



LOCAL UNION IBEW 48 INSIDE CONSTRUCTION SUPPORT

January 1, 2026 thru December 31, 2026

		Material Handlers							Traffic Tech		Limited Renewal Technician				
		30%	33%	35%	41%	50%	57%	110%	70%	85%	57%	80%	70%	60%	50%
		Provisional	Support Tech 5	Support Tech 4	Support Tech 3	Support Tech 2	Support Tech 1	Foreman	Traffic Tech 2	Traffic Tech 1	Limited Renewal Technician	LTR Apprentice 4	LTR Apprentice 3	LTR Apprentice 2	LTR Apprentice 1
BASE WAGES:	Per Hour	\$19.65	\$21.62	\$22.93	\$26.86	\$32.75	\$37.34	\$41.07	\$45.85	\$55.68	\$37.34	\$29.87	\$26.13	\$22.40	\$18.67
FRINGES:	NEBF - 3%	\$0.59	\$0.65	\$0.69	\$0.81	\$0.98	\$1.12	\$1.23	\$1.38	\$1.67	\$1.12	\$0.90	\$0.78	\$0.67	\$0.56
	Edison - Per Hour	EXEMPT	EXEMPT	\$3.99	\$4.67	\$5.70	\$6.50	\$6.50	\$7.98	\$9.69	\$6.50	\$5.20	\$4.55	EXEMPT	EXEMPT
	Dist 9 - Per Hour	EXEMPT	EXEMPT	\$2.14	\$2.51	\$3.06	\$3.49	\$3.49	\$4.28	\$5.20	\$3.49	\$2.79	\$2.44	EXEMPT	EXEMPT
	H&W - Per Hour	EXEMPT	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10
	Flex Plan - Per Hour	EXEMPT	EXEMPT	\$1.72	\$1.72	\$1.72	\$1.72	\$1.72	\$1.72	\$1.72	EXEMPT	EXEMPT	EXEMPT	EXEMPT	EXEMPT
	Apprentice Training - Per Hour	\$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
	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	\$0.20
EMPLOYER COSTS:	Admin Fund - 0.50%	\$0.10	\$0.11	\$0.11	\$0.13	\$0.16	\$0.19	\$0.21	\$0.23	\$0.28	\$0.19	\$0.15	\$0.13	\$0.11	\$0.09
	NECA Membership Dues (Optional)- 0.55%	\$0.11	\$0.12	\$0.13	\$0.15	\$0.18	\$0.21	\$0.23	\$0.25	\$0.31	\$0.21	\$0.16	\$0.14	\$0.12	\$0.10
INSURANCE:	SAIF - 1.90% Average	\$0.37	\$0.41	\$0.44	\$0.51	\$0.62	\$0.71	\$0.78	\$0.87	\$1.06	\$0.71	\$0.57	\$0.50	\$0.43	\$0.35
	Liability - 4.60% Average	\$0.90	\$0.99	\$1.05	\$1.24	\$1.51	\$1.72	\$1.89	\$2.11	\$2.56	\$1.72	\$1.37	\$1.20	\$1.03	\$0.86
TAXES:	Social Security - 6.2% (caps at \$184,500)	\$1.22	\$1.34	\$1.42	\$1.67	\$2.03	\$2.31	\$2.55	\$2.84	\$3.45	\$2.31	\$1.85	\$1.62	\$1.39	\$1.16
	Medicare - 1.45%	\$0.28	\$0.31	\$0.33	\$0.39	\$0.47	\$0.54	\$0.60	\$0.66	\$0.81	\$0.54	\$0.43	\$0.38	\$0.32	\$0.27
	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	\$0.018
	OR SUTA - 2.4% Average (caps at \$56,700)	\$0.47	\$0.52	\$0.55	\$0.64	\$0.79	\$0.90	\$0.99	\$1.10	\$1.34	\$0.90	\$0.72	\$0.63	\$0.54	\$0.45
	WA SUTA - 0.9% Average (caps at \$78,200)	\$0.18	\$0.19	\$0.21	\$0.24	\$0.29	\$0.34	\$0.37	\$0.41	\$0.50	\$0.34	\$0.27	\$0.24	\$0.20	\$0.17
	FUTA- (6% First \$7,000)	\$0.12	\$0.13	\$0.14	\$0.16	\$0.20	\$0.22	\$0.25	\$0.28	\$0.33	\$0.22	\$0.18	\$0.16	\$0.13	\$0.11
	Tri - Met - 0.8237% (2026 rate not available)	\$0.16	\$0.18	\$0.19	\$0.22	\$0.27	\$0.31	\$0.34	\$0.38	\$0.46	\$0.31	\$0.25	\$0.22	\$0.18	\$0.15
	Oregon Paid Sick Leave - 3.5%	\$0.69	\$0.76	\$0.80	\$0.94	\$1.15	\$1.31	\$1.44	\$1.60	\$1.95	\$1.31	\$1.05	\$0.91	\$0.78	\$0.65
	Paid Leave Oregon - 0.4%	\$0.08	\$0.09	\$0.09	\$0.11	\$0.13	\$0.15	\$0.16	\$0.18	\$0.22	\$0.15	\$0.12	\$0.10	\$0.09	\$0.07
DEDUCTIONS:	Vacation - 4%	\$0.79	\$0.86	\$0.92	\$1.07	\$1.31	\$1.49	\$1.64	\$1.83	\$2.23	\$1.49	\$1.19	\$1.05	\$0.90	\$0.75
	Working Dues - 1% Appr & 1.75% All Others	\$0.20	\$0.22	\$0.23	\$0.27	\$0.33	\$0.65	\$0.72	\$0.80	\$0.97	\$0.65	\$0.30	\$0.26	\$0.22	\$0.19
TOTAL COST PER HOUR		\$25.11	\$38.69	\$48.19	\$54.19	\$63.19	\$70.19	\$74.89	\$83.19	\$98.19	\$69.12	\$58.12	\$52.42	\$40.73	\$36.02

NOTES:

Edison contributions are paid at the appropriate overtime rate on overtime hours worked (Section 6.01.01)

Total cost per hour does not include WA SUTA

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