.15	0.23	0.30	0.18	0.20	0.13	0.20	0.26	0.15	0.17
3	Social Security	6.20%	2.79	1.87	2.81	3.74	2.19	2.46	1.62	2.43	3.24	1.90	2.13
	Medicare	1.45%	0.65	0.44	0.66	0.87	0.51	0.57	0.38	0.57	0.76	0.44	0.50
	SAIF (Cl. 5190)	0.019	0.84	0.57	0.85	1.13	0.67	0.75	0.49	0.74	0.98	0.58	0.65
4	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	0.02
	State Unemployment (1.97% First \$50,900)	1.97%	0.88	0.59	0.89	1.19	0.70	0.78	0.52	0.77	1.03	0.60	0.68
	Federal Unemployment (6% on First \$7,000)	0.60%	0.27	0.18	0.27	0.36	0.21	0.24	0.16	0.24	0.31	0.18	0.21
5	Liability Insurance	4.60%	2.07	1.39	2.08	2.78	1.63	1.82	1.20	1.80	2.41	1.41	1.58
	Tri-Met Tax	0.7837%	0.35	0.24	0.35	0.47	0.28	0.31	0.20	0.31	0.41	0.24	0.27
6	Oregon Paid Sick Leave	3.50%	1.57	1.06	1.58	2.11	1.24	1.39	0.92	1.37	1.83	1.07	1.20
7	Oregon Paid Leave	0.40%	0.18	0.12	0.18	0.24	0.14	0.16	0.10	0.16	0.21	0.12	0.14
8	N.E.C.A. Dues	0.55%	0.25	0.17	0.25	0.33	0.19	0.22	0.14	0.22	0.29	0.17	0.19
TOTAL COST		79.75	50.36	69.28	88.20	56.90	62.24	45.31	61.71	78.11	50.99	55.61	