

IBEW Local 302 Inside Wiremen Employer Cost Per Hour

Effective February 27, 2023

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	\$61.26	\$91.89	\$122.52	\$68.92	\$103.38	\$137.84	\$76.58	\$114.87	\$153.16	\$79.64	\$119.46	\$159.28
Health Fund	15.60	15.60	15.60	15.60	15.60	15.60	15.60	15.60	15.60	15.60	15.60	15.60
Pension Fund*	13.50	13.50	13.50	13.50	13.50	13.50	13.50	13.50	13.50	13.50	13.50	13.50
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)	1.84	2.76	3.68	2.07	3.10	4.14	2.30	3.45	4.59	2.39	3.58	4.78
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 \$142,800) Medicare Portion - 1.45% (No Max.)	4.69	7.03	9.37	5.27	7.91	10.54	5.86	8.79	11.72	6.09	9.14	12.18
Federal Unemployment Tax (.8% on Max. \$7,000)	0.49	0.74	0.98	0.55	0.83	1.10	0.61	0.92	1.23	0.64	0.96	1.27
Workman's Compensation** 6.00/\$100 Straight Time	3.68	3.68	3.68	4.14	4.14	4.14	4.59	4.59	4.59	4.78	4.78	4.78
Liability Insurance** 6.00/\$100	3.68	5.51	7.35	4.14	6.20	8.27	4.59	6.89	9.19	4.78	7.17	9.56
State Unemployment 5.4% ** (On Max. of \$7,000)	3.31	4.96	6.62	3.72	5.58	7.44	4.14	6.20	8.27	4.30	6.45	8.60
Association Dues (1% of Gross Labor)	<u>0.61</u>	<u>0.92</u>	<u>1.23</u>	<u>0.69</u>	<u>1.03</u>	<u>1.38</u>	<u>0.77</u>	<u>1.15</u>	<u>1.53</u>	<u>0.80</u>	<u>1.19</u>	<u>1.59</u>
Direct Labor Cost/Hour:	<u>\$110.17</u>	<u>\$148.10</u>	<u>\$186.04</u>	<u>\$120.11</u>	<u>\$162.78</u>	<u>\$205.46</u>	<u>\$130.05</u>	<u>\$177.47</u>	<u>\$224.89</u>	<u>\$134.03</u>	<u>\$183.34</u>	<u>\$232.65</u>

Apprentices

IBEW Local 302 Inside Wiremen Employer Cost Per Hour September 1, 2023

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	\$24.50	\$36.75	\$49.00	\$30.63	\$45.95	\$61.26	\$36.76	\$55.14	\$73.52	\$42.88	\$64.32	\$85.76	\$49.01	\$73.52	\$98.02	\$55.13	\$82.70	\$110.26
Health Fund (Prior to September 1, 2023 1st Period Apprentices \$7.60)	15.60	15.60	15.60	15.60	15.60	15.60	15.60	15.60	15.60	15.60	15.60	15.60	15.60	15.60	15.60	15.60	15.60	15.60
Pension Fund*	0.00	0.00	0.00	4.50	4.50	4.50	4.50	4.50	4.50	4.50	4.50	4.50	4.50	4.50	4.50	4.50	4.50	4.50
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)	0.74	1.10	1.47	0.92	1.38	1.84	1.10	1.65	2.21	1.29	1.93	2.57	1.47	2.21	2.94	1.65	2.48	3.31
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 \$142,800) Medicare Portion - 1.45% (No Max.)	1.87	2.81	3.75	2.34	3.52	4.69	2.81	4.22	5.62	3.28	4.92	6.56	3.75	5.62	7.50	4.22	6.33	8.43
Federal Unemployment Tax (.6% on Max. \$7,000)	0.15	0.22	0.29	0.18	0.28	0.37	0.22	0.33	0.44	0.26	0.39	0.51	0.29	0.44	0.59	0.33	0.50	0.66
Workman's Compensation** 6/\$100 Straight Time	1.47	1.47	1.47	1.84	1.84	1.84	2.21	2.21	2.21	2.57	2.57	2.57	2.94	2.94	2.94	3.31	3.31	3.31
Liability Insurance** 6.00/\$100	1.47	2.21	2.94	1.84	2.76	3.68	2.21	3.31	4.41	2.57	3.86	5.15	2.94	4.41	5.88	3.31	4.96	6.62
State Unemployment 5.4% ** (On Max. of \$7,000)	1.32	1.98	2.65	1.65	2.48	3.31	1.99	2.98	3.97	2.32	3.47	4.63	2.65	3.97	5.29	2.98	4.47	5.95
Association Dues (1% of Gross Labor)	0.25	0.37	0.49	0.31	0.46	0.61	0.37	0.55	0.74	0.43	0.64	0.86	0.49	0.74	0.98	0.55	0.83	1.10
Direct Labor Cost/Hour:	<u>\$48.88</u>	<u>\$64.02</u>	<u>\$79.17</u>	<u>\$61.32</u>	<u>\$80.28</u>	<u>\$99.21</u>	<u>\$69.28</u>	<u>\$92.00</u>	<u>\$114.73</u>	<u>\$77.21</u>	<u>\$103.71</u>	<u>\$130.22</u>	<u>\$85.15</u>	<u>\$115.46</u>	<u>\$145.75</u>	<u>\$93.09</u>	<u>\$127.19</u>	<u>\$161.25</u>