

**OREGON PACIFIC-CASCADE CHAPTER, N.E.C.A.
RAW LABOR COSTS STATE OF OREGON
LOCAL UNION 280 - IBEW Lighting Maintenance/Material Handlers Agreement
January 1 to December 31, 2025**

		MH IV-110%	MH III - 100%	MH II - 90%	MH I - 80%	Probationary	Student
		Technician IV	Technician III	Technician II	Fixture Washer	Employee	Employee
BASE WAGES		\$30.54	\$27.76	\$24.98	\$22.21	\$17.67	\$17.67
N.E.B.F.	3.00%	0.92	0.83	0.75	0.67	0.53	0.53
¹ Cascade Pension	\$0.50	\$0.50	0.50	0.25	0.25		
² Health & Welfare	\$9.40	\$9.40	9.40	9.40	9.40		
NLMCC	\$0.01	\$0.01	0.01	0.01	0.01	0.01	0.01
Administrative Maintenance	0.60%	0.18	0.17	0.15	0.13	0.11	0.11
³ N.E.C.A. Dues	0.75%	0.23	0.21	0.19	0.17	0.13	0.13
⁴ Oregon Paid Sick Leave	3.50%	1.07	0.97	0.87	0.78	0.62	0.62
COST PER HOUR		\$42.85	\$39.85	\$36.60	\$33.62	\$19.07	\$19.07
⁵ Oregon Paid Leave	0.40%	\$0.12	\$0.11	\$0.10	\$0.09	\$0.07	\$0.07
⁶ Social Security	6.20%	1.89	1.72	1.55	1.38	1.10	1.10
Medicare	1.45%	0.44	0.40	0.36	0.32	0.26	0.26
⁷ Workers' Compensation	6.20%	1.89	1.72	1.55	1.38	1.10	1.10
Workers' Benefit Fund	0.02	0.02	0.02	0.02	0.02	0.02	0.02
⁸ State Unemployment	2.40%	0.73	0.67	0.60	0.53	0.42	0.42
⁹ Federal Unemployment	0.60%	0.18	0.17	0.15	0.13	0.11	0.11
¹⁰ Liability Insurance	4.60%	1.40	1.28	1.15	1.02	0.81	0.81
¹¹ Lane Transit District	0.80%	0.24	0.22	0.20	0.18	0.14	0.14
TOTAL DIRECT COST		\$49.76	\$46.16	\$42.28	\$38.67	\$23.10	\$23.10

¹ Probationary and Student Employees are exempt from Cascade Pension contributions.

² Probationary and Student Employees are exempt from Health & Welfare contributions.

³ Only Applies to NECA Members

⁴ As of 1.1.2023, Oregon Paid Sick Leave is estimated at 3.5% for all employers with 10 or more employees

⁵ 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

⁶ Maximum Social Security **\$176,100**. No salary maximum for Medicare.

⁷ 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.

⁸ Collected on the first **\$54,300** of annual gross payroll per employee.

⁹ Collected on the first **\$7,000** of annual gross payroll per employee.

¹⁰ 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

¹¹ Lane County Transit District applicable to all hours worked in the Eugene/Springfield area.

Agreement Expires 12/31/25

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 11/12/2024

LU280 apprenticeship is the Central Electrical JATC - MA# 3001

WAGE AND FRINGE BENEFITS
LOCAL UNION 280 - IBEW Lighting Maintenance/Material Handlers Agreement
January 1 to December 31, 2025

WAGES:

Material Handler IV - 110%	\$30.54
Material Handler III - 100%	\$27.76
Material Handler II - 90%	\$24.98
Material Handler I - 80%	\$22.21
Probationary Employee	\$17.67
Student Employee	\$17.67

FRINGES: (per work hour unless otherwise noted)

PENSIONS	CASCADE	
Material Handler IV	\$0.50	
Material Handler III	\$0.50	
Material Handler II	\$0.25	
Material Handler I	\$0.25	
¹ Probationary Employee	EXEMPT	
¹ Student Employee	EXEMPT	
NEBF	3.00%	x gross payroll
² Health & Welfare	\$9.40	
NLMCC	\$0.01	
Union Dues <u>Deduct</u>	1.50%	x gross payroll
NECA Dues	0.75%	x gross payroll
Oregon Paid Sick Leave	3.50%	x base wage
Oregon Paid Leave	0.40%	base wage
Admin Maintenance	0.60%	x gross payroll
CASCADE 401(k)	ELECT	
Credit Union	ELECT	

- ¹ Probationary and Student Employees are exempt from Cascade Pension contributions.
- ² Probationary and Student Employees are exempt from Health & Welfare contributions.

Revised 11/12/2024