



LOCAL UNION IBEW 48 INSIDE AGREEMENT

January 1, 2026 thru December 31, 2026

		120%	110%	100%	120%	110%	100%	110%	85%	70%	60%	50%	45%	40%
		General Foreman	Foreman	Journeyman	PM Estimator Gen Foreman	PM Estimator Foreman	PM Estimator Journeyman	Welder	6th Period	5th Period	4th Period	3rd Period	2nd Period	1st Period
BASE WAGES:	Per Hour	\$78.60	\$72.05	\$65.50	\$78.60	\$72.05	\$65.50	\$72.05	\$55.68	\$45.85	\$39.30	\$32.75	\$29.48	\$26.20
FRINGES:	NEBF - 3%	\$2.36	\$2.16	\$1.97	\$2.36	\$2.16	\$1.97	\$2.16	\$1.67	\$1.38	\$1.18	\$0.98	\$0.88	\$0.79
	Edison - Per Hour	\$11.90	\$11.65	\$11.40	\$11.90	\$11.65	\$11.40	\$11.40	\$9.69	\$7.98	\$6.84	\$5.70	EXEMPT	EXEMPT
	Dist 9 - Per Hour	\$6.66	\$6.39	\$6.12	\$6.66	\$6.39	\$6.12	\$6.12	\$5.20	\$4.28	\$3.67	\$3.06	EXEMPT	EXEMPT
	H&W - Per Hour	\$11.10	\$11.10	\$11.10	\$10.10	\$10.10	\$10.10	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10
	Flex Plan - Per Hour	\$2.65	\$2.65	\$2.65	\$2.65	\$2.65	\$2.65	\$2.65	\$2.65	\$2.65	\$2.65	\$2.65	\$2.65	\$2.65
	Apprentice Training - Per Hour	\$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
	BLMCC - Per Hour	\$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
EMPLOYER COSTS:	Admin Fund - 0.50%	\$0.39	\$0.36	\$0.33	\$0.39	\$0.36	\$0.33	\$0.36	\$0.28	\$0.23	\$0.20	\$0.16	\$0.15	\$0.13
	NECA Membership Dues (Optional)- 0.55%	\$0.43	\$0.40	\$0.36	\$0.43	\$0.40	\$0.36	\$0.40	\$0.31	\$0.25	\$0.22	\$0.18	\$0.16	\$0.14
INSURANCE:	SAIF - 1.90% Average	\$1.49	\$1.37	\$1.24	\$1.49	\$1.37	\$1.24	\$1.37	\$1.06	\$0.87	\$0.75	\$0.62	\$0.56	\$0.50
	Liability - 4.60% Average	\$3.62	\$3.31	\$3.01	\$3.62	\$3.31	\$3.01	\$3.31	\$2.56	\$2.11	\$1.81	\$1.51	\$1.36	\$1.21
TAXES:	Social Security - 6.2% (caps at \$184,500)	\$4.87	\$4.47	\$4.06	\$4.87	\$4.47	\$4.06	\$4.47	\$3.45	\$2.84	\$2.44	\$2.03	\$1.83	\$1.62
	Medicare - 1.45%	\$1.14	\$1.04	\$0.95	\$1.14	\$1.04	\$0.95	\$1.04	\$0.81	\$0.66	\$0.57	\$0.47	\$0.43	\$0.38
	Worker's Benefit Fund - Per Hour	\$0.018	\$0.018	\$0.018	\$0.018	\$0.018	\$0.018	\$0.018	\$0.018	\$0.018	\$0.018	\$0.018	\$0.018	\$0.018
	OR SUTA - 2.4% Average (caps at \$56,700))	\$1.89	\$1.73	\$1.57	\$1.89	\$1.73	\$1.57	\$1.73	\$1.34	\$1.10	\$0.94	\$0.79	\$0.71	\$0.63
	WA SUTA - 0.9% Average (caps at \$78,200)	\$0.71	\$0.65	\$0.59	\$0.71	\$0.65	\$0.59	\$0.65	\$0.50	\$0.41	\$0.35	\$0.29	\$0.27	\$0.24
	FUTA- (6% First \$7,000)	\$0.47	\$0.43	\$0.39	\$0.47	\$0.43	\$0.39	\$0.43	\$0.33	\$0.28	\$0.24	\$0.20	\$0.18	\$0.16
	Tri - Met - 0.8237% (2026 rate not available)	\$0.65	\$0.59	\$0.54	\$0.65	\$0.59	\$0.54	\$0.59	\$0.46	\$0.38	\$0.32	\$0.27	\$0.24	\$0.22
	Oregon Paid Sick Leave - 3.5%	\$2.75	\$2.52	\$2.29	\$2.75	\$2.52	\$2.29	\$2.52	\$1.95	\$1.60	\$1.38	\$1.15	\$1.03	\$0.92
	Paid Leave Oregon - 0.4%	\$0.31	\$0.29	\$0.26	\$0.31	\$0.29	\$0.26	\$0.29	\$0.22	\$0.18	\$0.16	\$0.13	\$0.12	\$0.10
DEDUCTIONS:	Vacation - 4%	\$3.14	\$2.88	\$2.62	\$3.14	\$2.88	\$2.62	\$2.88	\$2.23	\$1.83	\$1.57	\$1.31	\$1.18	\$1.05
	MRP Dues - 2 %	\$1.57	\$1.44	\$1.31	\$1.57	\$1.44	\$1.31	\$1.44	\$1.11	\$0.92	\$0.79	EXEMPT	EXEMPT	EXEMPT
	PAC - Per Hour	\$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
	Working Dues - 1% Appr & 1.75% All Others	\$1.38	\$1.26	\$1.15	\$1.38	\$1.26	\$1.15	\$1.26	\$0.56	\$0.46	\$0.39	\$0.33	\$0.29	\$0.26
TOTAL COST PER HOUR		\$132.30	\$123.54	\$114.77	\$131.30	\$122.54	\$113.77	\$123.02	\$100.17	\$85.17	\$75.17	\$65.17	\$52.28	\$48.16

NOTES:

Edison contributions are paid at the appropriate overtime rate on overtime hours worked (Section 6.05.a)

Total cost per hour does not include WA SUTA

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