

**OREGON PACIFIC-CASCADE CHAPTER, N.E.C.A.  
RAW LABOR COSTS STATE OF OREGON  
Local Union #280, I.B.E.W. Inside Agreement  
July 1 to December 31, 2023**

		120%	110%	100%	85%	70%	60%	50%	45%	40%
		GEN FOREMAN	FOREMAN	JRNYMAN	SIXTH	FIFTH	FOURTH	THIRD	SECOND	FIRST
<b>BASE WAGES</b>		<b>\$64.78</b>	<b>\$59.38</b>	<b>\$53.98</b>	<b>\$45.88</b>	<b>\$37.79</b>	<b>\$32.39</b>	<b>\$26.99</b>	<b>\$24.29</b>	<b>\$21.59</b>
N.E.B.F.	3.00%	1.94	1.78	1.62	1.38	1.13	0.97	0.81	0.73	0.65
<sup>1</sup> Cascade Pension	\$4.25	4.25	4.25	4.25	3.61	2.98	2.55	2.13		
<sup>1</sup> District 9 Pension	\$3.29	3.29	3.29	3.29	2.80	2.30	1.97	1.65		
Family Health Care	\$10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25
Apprenticeship & Training	2.40%	1.30	1.30	1.30	1.30	1.30	1.30	1.30		
LMCC	\$0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
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%	0.39	0.36	0.32	0.28	0.23	0.19	0.16	0.15	0.13
<sup>2</sup> N.E.C.A. Dues	0.75%	0.49	0.45	0.40	0.34	0.28	0.24	0.20	0.18	0.16
<sup>9</sup> Oregon Paid Sick Leave	3.50%	2.27	2.08	1.89	1.61	1.32	1.13	0.94	0.85	0.76
<b>COST PER HOUR</b>		<b>\$89.07</b>	<b>\$83.25</b>	<b>\$77.41</b>	<b>\$67.56</b>	<b>\$57.69</b>	<b>\$51.10</b>	<b>\$44.54</b>	<b>\$36.56</b>	<b>\$33.65</b>
<sup>10</sup> Oregon Paid Leave	0.40%	\$0.26	\$0.24	\$0.22	\$0.18	\$0.15	\$0.13	\$0.11	\$0.10	\$0.09
<sup>3</sup> Social Security	6.20%	4.02	3.68	3.35	2.84	2.34	2.01	1.67	1.51	1.34
Medicare	1.45%	0.94	0.86	0.78	0.67	0.55	0.47	0.39	0.35	0.31
<sup>4</sup> Workers' Compensation	6.20%	4.02	3.68	3.35	2.84	2.34	2.01	1.67	1.51	1.34
Workers' Benefit Fund	\$0.033	0.033	0.033	0.033	0.033	0.033	0.033	0.033	0.033	0.033
<sup>5</sup> State Unemployment	3.90%	2.53	2.32	2.11	1.79	1.47	1.26	1.05	0.95	0.84
<sup>6</sup> Federal Unemployment	0.60%	0.39	0.36	0.32	0.28	0.23	0.19	0.16	0.15	0.13
<sup>7</sup> Liability Insurance	4.60%	2.98	2.73	2.48	2.11	1.74	1.49	1.24	1.12	0.99
<sup>8</sup> Lane Transit District	0.78%	0.51	0.46	0.42	0.36	0.29	0.25	0.21	0.19	0.17
<b>TOTAL DIRECT COST</b>		<b>\$104.75</b>	<b>\$97.61</b>	<b>\$90.47</b>	<b>\$78.66</b>	<b>\$66.83</b>	<b>\$58.94</b>	<b>\$51.07</b>	<b>\$42.47</b>	<b>\$38.89</b>

- <sup>1</sup> Cascade Pension and District 9 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> Maximum Social Security **\$160,200**. No salary maximum for Medicare.
- <sup>4</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>5</sup> Collected on the first **\$50,900.00** of annual gross payroll per employee.
- <sup>6</sup> Collected on the first **\$7,000** of annual gross payroll per employee.
- <sup>7</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>8</sup> Lane County Transit District applicable to all hours worked in the Eugene/Springfield area.
- <sup>9</sup> As of 1.1.2023, Oregon Paid Sick Leave is estimated at 3.5% for all employers with 10 or more employees
- <sup>10</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 12/31/2025**

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 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 12/07/2022**

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

**WAGE AND FRINGE BENEFITS**  
**LOCAL UNION 280 - IBEW Inside Agreement**  
**July 1 to December 31, 2023**

**WAGES:**

Journeyman	<b>\$53.98</b>
Foreman	<b>\$59.38</b>
General Foreman	<b>\$64.78</b>
<u>Apprentices</u>	
6th period - 85%	<b>\$45.88</b>
5th period - 70%	<b>\$37.79</b>
4th period - 60%	<b>\$32.39</b>
3rd period - 50%	<b>\$26.99</b>
2nd period - 45%	<b>\$24.29</b>
1st period - 40%	<b>\$21.59</b>

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

<b><u>Pensions:</u></b>	<b><u>CASCADE</u></b>		<b><u>DISTRICT 9</u></b>	
Journeyman	\$4.25		\$3.29	
Foreman	\$4.25		\$3.29	
General Foreman	\$4.25		\$3.29	
<sup>1</sup> 6th Period - 85%	\$3.61		\$2.80	
<sup>1</sup> 5th Period - 70%	\$2.98		\$2.30	
<sup>1</sup> 4th Period - 60%	\$2.55		\$1.97	
<sup>1</sup> 3rd Period - 50%	\$2.13		\$1.65	
<sup>1</sup> 2nd Period	EXEMPT		EXEMPT	
<sup>1</sup> 1st Period	EXEMPT		EXEMPT	
<b>NEBF</b>	3.00%			x gross payroll
<b>Family Health Care</b>	<b>\$10.25</b>			
<b>Apprenticeship &amp; Training</b>				
<sup>2</sup> <b>All Classifications</b>	<b>2.40%</b>			x gross payroll
except 1st & 2nd period apprentice				
<b>LMCC</b>	\$0.10			
<b>NLMCC</b>	\$0.01			
<b>NECA Dues</b>	0.75%			x gross payroll
<b>Oregon Paid Sick Leave</b>	3.50%	x	<b>Base Wage</b>	
<b>Oregon Paid Leave</b>	0.40%		base wage	
<b>Union Dues <u>Deduct</u></b>	1.50%			x gross payroll
<b>Union Dues <u>Deduct</u></b>	0.75%			x gross payroll
<b>Working Dues <u>Deduct</u></b>	\$1.00			GF, F, JW, 6th, 5th and 4th period 3rd, 2nd, and 1st period Apprentice
<b>Public Service <u>Deduct</u></b>	\$0.05			GF, F and JW only
<b>Cope <u>Deduct</u></b>	\$0.05			
<b>Admin Maintenance</b>	0.60%			x gross payroll
<b>CASCADE 401(k)</b>	ELECT			
<b>Credit Union</b>	ELECT			

<sup>1</sup> Cascade Pension and District 9 contributions for apprentices are equal to their % of Journeymen rate. **1<sup>st</sup> and 2<sup>nd</sup> period apprentices are exempt.**

<sup>2</sup> Exempt from Apprenticeship & Training contributions are **1st and 2nd period apprentices.**