

OREGON PACIFIC-CASCADE CHAPTER, N.E.C.A.
RAW LABOR COSTS STATE OF OREGON
Local Union #280, I.B.E.W. Sound & Communications Agreement
January 1 to December 31, 2025

		120%	110%	100%	85%	75%	70%	65%	60%	55%
		GEN FOREMAN	FOREMAN	COMM & SYS TECH	SIXTH	FIFTH	FOURTH	THIRD	SECOND	FIRST
BASE WAGES		51.58	\$47.28	42.98	\$36.53	\$32.24	\$30.09	\$27.94	\$25.79	\$23.64
N.E.B.F.	3.00%	1.55	1.42	1.29	1.10	0.97	0.90	0.84	0.77	0.71
Cascade Pension	\$2.85	\$2.85	2.85	2.85	2.85	2.85	2.85	2.85	2.85	2.85
District 9 Pension	\$3.90	\$3.90	3.90	3.90	3.90	3.90	3.90	3.90	3.90	3.90
Health & Welfare	\$10.50	\$10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50
Apprenticeship & Training	2.00%	0.86	0.86	0.86	0.86	0.86	0.86	0.86	0.86	0.86
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%	0.31	0.28	0.26	0.22	0.19	0.18	0.17	0.15	0.14
¹ N.E.C.A. Dues	0.75%	0.39	0.35	0.32	0.27	0.24	0.23	0.21	0.19	0.18
² Oregon Paid Sick Leave	3.50%	1.81	1.65	1.50	1.28	1.13	1.05	0.98	0.90	0.83
COST PER HOUR		73.86	\$69.20	\$64.57	\$57.62	\$52.99	\$50.67	\$48.36	\$46.02	\$43.72
³ Oregon Paid Leave	0.40%	0.21	0.19	0.17	0.15	0.13	0.12	0.11	0.10	0.09
⁴ Social Security	6.20%	3.20	2.93	2.66	2.26	2.00	1.87	1.73	1.60	1.47
Medicare	1.45%	0.75	0.69	0.62	0.53	0.47	0.44	0.41	0.37	0.34
⁵ Workers' Compensation	6.20%	3.20	2.93	2.66	2.26	2.00	1.87	1.73	1.60	1.47
Workers' Benefit Fund	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
⁶ State Unemployment	2.40%	1.24	1.13	1.03	0.88	0.77	0.72	0.67	0.62	0.57
⁷ Federal Unemployment	0.60%	0.31	0.28	0.26	0.22	0.19	0.18	0.17	0.15	0.14
⁸ Liability Insurance	4.60%	2.37	2.17	1.98	1.68	1.48	1.38	1.29	1.19	1.09
⁹ Lane Transit District	0.80%	0.41	0.38	0.34	0.29	0.26	0.24	0.22	0.21	0.19
TOTAL DIRECT COST		85.57	\$79.92	\$74.31	\$65.91	\$60.31	\$57.51	\$54.71	\$51.88	\$49.10

- ¹ Only applies to NECA Members.
- ² As of 1.1.2023, Oregon Paid Sick Leave is estimated at 3.5% for all employers with 10 or more employees
- ³ 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
- ⁴ Maximum Social Security **\$176,100**. No salary maximum for Medicare.
- ⁵ 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.
- ⁶ Collected on the first **\$54,300** of annual gross payroll per employee.
- ⁷ Collected on the first **\$7,000** of annual gross payroll per employee.
- ⁸ 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.
- ⁹ Lane County Transit District applicable to all hours worked in the Eugene/Springfield area.

Agreement Expires 12/31/2027

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 11/21/2024

LU280 apprenticeship is the Central Electrical JATC - MA# 3001

WAGE & FRINGE BENEFITS
LOCAL UNION 280 - IBEW SOUND & COMMUNICATION AGREEMENT
January 1 to December 31, 2025

WAGES:

Comm. & System Tech - 100%	\$42.98
Foreman - 110%	\$47.28
General Foreman - 120%	\$51.58
<u>Apprentices</u>	
6th period - 85% (5001-6000 Hrs)	\$36.53
5th period - 75% (4001-5000 Hrs)	\$32.24
4th period - 70% (3001-4000 Hrs)	\$30.09
3rd period - 65% (2001-3000 Hrs)	\$27.94
2nd period - 60% (1001-2000 Hrs)	\$25.79
1st period - 55% (0-1000 Hrs)	\$23.64

FRINGES: (per work hour unless otherwise noted)

Cascade Pension	
Comm. & System Tech	\$2.85
Foreman	\$2.85
General Foreman	\$2.85
All Apprentices	\$2.85
District 9 Pension	
Comm. & System Tech	\$3.90
Foreman	\$3.90
General Foreman	\$3.90
All Apprentices	\$3.90
NEBF	3.00% x gross payroll
Health & Welfare	\$10.50
Apprenticeship & Training	2.00% x gross payroll
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% x base wage
Union Dues <u>Deduct</u>	1.50% x gross payroll Comm. Tech, Foreman, 5th, 6th Period App.
Union Dues <u>Deduct</u>	0.75% x gross payroll 1st, 2nd, 3rd & 4th Period App.
Working Dues <u>Deduct</u>	\$0.25 GF, F, and JW only
Public Service <u>Deduct</u>	\$0.05
COPE <u>Deduct</u>	\$0.05
Admin Maintenance	0.60% x gross payroll
CASCADE 401(k)	ELECT
Credit Union	ELECT

* Applies to NECA members only
Revised 11/21/2024