



LOCAL UNION IBEW 48 SOUND & COMMUNICATION AGREEMENT

January 1, 2026 thru December 31 , 2026

		APPRENTICE CLASS "A"										INSTALLER				
		120%	110%	100%	90%	80%	70%	65%	60%	55%	50%	FOREMAN	INSTALLER	85%	75%	65%
		General Foreman	Foreman	Licensed JW Tech	7th	6th	5th	4th	3rd	2nd	1st	Installer + LEB Prior to 1/1/09	Non-Licensed Work & OR Class "B" After 1/01/09	3rd 6-Month Period & 450 Hrs	2nd 6-month Period & 450 Hrs	1st 6-month Period & 450 Hrs
BASE WAGES:	Per Hour	\$65.40	\$59.95	\$54.50	\$49.05	\$43.60	\$38.15	\$35.43	\$32.70	\$29.98	\$27.25	\$49.57	\$45.06	\$38.30	\$33.80	\$29.29
FRINGES:	NEBF - 3%	\$1.96	\$1.80	\$1.64	\$1.47	\$1.31	\$1.14	\$1.06	\$0.98	\$0.90	\$0.82	\$1.49	\$1.35	\$1.15	\$1.01	\$0.88
	Edison - Per Hour	\$11.54	\$10.58	\$9.62	\$8.66	\$7.70	\$6.73	\$6.25	\$5.77	EXEMPT	EXEMPT	\$9.02	\$9.02	\$7.67	EXEMPT	EXEMPT
	Dist 9 - Per Hour	\$3.78	\$3.47	\$3.15	\$2.84	\$2.52	\$2.21	\$2.05	\$1.89	EXEMPT	EXEMPT	\$2.80	\$2.80	\$2.38	EXEMPT	EXEMPT
	H&W - Per Hour	\$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	\$11.10	\$11.10
	Flex Plan - Per Hour	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50
	Apprentice Training - Per Hour	\$0.75	\$0.75	\$0.75	\$1.05	\$1.05	\$1.05	\$1.05	\$1.05	\$1.05	\$1.05	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
	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	\$0.20
EMPLOYER COSTS:	Admin Fund - 0.50%	\$0.33	\$0.30	\$0.27	\$0.25	\$0.22	\$0.19	\$0.18	\$0.16	\$0.15	\$0.14	\$0.25	\$0.23	\$0.19	\$0.17	\$0.15
	NECA Membership Dues (Optional)- 0.55%	\$0.36	\$0.33	\$0.30	\$0.27	\$0.24	\$0.21	\$0.19	\$0.18	\$0.16	\$0.15	\$0.27	\$0.25	\$0.21	\$0.19	\$0.16
INSURANCE:	SAIF - 1.90% Average	\$1.24	\$1.14	\$1.04	\$0.93	\$0.83	\$0.72	\$0.67	\$0.62	\$0.57	\$0.52	\$0.94	\$0.86	\$0.73	\$0.64	\$0.56
	Liability - 4.60% Average	\$3.01	\$2.76	\$2.51	\$2.26	\$2.01	\$1.75	\$1.63	\$1.50	\$1.38	\$1.25	\$2.28	\$2.07	\$1.76	\$1.55	\$1.35
TAXES:	Social Security - 6.2% (caps at \$184,500)	\$4.05	\$3.72	\$3.38	\$3.04	\$2.70	\$2.37	\$2.20	\$2.03	\$1.86	\$1.69	\$3.07	\$2.79	\$2.37	\$2.10	\$1.82
	Medicare - 1.45%	\$0.95	\$0.87	\$0.79	\$0.71	\$0.63	\$0.55	\$0.51	\$0.47	\$0.43	\$0.40	\$0.72	\$0.65	\$0.56	\$0.49	\$0.42
	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	\$0.018
	OR SUTA - 2.4% Average (cap not available)	\$1.57	\$1.44	\$1.31	\$1.18	\$1.05	\$0.92	\$0.85	\$0.78	\$0.72	\$0.65	\$1.19	\$1.08	\$0.92	\$0.81	\$0.70
	WA SUTA - 0.9% Average ( caps at \$78,200)	\$0.59	\$0.54	\$0.49	\$0.44	\$0.39	\$0.34	\$0.32	\$0.29	\$0.27	\$0.25	\$0.45	\$0.41	\$0.34	\$0.30	\$0.26
	FUTA- (6% First \$7,000)	\$0.39	\$0.36	\$0.33	\$0.29	\$0.26	\$0.23	\$0.21	\$0.20	\$0.18	\$0.16	\$0.30	\$0.27	\$0.23	\$0.20	\$0.18
	Tri - Met - 0.8137% (2026 rate not available)	\$0.53	\$0.49	\$0.44	\$0.40	\$0.35	\$0.31	\$0.29	\$0.27	\$0.24	\$0.22	\$0.40	\$0.37	\$0.31	\$0.27	\$0.24
	Oregon Paid Sick Leave - 3.5%	\$2.29	\$2.10	\$1.91	\$1.72	\$1.53	\$1.34	\$1.24	\$1.14	\$1.05	\$0.95	\$1.73	\$1.58	\$1.34	\$1.18	\$1.03
	Paid Leave Oregon - 0.4%	\$0.26	\$0.24	\$0.22	\$0.20	\$0.17	\$0.15	\$0.14	\$0.13	\$0.12	\$0.11	\$0.20	\$0.18	\$0.15	\$0.14	\$0.12
DEDUCTIONS:	Vacation - 4%	\$2.62	\$2.40	\$2.18	\$1.96	\$1.74	\$1.53	\$1.42	\$1.31	\$1.20	\$1.09	\$1.98	\$1.80	\$1.53	\$1.35	\$1.17
	PAC - Per Hour	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
	Working Dues - 1% Appr & 1.75% All Others	\$1.14	\$1.05	\$0.95	\$0.49	\$0.44	\$0.38	\$0.35	\$0.33	\$0.30	\$0.27	\$0.87	\$0.79	\$0.67	\$0.59	\$0.51
TOTAL COST PER HOUR		\$112.24	\$104.10	\$95.96	\$88.12	\$79.98	\$71.84	\$67.77	\$63.70	\$52.61	\$49.18	\$88.80	\$83.12	\$72.84	\$57.12	\$51.45

**NOTES:**  
Edison contributions are paid at the appropriate overtime rate on overtime hours worked (Section 5.12)  
Total cost per hour does not include WA SUTA  
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