

**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, 2023**

		S&C Support Tech
BASE WAGES		\$24.84
N.E.B.F.	3.00%	0.75
Cascade Pension	\$1.70	1.70
Health & Welfare	\$9.15	9.15
NLMCC	\$0.01	0.01
Admin Maintenance	0.60%	0.15
¹ N.E.C.A. Dues	0.75%	0.19
⁸ Oregon Paid Sick Leave	3.50%	0.87
COST PER HOUR		\$37.66
⁹ Oregon Paid Leave	0.40%	\$0.10
² Social Security	6.20%	1.54
Medicare	1.45%	0.36
³ Workers' Compensation	6.20%	1.54
Workers' Benefit Fund	\$0.033	\$0.033
⁴ State Unemployment	3.90%	0.97
⁵ Federal Unemployment	0.60%	0.15
⁶ Liability Insurance	4.60%	1.14
⁷ Lane Transit District	0.78%	0.19
TOTAL DIRECT COST		\$43.68

¹ Only applies to **NECA Members**.

² Maximum Social Security **\$160,200**. No salary maximum for Medicare.

³ 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.

⁴ Collected on the first **\$50,900.00** of annual gross payroll per employee.

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

⁶ 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.

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

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 12/31/2023

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 12/17/2022

LU280 apprenticeship is the Central Electrical JATC - MA# 3001

