



LOCAL UNION IBEW 48 PANEL SHOP AGREEMENT

July 1, 2025 thru June 30, 2026

		Electrical Panel								
				Metal Fab Tech						
				100%	90%	80%	75%	70%	65%	65%
		Foreman	Lead	6,001+ Hours	5,001 - 6,000 Hours	4,001 - 5,000 Hours	3,001 - 4,000 Hours	2,001 - 3,000 Hours	Start	Provisional (1st 90 Days)
BASE WAGE:	Per Hour	\$32.93	\$30.93	\$29.93	\$26.94	\$23.94	\$22.45	\$20.95	\$19.45	\$19.45
FRINGES:	NEBF - 3%	\$0.99	\$0.93	\$0.90	\$0.81	\$0.72	\$0.67	\$0.63	\$0.58	\$0.58
	Dist 9 - 6%	\$1.98	\$1.86	\$1.80	\$1.62	\$1.44	\$1.35	\$1.26	\$1.17	EXEMPT
	H&W - Per Hour	\$10.15	\$10.15	\$10.15	\$10.15	\$10.15	\$10.15	\$10.15	\$10.15	\$10.15
	Flex Plan - Per Hour	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	EXEMPT	EXEMPT
	Admin Fund - 0.50%	\$0.16	\$0.15	\$0.15	\$0.13	\$0.12	\$0.11	\$0.10	\$0.10	\$0.10
EMPLOYER COSTS:	Apprentice Training - Per Hour	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
	NECA Membership Dues (Optional)- 0.55%	\$0.18	\$0.17	\$0.16	\$0.15	\$0.13	\$0.12	\$0.12	\$0.11	\$0.11
INSURANCE:	SAIF - 1.90% Average	\$0.63	\$0.59	\$0.57	\$0.51	\$0.45	\$0.43	\$0.40	\$0.37	\$0.37
	Liability - 4.60% Average	\$1.51	\$1.42	\$1.38	\$1.24	\$1.10	\$1.03	\$0.96	\$0.89	\$0.89
TAXES:	Social Security - 6.2% (caps at \$184,500)	\$2.04	\$1.92	\$1.86	\$1.67	\$1.48	\$1.39	\$1.30	\$1.21	\$1.21
	Medicare - 1.45%	\$0.48	\$0.45	\$0.43	\$0.39	\$0.35	\$0.33	\$0.30	\$0.28	\$0.28
	Worker's Benefit Fund - Per Hour	\$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))	\$0.79	\$0.74	\$0.72	\$0.65	\$0.57	\$0.54	\$0.50	\$0.47	\$0.47
	WA SUTA - 0.9% Average (caps at \$78,200)	\$0.30	\$0.28	\$0.27	\$0.24	\$0.22	\$0.20	\$0.19	\$0.18	\$0.18
	FUTA- (6% First \$7,000)	\$0.20	\$0.19	\$0.18	\$0.16	\$0.14	\$0.13	\$0.13	\$0.12	\$0.12
	Tri - Met - 0.8237% (2026 rate not available)	\$0.27	\$0.25	\$0.25	\$0.22	\$0.20	\$0.18	\$0.17	\$0.16	\$0.16
	Oregon Paid Sick Leave - 3.5%	\$1.15	\$1.08	\$1.05	\$0.94	\$0.84	\$0.79	\$0.73	\$0.68	\$0.68
	Paid Leave Oregon - 0.4%	\$0.13	\$0.12	\$0.12	\$0.11	\$0.10	\$0.09	\$0.08	\$0.08	\$0.08
DEDUCTIONS:	Working Dues - 1.25%	\$0.41	\$0.39	\$0.37	\$0.34	\$0.30	\$0.28	\$0.26	\$0.24	\$0.24
TOTAL COST PER HOUR		\$55.01	\$52.37	\$51.05	\$47.10	\$43.16	\$41.18	\$39.21	\$36.03	\$34.87

NOTES:

This agreement includes (7) paid holidays for employees who have worked a minimum of 90 days prior to the holiday (Section 03.02.01)

All employees receive 60 hours PTO per calendar year (Section 03.03.01)

H&W Increases to be paid by management (Section 4.01.04)