

OREGON PACIFIC-CASCADE CHAPTER, N.E.C.A.
RAW LABOR COSTS STATE OF OREGON
LOCAL UNION 280 - IBEW S & C Agreement PWR Region 3 (BOLI Rate 1/1/2023)
January 1 to December 31, 2023

		120%	110%	100%	85%	75%	70%	65%	60%	55%
		GEN FOREMAN	FOREMAN	COMM & SYS TECH	SIXTH	FIFTH	FOURTH	THIRD	SECOND	FIRST
BASE WAGES		\$57.19	\$52.43	47.66	\$40.51	\$35.75	\$33.36	\$30.98	\$28.60	\$26.21
N.E.B.F.	3.00%	1.72	1.57	1.43	1.22	1.07	1.00	0.93	0.86	0.79
Cascade Pension	\$5.34	5.34	5.34	5.34	5.34	5.34	5.34	5.34	5.34	5.34
District 9 Pension	\$4.40	4.40	4.40	4.40	4.40	4.40	4.40	4.40	4.40	4.40
Health & Welfare	\$10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25	10.25
Apprenticeship & Training	2.00%	0.95	0.95	0.95	0.95	0.95	0.95	0.95	0.95	0.95
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%	0.34	0.31	0.29	0.24	0.21	0.20	0.19	0.17	0.16
N.E.C.A. Dues	0.75%	0.43	0.39	0.36	0.30	0.27	0.25	0.23	0.21	0.20
Oregon Paid Sick Leave	3.50%	2.00	1.84	1.67	1.42	1.25	1.17	1.08	1.00	0.92
COST PER HOUR		\$82.73	\$77.59	\$72.46	\$64.74	\$59.60	\$57.03	\$54.46	\$51.89	\$49.33
Oregon Paid Leave	0.40%	0.23	0.21	0.19	0.16	0.14	0.13	0.12	0.11	0.10
Social Security	6.20%	3.55	3.25	2.95	2.51	2.22	2.07	1.92	1.77	1.63
Medicare	1.45%	0.83	0.76	0.69	0.59	0.52	0.48	0.45	0.41	0.38
Workers' Compensation	6.20%	3.55	3.25	2.95	2.51	2.22	2.07	1.92	1.77	1.63
Workers' Benefit Fund	\$0.033	\$0.033	\$0.033	\$0.033	\$0.033	\$0.033	\$0.033	\$0.033	\$0.033	\$0.033
State Unemployment	3.90%	2.23	2.04	1.86	1.58	1.39	1.30	1.21	1.12	1.02
Federal Unemployment	0.60%	0.34	0.31	0.29	0.24	0.21	0.20	0.19	0.17	0.16
Liability Insurance	4.60%	2.63	2.41	2.19	1.86	1.64	1.53	1.43	1.32	1.21
Lane Transit District	0.74%	0.42	0.39	0.35	0.30	0.26	0.25	0.23	0.21	0.19
TOTAL DIRECT COST		\$96.54	\$90.24	\$83.96	\$74.52	\$68.23	\$65.09	\$61.96	\$58.80	\$55.68

¹ Only applies to NECA Members.

² Maximum Social Security \$132,900. 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 \$40,600 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 12/9/2022

LU280 apprenticeship is the Central Electrical JATC - MA# 3001

WAGE AND FRINGE BENEFITS
LOCAL UNION 280 - IBEW S & C Agreement PWR Region 3 (BOLI Rate 1/1/2023)
January 1 to December 31, 2023

WAGES:

Comm. & System Tech - 100%	\$47.66
Foreman - 110%	\$52.43
General Foreman - 120%	\$57.19
Apprentices	
6th period - 85% (5001-6000 Hrs)	\$40.51
5th period - 75% (4001-5000 Hrs)	\$35.75
4th period - 70% (3001-4000 Hrs)	\$33.36
3rd period - 65% (2001-3000 Hrs)	\$30.98
2nd period - 60% (1001-2000 Hrs)	\$28.60
1st period - 55% (0-1000 Hrs)	\$26.21

FRINGES: (per work hour unless otherwise noted)

Cascade Pension

Comm. & System Tech	\$5.34
Foreman	\$5.34
General Foreman	\$5.34
All Apprentices	\$5.34

District 9 Pension

Comm. & System Tech	\$4.40
Foreman	\$4.40
General Foreman	\$4.40
All Apprentices	\$4.40

NEBF

3.00% x gross payroll

Health & Welfare

\$10.25

Apprenticeship & Training

2.00% x gross payroll

LMCC

\$0.10

NLMCC

\$0.01

* **NECA Dues**

0.75% x gross payroll

Oregon Paid Sick Leave

3.50% x base wage

Oregon Paid Leave

0.40% x base wage

Union Dues Deduct

1.50% x gross payroll

Comm. Tech, Foreman, 5th, 6th Period App.

Union Dues Deduct

0.75% x gross payroll

1st, 2nd, 3rd & 4th Period App.

Public Service Deduct

\$0.05

COPE Deduct

\$0.05

Admin Maintenance

0.60% x gross payroll

CASCADE 401(k)

ELECT

Credit Union

ELECT

* Applies to NECA members only

Revised 12/9/2022