

**WAGE AND FRINGE BENEFITS**  
**LOCAL UNION 659 - IBEW RESIDENTIAL AGREEMENT**  
**MEMORANDUM OF UNDERSTANDING (MOU)**  
**January 1 to December 31, 2022**

**WAGES:**

Journeyman	- 100%	\$	<b>33.33</b>
Jmn Tech	- 110%	\$	<b>36.66</b>
Sub Foreman	- 110%	\$	<b>36.66</b>
Foreman	- 120%	\$	<b>40.00</b>

**FRINGES: (per work hour unless otherwise noted)**

<b>PENSIONS</b>			<b>CASCADE</b>
Journeyman	- 100%	\$	<b>1.10</b>
Jmn Tech	- 110%	\$	<b>1.10</b>
Sub Foreman	- 110%	\$	<b>1.10</b>
Foreman	- 120%	\$	<b>1.10</b>

<b>NEBF</b>	<b>3.00%</b>	x gross payroll	
<b>Health &amp; Welfare</b>	<b>\$ 8.90</b>		
<b>Apprenticeship &amp; Training</b>			
<b>All Classifications</b>	<b>\$ 0.25</b>		
<b>LMCC</b>	<b>\$ 0.02</b>		
<b>NLMCC</b>	<b>\$ 0.01</b>		
<b>NECA Dues</b>	<b>0.75%</b>	x gross payroll	<b><u>NECA Members Only.</u></b>
<b>Union Dues <u>Deduct</u></b>	<b>1.75%</b>	x gross payroll	
<b>Basic Union Dues <u>Deduct</u></b>	<b>\$ 40.50</b>		<b><u>Voluntary Agreement between the contractor and employees.</u></b>
<b>Admin Maint Fund</b>	<b>0.60%</b>	x gross payroll	
<b>CASCADE 401(k)</b>	<b>ELECT</b>		
<b>Credit Union</b>	<b>ELECT</b>		
<b>Vacation <u>Deduct</u></b>	<b>1.5%</b>	x gross payroll	

**Revised 11/17/2021**

**OREGON PACIFIC-CASCADE CHAPTER, N.E.C.A.  
RAW LABOR COSTS SHEET  
LOCAL UNION #659, I.B.E.W. RESIDENTIAL AGREEMENT  
MEMORANDUM OF UNDERSTANDING (MOU)  
January 1 to December 31, 2022**

		120%	110%	110%	100%
		FOREMAN	SUB FOREMAN	JMN TECH	JRNYMAN
<b>BASE WAGES</b>		<b>\$40.00</b>	<b>\$36.66</b>	<b>\$36.66</b>	<b>\$33.33</b>
N.E.B.F.	3.00%	1.20	1.10	1.10	1.00
Cascade Pension	\$1.10	1.10	1.10	1.10	1.10
Health & Welfare	<b>\$8.90</b>	<b>8.90</b>	<b>8.90</b>	<b>8.90</b>	<b>8.90</b>
Apprenticeship & Training	\$0.25	0.25	0.25	0.25	0.25
LMCC	\$0.02	0.02	0.02	0.02	0.02
NLMCC	\$0.01	0.01	0.01	0.01	0.01
Admin Maintenance	0.60%	0.24	0.22	0.22	0.20
<sup>1</sup> N.E.C.A. Dues	0.75%	0.30	0.27	0.27	0.25
<b>COST PER HOUR</b>		<b>\$52.02</b>	<b>\$48.54</b>	<b>\$48.54</b>	<b>\$45.06</b>
<sup>2</sup> Social Security	6.20%	2.48	2.27	2.27	2.07
Medicare	1.45%	0.58	0.53	0.53	0.48
<sup>3</sup> Workers' Compensation	6.20%	2.48	2.27	2.27	2.07
Workers' Benefit Fund	\$0.033	0.03	0.03	0.03	0.03
<sup>4</sup> State Unemployment	3.90%	1.56	1.43	1.43	1.30
<sup>5</sup> Federal Unemployment	0.60%	0.24	0.22	0.22	0.20
<sup>6</sup> Liability Insurance	4.60%	1.84	1.69	1.69	1.53
<b>TOTAL DIRECT COST</b>		<b>\$61.23</b>	<b>\$56.98</b>	<b>\$56.98</b>	<b>\$52.74</b>

<sup>1</sup> Only applies to NECA Members.

<sup>2</sup> Maximum Social Security **\$137,700**. No salary maximum for Medicare.

<sup>3</sup> Average base rate for industry; actual rate may vary based on individual contractors' x-mod, ins. co. rates, and/or prem./group/individual rate debits/credits.

<sup>4</sup> Collected on the first **\$39,300** of annual gross payroll per employee.

<sup>5</sup> Collected on the first **\$7,000** of annual gross payroll per employee.

<sup>6</sup> Average rate for industry; actual may vary based on contractor/sub-contractor payroll, co. claims exp., type work performed, ins. co. rates, and/or years in bus.

Basic Union Dues = **\$40.50**

**Agreement expires 12/31/2022**

The Oregon Pacific-Cascade Chapter, NECA strives to ensure that the data contained in the RLCS's is accurate. This chart is for informational purposes only. No expressed or implied guarantee of its accuracy is made by OR PAC Chapter NECA or IBEW LU 659. However, please be advised that some of the costs reflected are contractor specific and must be taken into account during the bidding process.

**Revised 11/17/2021**

**LU659 apprenticeship is the Crater Lake JATC - MA# 5001**



