

**OREGON PACIFIC-CASCADE CHAPTER, N.E.C.A.**  
**RAW LABOR COSTS STATE OF OREGON**  
**Local Union #659, I.B.E.W. Material Handler/Lighting Maintenance Agreement**  
**July 1 to December 31, 2024**

		(4001 + hours)	(2001-4000 hours)	(1001-2000 hours)	(0-1000 hours)
		MH III/Tech III - 100%	MH II/Tech II - 90%	MH I/FW - 80%	Prob Employee - 70%
<b>BASE WAGES</b>		\$22.38	\$20.14	\$17.90	\$15.67
N.E.B.F.	3.00%	0.67	0.60	0.54	0.47
<sup>1</sup> Cascade Pension	\$0.50	0.50	0.25	0.25	
Health & Welfare	\$9.15	9.15	9.15	9.15	9.15
NLMCC	\$0.01	0.01	0.01	0.01	0.01
Admin Maintenance	0.60%	0.13	0.12	0.11	0.09
<sup>2</sup> N.E.C.A. Dues	0.75%	0.17	0.15	0.13	0.12
<sup>8</sup> Oregon Paid Sick Leave	4.00%	0.90	0.81	0.72	0.63
<b>COST PER HOUR</b>		<b>\$33.91</b>	<b>\$31.23</b>	<b>\$28.81</b>	<b>\$26.14</b>
<sup>9</sup> Oregon Paid Leave	0.40%	\$0.09	\$0.08	\$0.07	\$0.06
<sup>3</sup> Social Security	6.20%	1.39	1.25	1.11	0.97
Medicare	1.45%	0.32	0.29	0.26	0.23
<sup>4</sup> Workers' Compensation	6.20%	1.39	1.25	1.11	0.97
Workers' Benefit Fund	\$0.033	0.033	0.033	0.033	0.033
<sup>5</sup> State Unemployment	3.90%	0.87	0.79	0.70	0.61
<sup>6</sup> Federal Unemployment	0.60%	0.13	0.12	0.11	0.09
<sup>7</sup> Liability Insurance	4.60%	1.03	0.93	0.82	0.72
<b>TOTAL DIRECT COST</b>		<b>\$39.16</b>	<b>\$35.97</b>	<b>\$33.02</b>	<b>\$29.82</b>

<sup>1</sup> Cascade Pension contributions for MH/Tech III will be \$0.50 per hour worked, MH /Tech I & II will be \$0.25 per hour worked. **Probationary employees 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 bus.

**Basic Union Dues = \$45.50**

<sup>8</sup> As of 1.1.2023, Oregon Paid Sick Leave is estimated at 3.5% for all employers with 10 or more employees

<sup>9</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 LU 659. However, please be advised that some of the costs reflected are contractor specific and must be taken into account during the bidding process.

**Revised 5/3/2024**

**LU659 apprenticeship is the Crater Lake JATC - MA# 5001**

**WAGE AND FRINGE BENEFITS**  
**LOCAL UNION 659 - IBEW Material Handler/Lighting Maintenance**  
**July 1 to December 31, 2024**

**WAGES:**

MH III or Tech III (4,001+ hours)	\$22.38
MH II or Tech II (2,001-4,000 hours)	\$20.14
MH I or Fixture Washer (1,001-2,000 hours)	\$17.90
Probationary Employee (0-1,000 hours)	\$15.67

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

<b>Cascade Pension</b>	
MH III or Tech III	\$0.50
MH II or Tech II	\$0.25
MH I or Fixture Washer	\$0.25
Probationary Employee	EXEMPT
<b>NEBF</b>	3.00% x gross payroll
<b>Health &amp; Welfare</b>	\$9.15
<b>NLMCC</b>	\$0.01
* <b>NECA Dues</b>	0.75% x gross payroll
<b>Oregon Paid Sick Leave</b>	4.00% x base wage
<b>Oregon Paid Leave</b>	0.40% base wage
<b>Union Dues <u>Deduct</u></b>	1.00% x gross payroll
<b>Union Dues <u>Deduct</u></b>	1.75% x gross payroll
<b>Basic Union Dues <u>Deduct</u></b>	<b>\$45.50</b> Voluntary agreement between the
<b>Admin Maintenance</b>	0.60% x gross payroll
<b>CASCADE 401(k)</b>	ELECT

---

\* Applies to NECA members only.

**Revised 5/3/2024**

## ce Agreement

For hourly wage of \$15.00 or less.

For hourly wage of \$15.01 or more.

contractor and employees.

---