

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, 2025

		(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%
BASE WAGES		\$22.84	\$20.56	\$18.27	\$15.99
N.E.B.F.	3.00%	0.69	0.62	0.55	0.48
¹ Cascade Pension	\$0.50	0.50	0.25	0.25	
Health & Welfare	\$9.40	9.40	9.40	9.40	9.40
NLMCC	\$0.01	0.01	0.01	0.01	0.01
Admin Maintenance	0.60%	0.14	0.12	0.11	0.10
² N.E.C.A. Dues	0.75%	0.17	0.15	0.14	0.12
³ Oregon Paid Sick Leave	3.50%	0.80	0.72	0.64	0.56
COST PER HOUR		\$34.55	\$31.83	\$29.37	\$26.66
⁴ Oregon Paid Leave	0.40%	\$0.09	\$0.08	\$0.07	\$0.06
⁵ Social Security	6.20%	1.42	1.27	1.13	0.99
Medicare	1.45%	0.33	0.30	0.26	0.23
⁶ Workers' Compensation	6.20%	1.42	1.27	1.13	0.99
Workers' Benefit Fund	0.02	0.02	0.02	0.02	0.02
⁷ State Unemployment	2.40%	0.55	0.49	0.44	0.38
⁸ Federal Unemployment	0.60%	0.14	0.12	0.11	0.10
⁹ Liability Insurance	4.60%	1.05	0.95	0.84	0.74
TOTAL DIRECT COST		\$39.57	\$36.33	\$33.37	\$30.17

¹ 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.**

² Only applies to NECA Members.

³ As of 1.1.2023, Oregon Paid Sick Leave is estimated at 3.5% for all employers with 10 or more employees

⁴ As of 1.1.2025, Employer pay 40% of the contribution rate (1%) of gross wages capped at **\$176,100** required for employers with 25 or more employees

⁵ Maximum Social Security **\$176,100**. No salary maximum for Medicare.

⁶ 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.

⁷ Collected on the first **\$54,300** of annual gross payroll per employee.

⁸ Collected on the first **\$7,000** of annual gross payroll per employee.

⁹ 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 = \$48.50

Agreement expires 12/31/2025

The Oregon Pacific-Cascade Chapter, NECA strives to ensure that the data included 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 11/14/2024

LU659 apprenticeship is the Crater Lake JATC - MA# 5001

WAGE AND FRINGE BENEFITS
LOCAL UNION 659 - IBEW Material Handler/Lighting Maintenance Agreement
July 1 to December 31, 2025

WAGES:

MH III or Tech III (4,001+ hours)	\$22.84
MH II or Tech II (2,001-4,000 hours)	\$20.56
MH I or Fixture Washer (1,001-2,000 hours)	\$18.27
Probationary Employee (0-1,000 hours)	\$15.99

FRINGES: (per work hour unless otherwise noted)

Cascade Pension		
MH III or Tech III	\$0.50	
MH II or Tech II	\$0.25	
MH I or Fixture Washer	\$0.25	
Probationary Employee	EXEMPT	
NEBF		
	3.00%	x gross payroll
Health & Welfare		
	\$9.40	
NLMCC		
	\$0.01	
² 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 <u>Deduct</u>	1.00%	x gross payroll For hourly wage of \$15.00 or less.
Union Dues <u>Deduct</u>	1.75%	x gross payroll For hourly wage of \$15.01 or more.
Basic Union Dues <u>Deduct</u>	\$48.50	Voluntary agreement between the contractor and employees.
Admin Maintenance		
	0.60%	x gross payroll
CASCADE 401(k)		
	ELECT	

² Applies to NECA members only.

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