

**OREGON PACIFIC-CASCADE CHAPTER, N.E.C.A.  
RAW LABOR COSTS STATE OF OREGON  
Local Union #659, I.B.E.W. Inside Agreement  
January 1 to June 30, 2025**

		120%	110%	100%	80%	75%	70%	65%	60%	55%	50%	45%
		GEN FOREMAN	FOREMAN	JRNYMAN	EIGHTH	SEVENTH	SIXTH	FIFTH	FOURTH	THIRD	SECOND	FIRST
<b>BASE WAGES</b>		<b>\$54.70</b>	<b>\$50.14</b>	<b>\$45.58</b>	<b>\$36.46</b>	<b>\$34.19</b>	<b>\$31.91</b>	<b>\$29.63</b>	<b>\$27.35</b>	<b>\$25.07</b>	<b>\$22.79</b>	<b>\$20.51</b>
N.E.B.F.	3.00%	1.64	1.50	1.37	1.09	1.03	0.96	0.89	0.82	0.75	0.68	0.62
<sup>1</sup> Cascade Pension	\$7.65	7.65	7.65	7.65	6.12	5.74	5.36	4.97	4.59	4.21		
Health & Welfare	\$10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50
Apprenticeship & Training	\$1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18	1.18
LMCC	\$0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08
NLMCC	\$0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Admin Maintenance	0.60%	0.33	0.30	0.27	0.22	0.21	0.19	0.18	0.16	0.15	0.14	0.12
<sup>2</sup> N.E.C.A. Dues	0.75%	0.41	0.38	0.34	0.27	0.26	0.24	0.22	0.21	0.19	0.17	0.15
<sup>3</sup> Oregon Paid Sick Leave	3.50%	1.91	1.75	1.60	1.28	1.20	1.12	1.04	0.96	0.88	0.80	0.72
<b>COST PER HOUR</b>		<b>\$78.41</b>	<b>\$73.49</b>	<b>\$68.58</b>	<b>\$57.21</b>	<b>\$54.40</b>	<b>\$51.55</b>	<b>\$48.70</b>	<b>\$45.86</b>	<b>\$43.02</b>	<b>\$36.35</b>	<b>\$33.89</b>
<sup>4</sup> Oregon Paid Leave	0.40%	0.22	0.20	0.18	0.15	0.14	0.13	0.12	0.11	0.10	0.09	0.08
<sup>5</sup> Social Security	6.20%	3.39	3.11	2.83	2.26	2.12	1.98	1.84	1.70	1.55	1.41	1.27
Medicare	1.45%	0.79	0.73	0.66	0.53	0.50	0.46	0.43	0.40	0.36	0.33	0.30
<sup>6</sup> Workers' Compensation	6.20%	3.39	3.11	2.83	2.26	2.12	1.98	1.84	1.70	1.55	1.41	1.27
Workers' Benefit Fund	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
<sup>7</sup> State Unemployment	2.40%	1.31	1.20	1.09	0.88	0.82	0.77	0.71	0.66	0.60	0.55	0.49
<sup>8</sup> Federal Unemployment	0.60%	0.33	0.30	0.27	0.22	0.21	0.19	0.18	0.16	0.15	0.14	0.12
<sup>9</sup> Liability Insurance	4.60%	2.52	2.31	2.10	1.68	1.57	1.47	1.36	1.26	1.15	1.05	0.94
<b>TOTAL DIRECT COST</b>		<b>\$90.38</b>	<b>\$84.47</b>	<b>\$78.56</b>	<b>\$65.21</b>	<b>\$61.90</b>	<b>\$58.55</b>	<b>\$55.20</b>	<b>\$51.87</b>	<b>\$48.50</b>	<b>\$41.35</b>	<b>\$38.38</b>

- <sup>1</sup> Cascade Pension contributions for apprentices are equal to their % of Journeymen rate. **1st and 2nd period apprentices are exempt.**
- <sup>2</sup> Only applies to NECA Members.
- <sup>3</sup> As of 1.1.2023, Oregon Paid Sick Leave is estimated at 3.5% for all employers with 10 or more employees
- <sup>4</sup> As of **1.1.2025**, Employer pay 40% of the contribution rate (1%) of gross wages capped at **\$176,100** required for employers with 25 or more employees
- <sup>5</sup> Maximum Social Security **\$176,100**. No salary maximum for Medicare.
- <sup>6</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>7</sup> Collected on the first **\$54,300** of annual gross payroll per employee.
- <sup>8</sup> Collected on the first \$7,000 of annual gross payroll per employee.
- <sup>9</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.

**Basic Union Dues = \$47.50** Voluntary Agreement between the Contractor and Employees  
**Agreement Expires 12/31/2025**

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 11/12/2024**

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

**WAGE AND FRINGE BENEFITS**  
**LOCAL UNION 659 - IBEW Inside Agreement**  
**January 1 to June 30, 2025**

**WAGES:**

Journeyman	\$45.58
Foreman	\$50.14
General Foreman	\$54.70
<b><u>Apprentices</u></b>	
8th period - 80%	\$36.46
7th period - 75%	\$34.19
6th period - 70%	\$31.91
5th period - 65%	\$29.63
4th period - 60%	\$27.35
3rd period - 55%	\$25.07
2nd period - 50%	\$22.79
1st period - 45%	\$20.51

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

<b>Cascade Pension</b>	
Journeyman	\$7.65
Foreman	\$7.65
General Foreman	\$7.65
<sup>1</sup> 8th Period - 80%	\$6.12
<sup>1</sup> 7th Period - 75%	\$5.74
<sup>1</sup> 6th Period - 70%	\$5.36
<sup>1</sup> 5th Period - 65%	\$4.97
<sup>1</sup> 4th Period - 60%	\$4.59
<sup>1</sup> 3rd Period - 55%	\$4.21
<sup>1</sup> 2nd Period	EXEMPT
<sup>1</sup> 1st Period	EXEMPT
<b>NEBF</b>	3.00% x gross payroll
<b>Health &amp; Welfare</b>	\$10.50
<b>Apprenticeship &amp; Training</b>	\$1.18
<b>LMCC</b>	\$0.08
<b>NLMCC</b>	\$0.01
<b>NECA Dues</b>	0.75% x gross payroll
<b>Oregon Paid Sick Leave</b>	3.50% x base wage
<b>Oregon Paid Leave</b>	0.40% x base wage
<b>Union Dues <u>Deduct</u></b>	1.75% x gross payroll
<b>Basic Union Dues <u>Deduct</u></b>	\$47.50 Voluntary agreement between the contractor and employees.
<b>Admin Maintenance</b>	0.60% x gross payroll
<b>CASCADE 401(k)</b>	ELECT
<b>Vacation <u>Deduct</u></b>	1.50% x gross payroll

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**1st and 2nd period apprentices are exempt.**

<sup>2</sup> Applies to NECA members only.

**Revised 11/12/2024**