

**OREGON PACIFIC-CASCADE CHAPTER, N.E.C.A.
RAW LABOR COSTS STATE OF OREGON
LU #280, I.B.E.W. Inside Agreement Article 3.8 PWR Region 3 (BOLI Rate 1/1/2023)
January 1 to December 31, 2023**

		120%	110%	100%	85%	70%	60%	50%	45%	40%
		GEN FOREMAN	FOREMAN	JRNYMAN	SIXTH	FIFTH	FOURTH	THIRD	SECOND	FIRST
BASE WAGES		\$68.82	\$63.09	\$57.35	\$48.75	\$40.15	\$34.41	\$28.68	\$25.81	\$22.94
N.E.B.F.	3.00%	2.06	1.89	1.72	1.46	1.20	1.03	0.86	0.77	0.69
Cascade Pension	\$9.24	9.24	9.24	9.24	7.85	6.47	5.54	4.62		
¹ District 9 Pension	\$6.25	6.25	6.25	6.25	5.31	4.38	3.75	3.13		
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%	1.38	1.38	1.38	1.38	1.38	1.38	1.38		
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%	0.41	0.38	0.34	0.29	0.24	0.21	0.17	0.15	0.14
² N.E.C.A. Dues	0.75%	0.52	0.47	0.43	0.37	0.30	0.26	0.22	0.19	0.17
⁹ Oregon Paid Sick Leave	3.50%	2.41	2.21	2.01	1.71	1.41	1.20	1.00	0.90	0.80
COST PER HOUR		\$101.45	\$95.27	\$89.08	\$77.48	\$65.89	\$58.14	\$50.42	\$38.18	\$35.10
¹⁰ Oregon Paid Leave	0.40%	0.28	0.25	0.23	0.20	0.16	0.14	0.11	0.10	0.09
³ Social Security	6.20%	4.27	3.91	3.56	3.02	2.49	2.13	1.78	1.60	1.42
Medicare	1.45%	1.00	0.91	0.83	0.71	0.58	0.50	0.42	0.37	0.33
⁴ Workers' Compensation	6.20%	4.27	3.91	3.56	3.02	2.49	2.13	1.78	1.60	1.42
Workers' Benefit Fund	\$0.033	0.033	0.033	0.033	0.033	0.033	0.033	0.033	0.033	0.033
⁵ State Unemployment	3.90%	2.68	2.46	2.24	1.90	1.57	1.34	1.12	1.01	0.89
⁶ Federal Unemployment	0.60%	0.41	0.38	0.34	0.29	0.24	0.21	0.17	0.15	0.14
⁷ Liability Insurance	4.60%	3.17	2.90	2.64	2.24	1.85	1.58	1.32	1.19	1.06
⁸ Lane Transit District	0.74%	0.51	0.47	0.42	0.36	0.30	0.25	0.21	0.19	0.17
TOTAL DIRECT COST		\$118.07	\$110.49	\$102.93	\$89.25	\$75.60	\$66.45	\$57.36	\$44.42	\$40.65

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

² Only applies to NECA Members.

³ Maximum Social Security \$132,900. No salary maximum for Medicare.

⁴ 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.

⁵ Collected on the first \$40,600 of annual gross payroll per employee.

⁶ Collected on the first \$7,000 of annual gross payroll per employee.

⁷ 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.

⁸ Lane County Transit District applicable to all hours worked in the Eugene/Springfield area.

⁹ As of 1.1.2023, Oregon Paid Sick Leave is estimated at 3.5% for all employers with 10 or more employees

¹⁰ 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 12/13/2023

LU280 apprenticeship is the Central Electrical JATC - MA# 3001

WAGE AND FRINGE BENEFITS
LU #280, I.B.E.W. Inside Agreement Article 3.8 PWR Region 3 (BOLI Rate 1/1/2023)
January 1 to December 31, 2023

WAGES:

Journeyman	\$57.35
Foreman	\$63.09
General Foreman	\$68.82
Apprentices	
6th period - 85%	\$48.75
5th period - 70%	\$40.15
4th period - 60%	\$34.41
3rd period - 50%	\$28.68
2nd period - 45%	\$25.81
1st period - 40%	\$22.94

FRINGES: (per work hour unless otherwise noted)

Pensions:	CASCADE		DISTRICT 9	
Journeyman	\$9.24		\$6.25	
Foreman	\$9.24		\$6.25	
General Foreman	\$9.24		\$6.25	
¹ 6th Period - 85%	\$7.85		\$5.31	
¹ 5th Period - 70%	\$6.47		\$4.38	
¹ 4th Period - 60%	\$5.54		\$3.75	
¹ 3rd Period - 50%	\$4.62		\$3.13	
¹ 2nd Period	EXEMPT		EXEMPT	
¹ 1st Period	EXEMPT		EXEMPT	
NEBF	3.00%		x gross payroll	
Family Health Care	\$10.25			
Apprenticeship & Training				
² All Classifications	2.40%		x gross payroll	
except 1st & 2nd period apprentice				
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%		base wage	
Union Dues Deduct	1.50%		x gross payroll	GF, F, JW, 6th, 5th and 4th period
Union Dues Deduct	0.75%		x gross payroll	3rd, 2nd, and 1st period Apprentice
Working Dues Deduct	\$1.00			GF, F and JW only
Public Service Deduct	\$0.05			
Cope Deduct	\$0.05			
Admin Maintenance	0.60%		x gross payroll	
CASCADE 401(k)	ELECT			
Credit Union	ELECT			

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

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