

IBEW Local 302 Inside Wiremen Employer Cost Per Hour

February 27, 2017 through February 25, 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	\$48.51	\$72.77	\$97.02	\$54.92	\$82.38	\$109.84	\$61.33	\$92.00	\$122.66	\$63.89	\$95.84	\$127.78
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)	1.46	2.18	2.91	1.65	2.47	3.30	1.84	2.76	3.68	1.92	2.88	3.83
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.)	3.71	5.57	7.42	4.20	6.30	8.40	4.69	7.04	9.38	4.89	7.33	9.78
Federal Unemployment Tax (.8% on Max. \$7,000)	0.39	0.58	0.78	0.44	0.66	0.88	0.49	0.74	0.98	0.51	0.77	1.02
Workman's Compensation** 6.50/\$100 Straight Time	3.15	3.15	3.15	3.57	3.57	3.57	3.99	3.99	3.99	4.15	4.15	4.15
Liability Insurance** 6.00/\$100	2.91	4.37	5.82	3.30	4.94	6.59	3.68	5.52	7.36	3.83	5.75	7.67
State Unemployment 5.4% ** (On Max. of \$7,000)	2.62	3.93	5.24	2.97	4.45	5.93	3.31	4.97	6.62	3.45	5.18	6.90
Association Dues (1% of Gross Labor)	<u>0.49</u>	<u>0.73</u>	<u>0.97</u>	<u>0.55</u>	<u>0.82</u>	<u>1.10</u>	<u>0.61</u>	<u>0.92</u>	<u>1.23</u>	<u>0.64</u>	<u>0.96</u>	<u>1.28</u>
Direct Labor Cost/Hour:	<u>\$88.35</u>	<u>\$118.39</u>	<u>\$148.42</u>	<u>\$96.71</u>	<u>\$130.70</u>	<u>\$164.72</u>	<u>\$105.05</u>	<u>\$143.05</u>	<u>\$181.01</u>	<u>\$108.39</u>	<u>\$147.97</u>	<u>\$187.52</u>

**Apprentices Indentured
Prior to July 2, 2012**

**IBEW Local 302 Inside Wiremen
Employer Cost Per Hour**

February 27, 2017 - February 25, 2018

DIRECT COST ITEMS	Apprentices 1st 6 Months			Apprentices 2 nd 6 Months			Apprentices 3 rd 6 Months			Apprentices 4 th 6 Months			Apprentices 5 th 6 Months		
	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							\$28.26	\$42.39	\$56.52	\$31.08	\$46.62	\$62.16	\$33.91	\$50.87	\$67.82
Health Fund							13.60	13.60	13.60	13.60	13.60	13.60	13.60	13.60	13.60
Pension Fund*							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
National Pension (NEBF) (3% of Gross Payroll)							0.85	1.27	1.70	0.93	1.40	1.86	1.02	1.53	2.03
National Labor Management Cooperation Fund (NLMCC)							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.)							2.16	3.24	4.32	2.38	3.57	4.76	2.59	3.89	5.19
Federal Unemployment Tax (.6% on Max. \$7,000)							0.17	0.25	0.34	0.19	0.28	0.37	0.20	0.31	0.41
Workman's Compensation** 6.50/\$100 Straight Time							1.84	1.84	1.84	2.02	2.02	2.02	2.20	2.20	2.20
Liability Insurance** 6.00/\$100							1.70	2.54	3.39	1.86	2.80	3.73	2.03	3.05	4.07
State Unemployment 5.4% ** (On Max. of \$7,000)							1.53	2.29	3.05	1.68	2.52	3.36	1.83	2.75	3.66
Association Dues (1% of Gross Labor)							0.28	0.42	0.57	0.31	0.47	0.62	0.34	0.51	0.68
Direct Labor Cost/Hour:							<u>\$53.90</u>	<u>\$71.35</u>	<u>\$88.83</u>	<u>\$57.56</u>	<u>\$76.78</u>	<u>\$95.99</u>	<u>\$61.23</u>	<u>\$82.22</u>	<u>\$103.17</u>

