

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

		120%	110%	100%	85%	70%	60%	55%	50%	45%
		GEN FOREMAN	FOREMAN	JRNYMAN	SIXTH	FIFTH	FOURTH	THIRD	SECOND	FIRST
BASE WAGES		\$69.18	\$63.42	\$57.65	\$49.00	\$40.36	\$34.59	\$31.71	\$28.83	\$25.94
1	N.E.B.F. 3.00%	2.08	1.90	1.73	1.47	1.21	1.04	0.95	0.86	0.78
	Cascade Pension	\$5.50	5.50	5.50	5.50	4.68	3.85	3.30	3.03	
	District 9 Pension	\$4.50	4.50	4.50	4.50	3.83	3.15	2.70	2.48	
	Family Health Care	\$10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50
	Apprenticeship & Training	2.40%	1.38	1.38	1.38	1.38	1.38	1.38	1.38	
	Flex Plan	\$1.25	1.25	1.25	1.25	1.06	0.88	0.75	0.69	0.56
	LMCC	\$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
	Admin Maintenance	0.60%	0.42	0.38	0.35	0.29	0.24	0.21	0.19	0.16
2	N.E.C.A. Dues 0.75%	0.52	0.48	0.43	0.37	0.30	0.26	0.24	0.22	0.19
3	Oregon Paid Sick Leave 3.50%	2.42	2.22	2.02	1.72	1.41	1.21	1.11	1.01	0.91
COST PER HOUR		\$97.85	\$91.64	\$85.42	\$74.41	\$63.39	\$56.05	\$52.38	\$42.32	\$39.15
4	Oregon Paid Leave 0.40%	\$0.28	\$0.25	\$0.23	\$0.20	\$0.16	\$0.14	\$0.13	\$0.12	\$0.10
5	Social Security 6.20%	4.29	3.93	3.57	3.04	2.50	2.14	1.97	1.79	1.61
	Medicare 1.45%	1.00	0.92	0.84	0.71	0.59	0.50	0.46	0.42	0.38
6	Workers' Compensation 6.20%	4.29	3.93	3.57	3.04	2.50	2.14	1.97	1.79	1.61
	Workers' Benefit Fund 0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
7	State Unemployment 2.40%	1.66	1.52	1.38	1.18	0.97	0.83	0.76	0.69	0.62
8	Federal Unemployment 0.60%	0.42	0.38	0.35	0.29	0.24	0.21	0.19	0.17	0.16
9	Liability Insurance 4.60%	3.18	2.92	2.65	2.25	1.86	1.59	1.46	1.33	1.19
10	Lane Transit District 0.80%	0.55	0.51	0.46	0.39	0.32	0.28	0.25	0.23	0.21
TOTAL DIRECT COST		\$113.54	\$106.02	\$98.50	\$85.52	\$72.55	\$63.90	\$59.58	\$48.87	\$45.05

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

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 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 12/23/2024

LU280 apprenticeship is the Central Electrical JATC - MA# 3001

WAGE AND FRINGE BENEFITS
LOCAL UNION 280 - IBEW Inside Agreement
July 1 to December 31, 2025

WAGES:

Journeyman	\$57.65
Foreman	\$63.42
General Foreman	\$69.18
<u>Apprentices</u>	
6th period - 85%	\$49.00
5th period - 70%	\$40.36
4th period - 60%	\$34.59
3rd period - 55%	\$31.71
2nd period - 50%	\$28.83
1st period - 45%	\$25.94

FRINGES: (per work hour unless otherwise noted)

Pensions:

	1 CASCADE	1 DISTRICT 9
Journeyman	\$5.50	\$4.50
Foreman	\$5.50	\$4.50
General Foreman	\$5.50	\$4.50
6th Period - 85%	\$4.68	\$3.83
5th Period - 70%	\$3.85	\$3.15
4th Period - 60%	\$3.30	\$2.70
3rd Period - 55%	\$3.03	\$2.48
2nd Period	EXEMPT	EXEMPT
1st Period	EXEMPT	EXEMPT

NEBF

	3.00%	x gross payroll
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Family Health Care

	\$10.50	
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2 Apprenticeship & Training

All Classifications	2.40%	x gross payroll
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except 1st & 2nd period apprentice

FLEX Plan **\$1.25**

Journeyman	\$ 1.25
Foreman	\$ 1.25
General Foreman	\$ 1.25
<u>Apprentices</u>	
6th period - 85%	\$ 1.06
5th period - 70%	\$ 0.88
4th period - 60%	\$ 0.75
3rd period - 55%	\$ 0.69
2nd period - 50%	\$ 0.63
1st period - 45%	\$ 0.56

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 Deduct 1.50% x gross payroll GF, F, JW, 6th, 5th and 4th period Apprentice

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.**