

**OREGON PACIFIC-CASCADE CHAPTER, N.E.C.A.  
RAW LABOR COSTS STATE OF OREGON  
Local Union #280, I.B.E.W. Sound & Communications Agreement  
August 1 to December 31, 2024**

		120%	110%	100%	85%	75%	70%	65%	60%	55%
		GEN FOREMAN	FOREMAN	COMM & SYS TECH	SIXTH	FIFTH	FOURTH	THIRD	SECOND	FIRST
<b>BASE WAGES</b>		<b>\$49.21</b>	<b>\$45.11</b>	<b>41.01</b>	<b>\$34.86</b>	<b>\$30.76</b>	<b>\$28.71</b>	<b>\$26.66</b>	<b>\$24.61</b>	<b>\$22.56</b>
N.E.B.F.	3.00%	1.48	1.35	1.23	1.05	0.92	0.86	0.80	0.74	0.68
Cascade Pension	\$2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70
District 9 Pension	\$3.75	3.75	3.75	3.75	3.75	3.75	3.75	3.75	3.75	3.75
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%	0.82	0.82	0.82	0.82	0.82	0.82	0.82	0.82	0.82
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%	0.30	0.27	0.25	0.21	0.18	0.17	0.16	0.15	0.14
<sup>1</sup> N.E.C.A. Dues	0.75%	0.37	0.34	0.31	0.26	0.23	0.22	0.20	0.18	0.17
<sup>8</sup> Oregon Paid Sick Leave	4.00%	1.97	1.80	1.64	1.39	1.23	1.15	1.07	0.98	0.90
<b>COST PER HOUR</b>		<b>\$70.96</b>	<b>\$66.50</b>	<b>\$62.07</b>	<b>\$55.40</b>	<b>\$50.95</b>	<b>\$48.74</b>	<b>\$46.52</b>	<b>\$44.29</b>	<b>\$42.08</b>
<sup>9</sup> Oregon Paid Leave	0.40%	0.20	0.18	0.16	0.14	0.12	0.11	0.11	0.10	0.09
<sup>2</sup> Social Security	6.20%	3.05	2.80	2.54	2.16	1.91	1.78	1.65	1.53	1.40
Medicare	1.45%	0.71	0.65	0.59	0.51	0.45	0.42	0.39	0.36	0.33
<sup>3</sup> Workers' Compensation	6.20%	3.05	2.80	2.54	2.16	1.91	1.78	1.65	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	\$0.033
<sup>4</sup> State Unemployment	3.90%	1.92	1.76	1.60	1.36	1.20	1.12	1.04	0.96	0.88
<sup>5</sup> Federal Unemployment	0.60%	0.30	0.27	0.25	0.21	0.18	0.17	0.16	0.15	0.14
<sup>6</sup> Liability Insurance	4.60%	2.26	2.08	1.89	1.60	1.41	1.32	1.23	1.13	1.04
<sup>7</sup> Lane Transit District	0.78%	0.38	0.35	0.32	0.27	0.24	0.22	0.21	0.19	0.18
<b>TOTAL DIRECT COST</b>		<b>\$82.86</b>	<b>\$77.42</b>	<b>\$71.99</b>	<b>\$63.84</b>	<b>\$58.40</b>	<b>\$55.69</b>	<b>\$52.99</b>	<b>\$50.27</b>	<b>\$47.57</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 business.

<sup>7</sup> Lane County Transit District applicable to all hours worked in the Eugene/Springfield area.

<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 12/31/2024**

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 11/13/2023**

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

**WAGE & FRINGE BENEFITS**  
**LOCAL UNION 280 - IBEW SOUND & COMMUNICATION AGREEMENT**  
**August 1 to December 31, 2024**

**WAGES:**

Comm. & System Tech - 100%	\$41.01
Foreman - 110%	\$45.11
General Foreman - 120%	\$49.21
<u>Apprentices</u>	
6th period - 85% (5001-6000 Hrs)	\$34.86
5th period - 75% (4001-5000 Hrs)	\$30.76
4th period - 70% (3001-4000 Hrs)	\$28.71
3rd period - 65% (2001-3000 Hrs)	\$26.66
2nd period - 60% (1001-2000 Hrs)	\$24.61
1st period - 55% (0-1000 Hrs)	\$22.56

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

<b>Cascade Pension</b>	
Comm. & System Tech	\$2.70
Foreman	\$2.70
General Foreman	\$2.70
All Apprentices	\$2.70
<b>District 9 Pension</b>	
Comm. & System Tech	\$3.75
Foreman	\$3.75
General Foreman	\$3.75
All Apprentices	\$3.75
<b>NEBF</b>	3.00% x gross payroll
<b>Health &amp; Welfare</b>	\$10.25
<b>Apprenticeship &amp; Training</b>	2.00% x gross payroll
<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>	4.00% x base wage
<b>Oregon Paid Leave</b>	0.40% base wage
<b>Union Dues <u>Deduct</u></b>	1.50% x gross payroll Comm. Tech, Foreman, 5th, 6th Period App.
<b>Union Dues <u>Deduct</u></b>	0.75% x gross payroll 1st, 2nd, 3rd & 4th Period App.
<b>Public Service <u>Deduct</u></b>	\$0.05
<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

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\* Applies to NECA members only  
**Revised 11/13/2023**