

**WAGE AND FRINGE BENEFITS**  
**LOCAL UNION 280 - IBEW Sound & Communication Support Tech**  
**January 1 to December 31, 2022**

**WAGES:**

Support Tech   \$    **21.75**

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

**PENSIONS**

CASCADE   \$    **1.70**  
NEBF   **3.00%** x gross payroll

Health & Welfare                             \$    **8.95**  
NLMCC   \$    **0.01**  
NECA Dues                                     **0.95%** x gross payroll     **NECA Members Only**  
**Union Dues Deduct**                     **1.50%** x gross payroll  
**Public Service Deduct**                 \$    **0.05**  
**Admin Maintenance**                     **0.60%** x gross payroll  
CASCADE 401(k)                             ELECT  
Credit Union                                   ELECT

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**Revised 12/18/2020**

**OREGON PACIFIC-CASCADE CHAPTER, N.E.C.A.  
RAW LABOR COSTS STATE OF OREGON  
LOCAL UNION 280 - IBEW Sound & Communication Support Tech  
January 1 to December 31, 2022**

		S&C Support Tech
<b>BASE WAGES</b>		<b>\$21.75</b>
N.E.B.F.	3.00%	0.65
Cascade Pension	\$1.70	1.70
Health & Welfare	\$8.95	8.95
NLMCC	\$0.01	0.01
Admin Maintenance	0.60%	0.13
<sup>1</sup> N.E.C.A. Dues	0.95%	0.21
<b>COST PER HOUR</b>		<b>\$33.40</b>
<sup>2</sup> Social Security	6.20%	1.35
Medicare	1.45%	0.32
<sup>3</sup> Workers' Compensation	6.20%	1.35
Workers' Benefit Fund	\$0.033	\$0.033
<sup>4</sup> State Unemployment	3.90%	0.85
<sup>5</sup> Federal Unemployment	0.60%	0.13
<sup>6</sup> Liability Insurance	4.60%	1.00
<sup>7</sup> Lane Transit District	0.74%	0.16
<b>TOTAL DIRECT COST</b>		<b>\$38.59</b>

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

<sup>2</sup> Maximum Social Security **\$132,900**. 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 **\$40,600** 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 business.

<sup>7</sup> Lane County Transit District applicable to all hours worked in the Eugene/Springfield area.

**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 Local 280. However, please be advised that some of the costs reflected are contractor specific and must be taken into account during the bidding process.

**Revised 12/18/2020**

**LU280 apprenticeship is the Central Electrical JATC - MA# 3001**