

IBEW Local 302 Inside Wiremen Employer Cost Per Hour

Effective February 25, 2019 - March 1, 2020

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	\$53.76	\$80.64	\$107.52	\$60.48	\$90.72	\$120.96	\$67.20	\$100.80	\$134.40	\$69.89	\$104.84	\$139.78
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)	1.61	2.42	3.23	1.81	2.72	3.63	2.02	3.02	4.03	2.10	3.15	4.19
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.)	4.11	6.17	8.23	4.63	6.94	9.25	5.14	7.71	10.28	5.35	8.02	10.69
Federal Unemployment Tax (.8% on Max. \$7,000)	0.43	0.65	0.86	0.48	0.73	0.97	0.54	0.81	1.08	0.56	0.84	1.12
Workman's Compensation** 6.00/\$100 Straight Time	3.23	3.23	3.23	3.63	3.49	3.49	4.03	3.88	3.88	4.19	4.04	4.04
Liability Insurance** 6.00/\$100	3.23	4.84	6.45	3.63	5.44	7.26	4.03	6.05	8.06	4.19	6.29	8.39
State Unemployment 5.4% ** (On Max. of \$7,000)	2.90	4.35	5.81	3.27	4.90	6.53	3.63	5.44	7.26	3.77	5.66	7.55
<u>Association Dues (1% of Gross Labor)</u>	<u>0.54</u>	<u>0.81</u>	<u>1.08</u>	<u>0.60</u>	<u>0.91</u>	<u>1.21</u>	<u>0.67</u>	<u>1.01</u>	<u>1.34</u>	<u>0.70</u>	<u>1.05</u>	<u>1.40</u>
Direct Labor Cost/Hour:	<u>\$94.92</u>	<u>\$128.22</u>	<u>\$161.52</u>	<u>\$103.64</u>	<u>\$140.96</u>	<u>\$178.41</u>	<u>\$112.37</u>	<u>\$153.83</u>	<u>\$195.43</u>	<u>\$115.86</u>	<u>\$159.00</u>	<u>\$202.27</u>

Apprentices

IBEW Local 302 Inside Wiremen Employer Cost Per Hour

February 25, 2019 - March 1, 2020

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	\$21.50	\$32.25	\$43.00	\$26.88	\$40.32	\$53.76	\$32.26	\$48.39	\$64.52	\$37.63	\$56.45	\$75.26	\$43.01	\$64.52	\$86.02	\$48.38	\$72.57	\$96.76
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)	0.65	0.97	1.29	0.81	1.21	1.61	0.97	1.45	1.94	1.13	1.69	2.26	1.29	1.94	2.58	1.45	2.18	2.90
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.)	1.64	2.47	3.29	2.06	3.08	4.11	2.47	3.70	4.94	2.88	4.32	5.76	3.29	4.94	6.58	3.70	5.55	7.40
Federal Unemployment Tax (.6% on Max. \$7,000)	0.13	0.19	0.26	0.16	0.24	0.32	0.19	0.29	0.39	0.23	0.34	0.45	0.26	0.39	0.52	0.29	0.44	0.58
Workman's Compensation** 6/\$100 Straight Time	1.29	1.29	1.29	1.61	1.61	1.61	1.94	1.94	1.94	2.26	2.26	2.26	2.58	2.58	2.58	2.90	2.90	2.90
Liability Insurance** 6.00/\$100	1.29	1.94	2.58	1.61	2.42	3.23	1.94	2.90	3.87	2.26	3.39	4.52	2.58	3.87	5.16	2.90	4.35	5.81
State Unemployment 5.4% ** (On Max. of \$7,000)	1.16	1.74	2.32	1.45	2.18	2.90	1.74	2.61	3.48	2.03	3.05	4.06	2.32	3.48	4.65	2.61	3.92	5.23
Association Dues (1% of Gross Labor)	0.22	0.32	0.43	0.27	0.40	0.54	0.32	0.48	0.65	0.38	0.56	0.75	0.43	0.65	0.86	0.48	0.73	0.97
Direct Labor Cost/Hour:	<u>\$36.19</u>	<u>\$49.48</u>	<u>\$62.77</u>	<u>\$51.96</u>	<u>\$68.58</u>	<u>\$85.19</u>	<u>\$58.94</u>	<u>\$78.88</u>	<u>\$98.82</u>	<u>\$65.90</u>	<u>\$89.16</u>	<u>\$112.43</u>	<u>\$72.87</u>	<u>\$99.46</u>	<u>\$126.05</u>	<u>\$79.83</u>	<u>\$109.74</u>	<u>\$139.65</u>