

**OREGON PACIFIC-CASCADE CHAPTER, N.E.C.A.
RAW LABOR COSTS STATE OF OREGON
Local Union #932, I.B.E.W. Inside Agreement
July 1 to December 31, 2024**

		120%	110%	100%	80%	70%	65%	60%	55%	50%
		GEN FOREMAN	FOREMAN	JRNYMAN	SIXTH	FIFTH	FOURTH	THIRD	SECOND	FIRST
BASE WAGES		\$61.00	\$55.91	\$50.83	\$40.66	\$35.58	\$33.04	\$30.50	\$27.96	\$25.42
N.E.B.F.	3.00%	1.83	1.68	1.52	1.22	1.07	0.99	0.92	0.84	0.76
¹ Cascade Pension	\$11.68	11.68	11.68	11.68	9.34	8.18	7.59	7.01		
Health & Welfare	\$10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25
Apprenticeship & Training	\$1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
LMCC	\$0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11
NLMCC	\$0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Admin Maintenance	0.60%	0.37	0.34	0.30	0.24	0.21	0.20	0.18	0.17	0.15
² N.E.C.A. Dues	0.75%	0.46	0.42	0.38	0.30	0.27	0.25	0.23	0.21	0.19
⁸ Oregon Paid Sick Leave	4.00%	2.44	2.24	2.03	1.63	1.42	1.32	1.22	1.12	1.02
COST PER HOUR		\$89.15	\$83.64	\$78.11	\$64.76	\$58.10	\$54.76	\$51.43	\$41.67	\$38.91
⁹ Oregon Paid Leave	0.40%	0.24	0.22	0.20	0.16	0.14	0.13	0.12	0.11	0.10
³ Social Security	6.20%	3.78	3.47	3.15	2.52	2.21	2.05	1.89	1.73	1.58
Medicare	1.45%	0.88	0.81	0.74	0.59	0.52	0.48	0.44	0.41	0.37
⁴ Workers' Compensation	6.20%	3.78	3.47	3.15	2.52	2.21	2.05	1.89	1.73	1.58
Workers' Benefit Fund	\$0.033	0.033	0.033	0.033	0.033	0.033	0.033	0.033	0.033	0.033
⁵ State Unemployment	3.90%	2.38	2.18	1.98	1.59	1.39	1.29	1.19	1.09	0.99
⁶ Federal Unemployment	0.60%	0.37	0.34	0.30	0.24	0.21	0.20	0.18	0.17	0.15
⁷ Liability Insurance	4.60%	2.81	2.57	2.34	1.87	1.64	1.52	1.40	1.29	1.17
TOTAL DIRECT COST		\$103.42	\$96.73	\$90.00	\$74.28	\$66.45	\$62.51	\$58.57	\$48.23	\$44.88

¹ Cascade Pension contributions for apprentices are equal to their % of Journeymen rate. **1st and 2nd period apprentices are exempt.**

² Only applies to NECA Members.

³ Maximum Social Security **\$160,200**. No salary maximum for Medicare.

⁴ 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.

⁵ Collected on the first **\$50,900.00** of annual gross payroll per employee.

⁶ Collected on the first **\$7,000** of annual gross payroll per employee.

⁷ 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.

⁸ As of 1.1.2023, Oregon Paid Sick Leave is estimated at 3.5% for all employers with 10 or more employees

⁹ As of 1.1.2023, Employer pay 40% of the contribution rate (1%) of gross wages capped at \$132,000.00 required for employers with 25 or more employees

Agreement expires 12/31/2026 H&W 50/50 split on any additional increases.

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

Revised 12/14/2023

LU932 apprenticeship is the Pacific Inside Electrical JATC - MA# 4009

WAGE AND FRINGE BENEFITS
LOCAL UNION 932 - IBEW Inside Agreement
July 1 to December 31, 2024

WAGES:

Journeyman	\$	50.83
Foreman	\$	55.91
General Foreman	\$	61.00

APPRENTICES:

1st period - 50%	\$	25.42
2nd period - 55%	\$	27.96
3rd period - 60%	\$	30.50
4th period - 65%	\$	33.04
5th period - 70%	\$	35.58
6th period - 80%	\$	40.66

FRINGES: (per work hour unless otherwise noted)

PENSIONS

CASCADE

Journeyman	\$	11.68
Foreman	\$	11.68
General Foreman	\$	11.68
¹ 6th Period - 80%	\$	9.34
¹ 5th Period - 70%	\$	8.18
¹ 4th Period - 65%	\$	7.59
¹ 3rd Period - 60%	\$	7.01
¹ 2nd Period		EXEMPT
¹ 1st Period		EXEMPT

NEBF		3.00% x gross payroll
Health & Welfare	\$	10.25
Apprenticeship & Training		
All Classifications	\$	1.00
LMCC	\$	0.11
NLMCC	\$	0.01
NECA Dues		0.75% x gross payroll
Oregon Paid Sick Leave		4.00% x base wage
Oregon Paid Leave		0.40% base wage
Admin Maintenance		0.60% x gross payroll
Union Dues <u>Deduct</u>		5.00% x gross payroll
Political Assessment	\$	0.10
<u>Deduct</u>		
Vacation (Voluntary)		
CASCADE 401(k)		ELECT

¹ Cascade Pension contributions for apprentices are equal to their % of Journeymen rate.