

**OREGON PACIFIC-CASCADE CHAPTER, N.E.C.A.
RAW LABOR COSTS STATE OF OREGON
Local Union #280, I.B.E.W. Residential Journeyman Wireman Wages**

July 1 to December 31, 2025

											Apprentices hired before 1/1/2025		
		120%	110%	100%	90% Wireman	75% Wireman	65% Wireman	50% Wireman	80% Wireman	75% Wireman	65% Wireman		
		GEN FOREMAN	FOREMAN	WIREMAN	FOURTH	THIRD	SECOND	FIRST	THIRD	SECOND	FIRST		
BASE WAGES		\$50.26	\$46.07	\$41.88	\$37.69	\$31.41	\$27.22	\$20.94	\$33.50	\$31.41	\$27.22		
N.E.B.F.	3.00%	1.51	1.38	1.26	1.13	0.94	0.82	0.63	1.01	0.94	0.82		
¹ Cascade Pension	\$3.92	3.92	3.92	3.92	3.53	2.94			3.14				
¹ District 9 Pension	\$3.92	3.92	3.92	3.92	3.53	2.94			3.14				
Health & Welfare	\$10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50	10.50		
Apprenticeship & Training	2.00%	0.84	0.84	0.84	0.84	0.84	0.84	0.84	0.84	0.84	0.84		
LMCC	\$0.09	0.09	0.09	0.09	0.09	0.09	0.09	0.09	0.09	0.09	0.09		
NLMCC	\$0.01	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	0.28	0.25	0.23	0.19	0.16	0.13	0.20	0.19	0.16		
² N.E.C.A. Dues	0.75%	0.38	0.35	0.31	0.28	0.24	0.20	0.16	0.25	0.24	0.20		
⁹ Oregon Paid Sick Leave	3.50%	1.76	1.61	1.47	1.32	1.10	0.95	0.73	1.17	1.10	0.95		
COST PER HOUR		\$73.49	\$68.97	\$64.45	\$59.15	\$51.20	\$40.79	\$34.03	\$53.85	\$45.32	\$40.79		
¹⁰ Oregon Paid Leave	0.40%	\$0.20	\$0.18	\$0.17	\$0.15	\$0.13	\$0.11	\$0.08	\$0.13	\$0.13	\$0.11		
³ Social Security	6.20%	3.12	2.86	2.60	2.34	1.95	1.69	1.30	2.08	1.95	1.69		
Medicare	1.45%	0.73	0.67	0.61	0.55	0.46	0.39	0.30	0.49	0.46	0.39		
⁴ Workers' Compensation	6.20%	3.12	2.86	2.60	2.34	1.95	1.69	1.30	2.08	1.95	1.69		
Workers' Benefit Fund	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02		
⁵ State Unemployment	2.40%	1.21	1.11	1.01	0.90	0.75	0.65	0.50	0.80	0.75	0.65		
⁶ Federal Unemployment	0.60%	0.30	0.28	0.25	0.23	0.19	0.16	0.13	0.20	0.19	0.16		
⁷ Liability Insurance	4.60%	2.31	2.12	1.93	1.73	1.44	1.25	0.96	1.54	1.44	1.25		
⁸ Lane Transit District	0.80%	0.40	0.37	0.34	0.30	0.25	0.22	0.17	0.27	0.25	0.22		
TOTAL DIRECT COST		\$84.90	\$79.44	\$73.98	\$67.71	\$58.34	\$46.97	\$38.79	\$61.46	\$52.46	\$46.97		

- 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 Maximum Social Security **\$176,100**. No salary maximum for Medicare.
- ⁴ 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. Increase to Workers' Benefit Fund .0330 effective 4/1/13.
- ⁵ Collected on the first **\$4,300** of annual gross payroll per employee.
- ⁶ Collected on the first **\$7,000** of annual gross payroll per employee.
- ⁷ 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.
- ⁸ Lane County Transit District applicable to all hours worked in the Eugene/Springfield area.
- ⁹ As of 1.1.2023, Oregon Paid Sick Leave is estimated at 3.5% for all employers with 10 or more employees
- ¹⁰ 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

Agreement Expires 12/31/2026

The Oregon Pacific-Cascade Chapter, NECA strives to ensure that the data contained in the RLCS is accurate. This chart is for informational purposes only. No expressed or implied guarantee of its accuracy is made by Oregon Pacific-Cascade 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 AND FRINGE BENEFITS
LOCAL UNION 280 - IBEW Residential Agreement
July 1 to December 31, 2025

WAGES:

Master General Foreman	\$50.26		
Master Foreman	\$46.07		
Master Wireman	\$41.88		
<u>Apprentices</u>			
Apprentices Hire before 1/1/2025			
4th period - 90%	\$37.69		
3rd period - 75%	\$31.41	3rd period - 80%	\$33.50
2nd period - 65%	\$27.22	2nd period - 75%	\$31.41
1st period - 50%	\$20.94	1st period - 65%	\$27.22

FRINGES: (per work hour unless otherwise noted)

Cascade Pension

Master General Foreman	\$3.92		
Master Foreman	\$3.92		
Master Wireman	\$3.92		
¹ 4th Period - 90%	\$3.53		
¹ 3rd Period - 75%	\$2.94	3rd Period - 80%	\$3.14
¹ 2nd Period	EXEMPT		
¹ 1st Period	EXEMPT		

District 9 Pension

Master General Foreman	\$3.92		
Master Foreman	\$3.92		
Master Wireman	\$3.92		
¹ 4th Period - 90%	\$3.53		
¹ 3rd Period - 75%	\$2.94	3rd Period - 80%	\$3.14
¹ 2nd Period	EXEMPT		
¹ 1st Period	EXEMPT		

NEBF 3.00% x gross payroll

Health & Welfare \$10.50

Apprenticeship & Training 2.00% x gross payroll of Master Wireman
All classifications

LMCC \$0.09

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 Deduct 1.50% x gross payroll MGF, MF, MW and 4th period Apprentice

Union Dues Deduct 0.75% x gross payroll 1st, 2nd and 3rd period Apprentice

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 contributions for apprentices are equal to their % of Journeyman rate. **1st and 2nd period apprentices are exempt.**

² NECA members only.