**Apprentices Indentured
prior July 2, 2012**

**IBEW Local 302 Inside Wiremen
Employer Cost Per Hour**

February 27, 2017 - February 25, 2018

DIRECT COST ITEMS	Apprentices 6th 6 Months			Apprentices 7th 6 Months			Apprentices 8th 6 Months			Apprentices 9th 6 Months			Apprentices 10th 6 Months		
	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	\$36.73	\$55.10	\$73.46	\$39.56	\$59.34	\$79.12	\$42.38	\$63.57	\$84.76	\$45.21	\$67.82	\$90.42	\$50.86	\$76.29	\$101.72
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	13.60	13.60	13.60
Pension Fund*	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
National Pension (NEBF) (3% of Gross Payroll)	1.10	1.65	2.20	1.19	1.78	2.37	1.27	1.91	2.54	1.36	2.03	2.71	1.53	2.29	3.05
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
Social Security - 6.20% (Max. of \$117,000) Medicare Portion - 1.45% (No Max.)	2.81	4.22	5.62	3.03	4.54	6.05	3.24	4.86	6.48	3.46	5.19	6.92	3.89	5.84	7.78
Federal Unemployment Tax (.6% on Max. \$7,000)	0.22	0.33	0.44	0.24	0.36	0.47	0.25	0.38	0.51	0.27	0.41	0.54	0.31	0.46	0.61
Workman's Compensation** 6.50/\$100 Straight Time	2.39	2.39	2.39	2.57	2.57	2.57	2.75	2.75	2.75	2.94	2.94	2.94	3.31	3.31	3.31
Liability Insurance** 6.00/\$100	2.20	3.31	4.41	2.37	3.56	4.75	2.54	3.81	5.09	2.71	4.07	5.43	3.05	4.58	6.10
State Unemployment 5.4% ** (On Max. of \$7,000)	1.98	2.98	3.97	2.14	3.20	4.27	2.29	3.43	4.58	2.44	3.66	4.88	2.75	4.12	5.49
Association Dues (1% of Gross Labor)	<u>0.37</u>	<u>0.55</u>	<u>0.73</u>	<u>0.40</u>	<u>0.59</u>	<u>0.79</u>	<u>0.42</u>	<u>0.64</u>	<u>0.85</u>	<u>0.45</u>	<u>0.68</u>	<u>0.90</u>	<u>0.51</u>	<u>0.76</u>	<u>1.02</u>
Direct Labor Cost/Hour:	<u>\$64.91</u>	<u>\$87.64</u>	<u>\$110.33</u>	<u>\$68.61</u>	<u>\$93.05</u>	<u>\$117.50</u>	<u>\$72.25</u>	<u>\$98.46</u>	<u>\$124.67</u>	<u>\$75.95</u>	<u>\$103.91</u>	<u>\$131.85</u>	<u>\$83.32</u>	<u>\$114.76</u>	<u>\$146.19</u>

Apprentices Indentured after July 2, 2012

IBEW Local 302 Inside Wiremen Employer Cost Per Hour

February 27, 2017 - February 25, 2018

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	\$19.40	\$29.10	\$38.80	\$24.26	\$36.39	\$48.52	\$29.11	\$43.67	\$58.22	\$33.96	\$50.94	\$67.92	\$38.81	\$58.22	\$77.62	\$43.66	\$65.49	\$87.32
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)	0.58	0.87	1.16	0.73	1.09	1.46	0.87	1.31	1.75	1.02	1.53	2.04	1.16	1.75	2.33	1.31	1.96	2.62
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.)	1.48	2.23	2.97	1.86	2.78	3.71	2.23	3.34	4.45	2.60	3.90	5.20	2.97	4.45	5.94	3.34	5.01	6.68
Federal Unemployment Tax (.6% on Max. \$7,000)	0.12	0.17	0.23	0.15	0.22	0.29	0.17	0.26	0.35	0.20	0.31	0.41	0.23	0.35	0.47	0.26	0.39	0.52
Workman's Compensation** 6.50/\$100 Straight Time	1.26	1.26	1.26	1.58	1.58	1.58	1.89	1.89	1.89	2.21	2.21	2.21	2.52	2.52	2.52	2.84	2.84	2.84
Liability Insurance** 6.00/\$100	1.16	1.75	2.33	1.46	2.18	2.91	1.75	2.62	3.49	2.04	3.06	4.08	2.33	3.49	4.66	2.62	3.93	5.24
State Unemployment 5.4% ** (On Max. of \$7,000)	1.05	1.57	2.10	1.31	1.97	2.62	1.57	2.36	3.14	1.83	2.75	3.67	2.10	3.14	4.19	2.36	3.54	4.72
Association Dues (1% of Gross Labor)	0.19	0.29	0.39	0.24	0.36	0.49	0.29	0.44	0.58	0.34	0.51	0.68	0.39	0.58	0.78	0.44	0.65	0.87
Direct Labor Cost/Hour:	\$33.55	\$45.55	\$57.55	\$48.70	\$63.68	\$78.69	\$54.99	\$73.00	\$90.98	\$61.31	\$82.32	\$103.32	\$67.62	\$91.61	\$115.62	\$73.94	\$100.92	\$127.92