

**OREGON PACIFIC-CASCADE CHAPTER, N.E.C.A.  
RAW LABOR COSTS STATE OF OREGON  
LOCAL UNION 280 - IBEW Lighting Maintenance/Material Handlers Agreement  
January 1 to December 31, 2023**

		MH III - 100%	MH II - 90%	MH I - 80%	Probationary	Student
		Technician III	Technician II	Fixture Washer	Employee	Employee
<b>BASE WAGES</b>		<b>\$24.29</b>	<b>\$21.86</b>	<b>\$19.43</b>	<b>\$16.08</b>	<b>\$16.08</b>
N.E.B.F.	3.00%	0.73	0.66	0.58	0.48	0.48
<sup>1</sup> Cascade Pension	\$0.50	0.50	0.25	0.25		
<sup>2</sup> Health & Welfare	\$9.15	9.15	9.15	9.15		
NLMCC	\$0.01	0.01	0.01	0.01	0.01	0.01
Administrative Maintenance	0.60%	0.15	0.13	0.12	0.10	0.10
<sup>3</sup> N.E.C.A. Dues	0.75%	0.18	0.16	0.15	0.12	0.12
<sup>10</sup> Oregon Paid Sick Leave	3.50%	0.85	0.77	0.68	0.56	0.56
<b>COST PER HOUR</b>		<b>\$35.86</b>	<b>\$32.99</b>	<b>\$30.37</b>	<b>\$17.35</b>	<b>\$17.35</b>
<sup>11</sup> Oregon Paid Leave	0.40%	\$0.10	\$0.09	\$0.08	\$0.06	\$0.06
<sup>4</sup> Social Security	6.20%	1.51	1.36	1.20	1.00	1.00
Medicare	1.45%	0.35	0.32	0.28	0.23	0.23
<sup>5</sup> Workers' Compensation	6.20%	1.51	1.36	1.20	1.00	1.00
Workers' Benefit Fund	0.033	0.033	0.033	0.033	0.033	0.033
<sup>6</sup> State Unemployment	3.90%	0.95	0.85	0.76	0.63	0.63
<sup>7</sup> Federal Unemployment	0.60%	0.15	0.13	0.12	0.10	0.10
<sup>8</sup> Liability Insurance	4.60%	1.12	1.01	0.89	0.74	0.74
<sup>9</sup> Lane Transit District	0.78%	0.19	0.17	0.15	0.13	0.13
<b>TOTAL DIRECT COST</b>		<b>\$41.77</b>	<b>\$38.31</b>	<b>\$35.08</b>	<b>\$21.27</b>	<b>\$21.27</b>

- <sup>1</sup> Probationary and Student Employees are exempt from Cascade Pension contributions.
- <sup>2</sup> Probationary and Student Employees are exempt from Health & Welfare contributions.
- <sup>3</sup> Only Applies to NECA Members
- <sup>4</sup> Maximum Social Security **\$160,200**. No salary maximum for Medicare.
- <sup>5</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>6</sup> Collected on the first **\$50,900.00** of annual gross payroll per employee.
- <sup>7</sup> Collected on the first **\$7,000** of annual gross payroll per employee.
- <sup>8</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>9</sup> Lane County Transit District applicable to all hours worked in the Eugene/Springfield area.
- <sup>10</sup> As of 1.1.2023, Oregon Paid Sick Leave is estimated at 3.5% for all employers with 10 or more employees
- <sup>11</sup> 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 12/31/23**

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 1/9/2023**

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

**WAGE AND FRINGE BENEFITS**  
**LOCAL UNION 280 - IBEW Lighting Maintenance/Material Handlers Agreement**  
**January 1 to December 31, 2023**

**WAGES:**

Material Handler III - 100%	<b>\$24.29</b>
Material Handler II - 90%	<b>\$21.86</b>
Material Handler I - 80%	<b>\$19.43</b>
Probationary Employee	<b>\$16.08</b>
Student Employee	<b>\$16.08</b>

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

<b>PENSIONS</b>	<b>CASCADE</b>	
Material Handler III	<b>\$0.50</b>	
Material Handler II	<b>\$0.25</b>	
Material Handler I	<b>\$0.25</b>	
<sup>1</sup> Probationary Employee	<b>EXEMPT</b>	
<sup>1</sup> Student Employee	<b>EXEMPT</b>	
<b>NEBF</b>	<b>3.00%</b>	x gross payroll
<sup>2</sup> <b>Health &amp; Welfare</b>	<b>\$9.15</b>	
<b>NLMCC</b>	<b>\$0.01</b>	
<b>Union Dues <u>Deduct</u></b>	<b>1.50%</b>	x gross payroll
<b>NECA Dues</b>	<b>0.75%</b>	x gross payroll
<b>Oregon Paid Sick Leave</b>	<b>3.50%</b>	x base wage
<b>Oregon Paid Leave</b>	<b>0.40%</b>	base wage
<b>Admin Maintenance</b>	<b>0.60%</b>	x gross payroll
<b>CASCADE 401(k)</b>	<b>ELECT</b>	
<b>Credit Union</b>	<b>ELECT</b>	

<sup>1</sup> Probationary and Student Employees are exempt from Cascade Pension contributions.

<sup>2</sup> Probationary and Student Employees are exempt from Health & Welfare contributions.

**Revised 1/9/2023**