

IBEW Local 302 Inside Wiremen Employer Cost Per Hour

Effective February 26, 2018

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	\$49.76	\$74.64	\$99.52	\$56.17	\$84.26	\$112.34	\$62.58	\$93.87	\$125.16	\$65.14	\$97.71	\$130.28
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)	1.49	2.24	2.99	1.69	2.53	3.37	1.88	2.82	3.75	1.95	2.93	3.91
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.)	3.81	5.71	7.61	4.30	6.45	8.59	4.79	7.18	9.57	4.98	7.47	9.97
Federal Unemployment Tax (.8% on Max. \$7,000)	0.40	0.60	0.80	0.45	0.67	0.90	0.50	0.75	1.00	0.52	0.78	1.04
Workman's Compensation** 6.00/\$100 Straight Time	2.99	2.99	2.99	3.37	3.37	3.37	3.75	3.75	3.75	3.91	3.91	3.91
Liability Insurance** 6.00/\$100	2.99	4.48	5.97	3.37	5.06	6.74	3.75	5.63	7.51	3.91	5.86	7.82
State Unemployment 5.4% ** (On Max. of \$7,000)	2.69	4.03	5.37	3.03	4.55	6.07	3.38	5.07	6.76	3.52	5.28	7.04
Association Dues (1% of Gross Labor)	<u>0.50</u>	<u>0.75</u>	<u>1.00</u>	<u>0.56</u>	<u>0.84</u>	<u>1.12</u>	<u>0.63</u>	<u>0.94</u>	<u>1.25</u>	<u>0.65</u>	<u>0.98</u>	<u>1.30</u>
Direct Labor Cost/Hour:	<u>\$89.74</u>	<u>\$120.55</u>	<u>\$151.36</u>	<u>\$98.05</u>	<u>\$132.84</u>	<u>\$167.61</u>	<u>\$106.37</u>	<u>\$145.12</u>	<u>\$183.86</u>	<u>\$109.69</u>	<u>\$150.03</u>	<u>\$190.38</u>

Apprentices Indentured after July 2, 2012

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DIRECT COST ITEMS	Apprentices Indentured after July 2, 2012 1st Period			Apprentices Indentured after July 2, 2012 2nd Period			Apprentices Indentured after July 2, 2012 3rd Period			Apprentices Indentured after July 2, 2012 4th Period			Apprentices Indentured after July 2, 2012 5th Period			Apprentices Indentured after July 2, 2012 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	\$19.90	\$29.85	\$39.80	\$24.88	\$37.32	\$49.76	\$29.86	\$44.79	\$59.72	\$34.83	\$52.25	\$69.66	\$39.81	\$59.72	\$79.62	\$44.78	\$67.17	\$89.56
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)	0.60	0.90	1.19	0.75	1.12	1.49	0.90	1.34	1.79	1.04	1.57	2.09	1.19	1.79	2.39	1.34	2.02	2.69
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.)	1.52	2.28	3.04	1.90	2.85	3.81	2.28	3.43	4.57	2.66	4.00	5.33	3.05	4.57	6.09	3.43	5.14	6.85
Federal Unemployment Tax (.6% on Max. \$7,000)	0.12	0.18	0.24	0.15	0.22	0.30	0.18	0.27	0.36	0.21	0.31	0.42	0.24	0.36	0.48	0.27	0.40	0.54
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	1.19	1.79	2.39	1.49	2.24	2.99	1.79	2.69	3.59	2.09	3.14	4.18	2.39	3.58	4.78	2.69	4.03	5.37
State Unemployment 5.4% ** (On Max. of \$7,000)	1.07	1.61	2.15	1.34	2.02	2.69	1.61	2.42	3.22	1.88	2.82	3.76	2.15	3.22	4.30	2.42	3.63	4.84
Association Dues (1% of Gross Labor)	0.20	0.30	0.40	0.25	0.37	0.50	0.30	0.45	0.60	0.35	0.52	0.70	0.40	0.60	0.80	0.45	0.67	0.90
Direct Labor Cost/Hour:	<u>\$34.10</u>	<u>\$46.41</u>	<u>\$58.71</u>	<u>\$49.36</u>	<u>\$64.74</u>	<u>\$80.14</u>	<u>\$55.82</u>	<u>\$74.28</u>	<u>\$92.75</u>	<u>\$62.26</u>	<u>\$83.81</u>	<u>\$105.34</u>	<u>\$68.73</u>	<u>\$93.34</u>	<u>\$117.96</u>	<u>\$75.18</u>	<u>\$102.86</u>	<u>\$130.55</u>