

IBEW Local 302 Inside Wiremen Employer Cost Per Hour

Effective September 3, 2018 through February 24, 2019

| DIRECT COST ITEMS | Journeyman | | | FOREMAN | | | GENERAL FOREMAN | | | SENIOR GENERAL FOREMAN | | |
|---|-----------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| | Straight | x 1½ | x 2 | Straight | x 1½ | x 2 | Straight | x 1½ | x 2 | Straight | x 1½ | x 2 |
| Wages | \$51.76 | \$77.64 | \$103.52 | \$58.23 | \$87.35 | \$116.46 | \$64.70 | \$97.05 | \$129.40 | \$67.29 | \$100.94 | \$134.58 |
| Health Fund | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 |
| Pension Fund* | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 |
| Industry Apprenticeship | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 |
| National Pension (NEBF) (3% of Gross Payroll) | 1.55 | 2.33 | 3.11 | 1.75 | 2.62 | 3.49 | 1.94 | 2.91 | 3.88 | 2.02 | 3.03 | 4.04 |
| National Labor Management Cooperation Fund (NLMCC) | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 |
| Social Security - 6.20% (Max. of \$117,000) Medicare Portion - 1.45% (No Max.) | 3.96 | 5.94 | 7.92 | 4.45 | 6.68 | 8.91 | 4.95 | 7.42 | 9.90 | 5.15 | 7.72 | 10.30 |
| Federal Unemployment Tax (.8% on Max. \$7,000) | 0.41 | 0.62 | 0.83 | 0.47 | 0.70 | 0.93 | 0.52 | 0.78 | 1.04 | 0.54 | 0.81 | 1.08 |
| Workman's Compensation** 6.00/\$100 Straight Time | 3.11 | 3.11 | 3.11 | 3.49 | 3.49 | 3.49 | 3.88 | 3.88 | 3.88 | 4.04 | 4.04 | 4.04 |
| Liability Insurance** 6.00/\$100 | 3.11 | 4.66 | 6.21 | 3.49 | 5.24 | 6.99 | 3.88 | 5.82 | 7.76 | 4.04 | 6.06 | 8.07 |
| State Unemployment 5.4% ** (On Max. of \$7,000) | 2.80 | 4.19 | 5.59 | 3.14 | 4.72 | 6.29 | 3.49 | 5.24 | 6.99 | 3.63 | 5.45 | 7.27 |
| Association Dues (1% of Gross Labor) | <u>0.52</u> | <u>0.78</u> | <u>1.04</u> | <u>0.58</u> | <u>0.87</u> | <u>1.16</u> | <u>0.65</u> | <u>0.97</u> | <u>1.29</u> | <u>0.67</u> | <u>1.01</u> | <u>1.35</u> |
| Direct Labor Cost/Hour: | <u>\$92.32</u> | <u>\$124.37</u> | <u>\$156.43</u> | <u>\$100.72</u> | <u>\$136.78</u> | <u>\$172.84</u> | <u>\$109.12</u> | <u>\$149.19</u> | <u>\$189.25</u> | <u>\$112.49</u> | <u>\$154.16</u> | <u>\$195.83</u> |

Apprentices

IBEW Local 302 Inside Wiremen Employer Cost Per Hour

September 3, 2018 through February 24, 2019

| DIRECT COST ITEMS | 1st Period | | | 2nd Period | | | 3rd Period | | | 4th Period | | | 5th Period | | | 6th Period | | |
|--|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-----------------|----------------|----------------|-----------------|----------------|-----------------|-----------------|
| | Straight | x 1½ | x 2 | Straight | x 1½ | x 2 | Straight | x 1½ | x 2 | Straight | x 1½ | x 2 | Straight | x 1½ | x 2 | Straight | x 1½ | x 2 |
| Wages | \$20.70 | \$31.05 | \$41.40 | \$25.88 | \$38.82 | \$51.76 | \$31.06 | \$46.59 | \$62.12 | \$36.23 | \$54.35 | \$72.46 | \$41.41 | \$62.12 | \$82.82 | \$46.58 | \$69.87 | \$93.16 |
| Health Fund | 6.80 | 6.80 | 6.80 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 | 13.60 |
| Pension Fund* | 0.00 | 0.00 | 0.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 |
| Industry Apprenticeship | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 |
| National Pension (NEBF) (3% of Gross Payroll) | 0.62 | 0.93 | 1.24 | 0.78 | 1.16 | 1.55 | 0.93 | 1.40 | 1.86 | 1.09 | 1.63 | 2.17 | 1.24 | 1.86 | 2.48 | 1.40 | 2.10 | 2.79 |
| National Labor Management Cooperation Fund (NLMCC) | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 |
| Social Security - 6.20% (Max. of \$117,000) Medicare Portion - 1.45% (No Max.) | 1.58 | 2.38 | 3.17 | 1.98 | 2.97 | 3.96 | 2.38 | 3.56 | 4.75 | 2.77 | 4.16 | 5.54 | 3.17 | 4.75 | 6.34 | 3.56 | 5.35 | 7.13 |
| Federal Unemployment Tax (.6% on Max. \$7,000) | 0.12 | 0.19 | 0.25 | 0.16 | 0.23 | 0.31 | 0.19 | 0.28 | 0.37 | 0.22 | 0.33 | 0.43 | 0.25 | 0.37 | 0.50 | 0.28 | 0.42 | 0.56 |
| Workman's Compensation** 6/\$100 Straight Time | 1.19 | 1.19 | 1.19 | 1.49 | 1.49 | 1.49 | 1.79 | 1.79 | 1.79 | 2.09 | 2.09 | 2.09 | 2.39 | 2.39 | 2.39 | 2.69 | 2.69 | 2.69 |
| Liability Insurance** 6.00/\$100 | 1.24 | 1.86 | 2.48 | 1.55 | 2.33 | 3.11 | 1.86 | 2.80 | 3.59 | 2.17 | 3.14 | 4.35 | 2.48 | 3.73 | 4.97 | 2.79 | 4.19 | 5.59 |
| State Unemployment 5.4% ** (On Max. of \$7,000) | 1.12 | 1.68 | 2.24 | 1.40 | 2.10 | 2.80 | 1.68 | 2.52 | 3.35 | 1.96 | 2.93 | 3.91 | 2.24 | 3.35 | 4.47 | 2.52 | 3.77 | 5.03 |
| Association Dues (1% of Gross Labor) | 0.21 | 0.31 | 0.41 | 0.26 | 0.39 | 0.52 | 0.31 | 0.47 | 0.62 | 0.36 | 0.54 | 0.72 | 0.41 | 0.62 | 0.83 | 0.47 | 0.70 | 0.93 |
| Direct Labor Cost/Hour: | \$35.10 | \$47.89 | \$60.69 | \$50.60 | \$66.60 | \$82.60 | \$57.31 | \$76.51 | \$95.57 | \$64.00 | \$86.28 | \$108.80 | \$70.70 | \$96.31 | \$121.91 | \$77.40 | \$106.19 | \$134.99 |