

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

		110%	100%	85%	75%	70%	65%	60%	55%
		Foreman	Comm. & System Tech.	SIXTH	FIFTH	FOURTH	THIRD	SECOND	FIRST
<b>BASE WAGES</b>		<b>\$45.29</b>	<b>\$41.17</b>	<b>\$34.99</b>	<b>\$30.88</b>	<b>\$28.82</b>	<b>\$26.76</b>	<b>\$24.70</b>	<b>\$22.64</b>
N.E.B.F.	3.00%	1.36	1.24	1.05	0.93	0.86	0.80	0.74	0.68
Cascade Pension	\$9.46	9.46	9.46	9.46	9.46	9.46	9.46	9.46	9.46
Health & Welfare	\$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
LMCC	\$0.06	0.06	0.06	0.06	0.06	0.06	0.06	0.06	0.06
NLMCC	\$0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Admin Maintenance	0.60%	0.27	0.25	0.21	0.19	0.17	0.16	0.15	0.14
<sup>1</sup> N.E.C.A. Dues	0.75%	0.34	0.31	0.26	0.23	0.22	0.20	0.19	0.17
<sup>9</sup> Oregon Paid Sick Leave	4.00%	1.81	1.65	1.40	1.24	1.15	1.07	0.99	0.91
<b>COST PER HOUR</b>		<b>\$69.85</b>	<b>\$65.40</b>	<b>\$58.69</b>	<b>\$54.25</b>	<b>\$52.00</b>	<b>\$49.77</b>	<b>\$47.55</b>	<b>\$45.32</b>
<sup>10</sup> Oregon Paid Leave	0.40%	0.18	0.16	0.14	0.12	0.12	0.11	0.10	0.09
<sup>2</sup> Social Security	6.20%	2.81	2.55	2.17	1.91	1.79	1.66	1.53	1.40
Medicare	1.45%	0.66	0.60	0.51	0.45	0.42	0.39	0.36	0.33
<sup>3</sup> Workers' Compensation	6.20%	2.81	2.55	2.17	1.91	1.79	1.66	1.53	1.40
Workers' Benefit Fund	0.033	0.033	0.033	0.033	0.033	0.033	0.033	0.033	0.033
<sup>4</sup> State Unemployment	3.90%	1.77	1.61	1.36	1.20	1.12	1.04	0.96	0.88
<sup>5</sup> Federal Unemployment	0.60%	0.27	0.25	0.21	0.19	0.17	0.16	0.15	0.14
<sup>6</sup> Liability Insurance	4.60%	2.08	1.89	1.61	1.42	1.33	1.23	1.14	1.04
<b>TOTAL DIRECT COST</b>		<b>\$80.46</b>	<b>\$75.04</b>	<b>\$66.89</b>	<b>\$61.48</b>	<b>\$58.77</b>	<b>\$56.05</b>	<b>\$53.35</b>	<b>\$50.63</b>

- <sup>1</sup> Only applies to NECA Members.
- <sup>2</sup> Maximum Social Security **\$160,200**. No salary maximum for Medicare.
- <sup>3</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>4</sup> Collected on the first **\$50,900.00** of annual gross payroll per employee.
- <sup>5</sup> Collected on the first **\$7,000** of annual gross payroll per employee.
- <sup>6</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 bus.  
**H&W 50/50 split on any additional increases.**
- <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 12/31/2026**

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 Sound and Communications Agreement**  
**July 1 to December 31, 2024**

**WAGES:**

Comm & Systems Tech	\$	41.17
Foreman	\$	45.29

**APPRENTICES:**

1st period - 55% (0-1000 Hrs)	\$	22.64
2nd period - 60% (1001-2000 Hrs)	\$	24.70
3rd period - 65% (2001-3000 Hrs)	\$	26.76
4th period - 70% (3001-4000 Hrs)	\$	28.82
5th period - 75% (4001-5000 Hrs)	\$	30.88
6th period - 85% (5001-6000 Hrs)	\$	34.99

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

**PENSIONS**

Comm & Systems Tech	\$	9.46
Foreman	\$	9.46
Apprentices All	\$	9.46

**CASCADE**

NEBF		3.00% x gross payroll
Health & Welfare	\$	10.25
Apprenticeship & Training		
All Classifications	\$	1.00
LMCC	\$	0.06
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
<sup>1</sup> Union Dues <u>Deduct</u>		5.00% x gross payroll
Political Assessment	\$	0.10
<u>Deduct</u>		
Vacation ( <u>Voluntary</u> )		
CASCADE 401(k)	ELECT	

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<sup>1</sup> Union Dues deduction of 5% of the total gross payroll for all bargaining unit employees, except 1st & 2nd period apprentices whom were indentured into the apprenticeship program before 1/3/03.

**Revised 12/14/2023**