

# IBEW Local 302 Inside Wiremen Employer Cost Per Hour

June 1, 2011 - May 31, 2012

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	\$50.21	\$75.32	\$100.42	\$56.49	\$84.74	\$112.98	\$62.76	\$94.14	\$125.52	\$65.27	\$97.91	\$130.54
Health Fund	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10
Pension Fund*	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Industry Apprenticeship	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85
National Pension (NEBF) (3% of Gross Payroll)	1.51	2.27	3.02	1.69	2.54	3.38	1.88	2.82	3.76	1.96	2.94	3.92
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 \$90,000) Medicare Portion - 1.45% (No Max.)	3.84	5.76	7.68	4.32	6.48	8.64	4.80	7.20	9.60	4.99	7.49	9.98
Federal Unemployment Tax (.8% on Max. \$7,000)	0.40	0.60	0.80	0.45	0.68	0.90	0.50	0.75	1.00	0.52	0.78	1.04
Workman's Compensation** 6.50/\$100 Straight Time	3.26	3.26	3.26	3.67	3.67	3.67	4.08	4.08	4.08	4.24	4.24	4.24
Liability Insurance** 6.00/\$100	3.01	4.52	6.02	3.39	5.09	6.78	3.77	5.66	7.54	3.92	5.88	7.84
State Unemployment 5.4% ** (On Max. of \$7,000)	2.71	4.07	5.42	3.05	4.58	6.10	3.39	5.09	6.78	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>0.95</u>	<u>1.26</u>	<u>0.65</u>	<u>0.98</u>	<u>1.30</u>
<b>Direct Labor Cost/Hour:</b>	<b><u>\$82.40</u></b>	<b><u>\$113.50</u></b>	<b><u>\$144.58</u></b>	<b><u>\$90.58</u></b>	<b><u>\$125.56</u></b>	<b><u>\$160.53</u></b>	<b><u>\$98.77</u></b>	<b><u>\$137.64</u></b>	<b><u>\$176.50</u></b>	<b><u>\$102.04</u></b>	<b><u>\$142.45</u></b>	<b><u>\$182.86</u></b>

\* Variable Pension Plan at rates of \$2.00, \$4.00, \$6.00, \$8.00, \$9.00 and \$10.00 per hour.  
Total cost package will vary according to the wage/pension mix actually selected.

\*\*Experience Modified for Each Firm.

## IBEW LOCAL 302 INSIDE WIREMAN

### Employer Cost /Hour

June 1, 2011 - May 31, 2012

DIRECT COST ITEMS	Apprentices 1 <sup>st</sup> 6 Months			Apprentices 2 <sup>nd</sup> 6 Months			Apprentices 3 <sup>rd</sup> 6 Months			Apprentices 4 <sup>th</sup> 6 Months			Apprentices 5 <sup>th</sup> 6 Months		
	Straight	x 1%	x 2	Straight	x 1%	x 2	Straight	x 1%	x 2	Straight	x 1%	x 2	Straight	x 1%	x 2
Wages	\$20.88	\$31.32	\$41.76	\$23.49	\$35.24	\$46.98	\$26.11	\$39.17	\$52.22	\$28.72	\$43.08	\$57.44	\$31.33	\$47.00	\$62.66
Health Fund	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10
Pension Fund*	0.00	0.00	0.00	0.00	0.00	0.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Industry Apprenticeship	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85
National Pension (NEBF) (3% of Gross Payroll)	0.63	0.94	1.25	0.70	1.06	1.41	0.78	1.17	1.57	0.86	1.29	1.72	0.94	1.41	1.88
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 \$90,000) Medicare Portion - 1.45% (No Max.)	1.60	2.40	3.19	1.80	2.70	3.59	2.00	3.00	3.99	2.20	3.30	4.39	2.40	3.60	4.79
Federal Unemployment Tax (.8% on Max. \$7,000)	0.17	0.25	0.33	0.19	0.28	0.38	0.21	0.31	0.42	0.23	0.34	0.46	0.25	0.38	0.50
Workman's Compensation** 6.50/\$100 Straight Time	1.36	1.36	1.36	1.53	1.53	1.53	1.70	1.70	1.70	1.87	1.87	1.87	2.04	2.04	2.04
Liability Insurance** 6.00/\$100	1.25	1.88	2.51	1.41	2.11	2.82	1.57	2.35	3.13	1.72	2.58	3.45	1.88	2.82	3.76
State Unemployment 5.4% ** (On Max. of \$7,000)	1.13	1.69	2.26	1.27	1.90	2.54	1.41	2.11	2.82	1.55	2.33	3.10	1.69	2.54	3.38
Association Dues (1% of Gross Labor)	<u>0.21</u>	<u>0.31</u>	<u>0.42</u>	<u>0.23</u>	<u>0.35</u>	<u>0.47</u>	<u>0.26</u>	<u>0.39</u>	<u>0.52</u>	<u>0.29</u>	<u>0.43</u>	<u>0.57</u>	<u>0.31</u>	<u>0.47</u>	<u>0.63</u>
<b>Direct Labor Cost/Hour:</b>	<b><u>\$40.18</u></b>	<b><u>\$53.11</u></b>	<b><u>\$66.04</u></b>	<b><u>\$43.58</u></b>	<b><u>\$58.13</u></b>	<b><u>\$72.67</u></b>	<b><u>\$48.99</u></b>	<b><u>\$65.16</u></b>	<b><u>\$81.33</u></b>	<b><u>\$52.40</u></b>	<b><u>\$70.18</u></b>	<b><u>\$87.97</u></b>	<b><u>\$55.80</u></b>	<b><u>\$75.20</u></b>	<b><u>\$94.60</u></b>

\* Variable Pension Plan at rates of \$2.00, \$4.00, \$6.00, \$8.00, \$9.00 and \$10.00 per hour.  
Total cost package will vary according to the wage/pension mix actually selected.

\*\*Experience Modified for Each Firm.

# IBEW LOCAL 302 INSIDE WIREMAN

## Employer Cost /Hour

June 1, 2011 - May 31, 2012

DIRECT COST ITEMS	Apprentices 6 <sup>th</sup> 6 Months			Apprentices 7 <sup>th</sup> 6 Months			Apprentices 8 <sup>th</sup> 6 Months			Apprentices 9 <sup>th</sup> 6 Months			Apprentices 10 <sup>th</sup> 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	\$33.94	\$50.91	\$67.88	\$36.55	\$54.83	\$73.10	\$39.16	\$58.74	\$78.32	\$41.77	\$62.66	\$83.54	\$46.99	\$70.49	\$93.98
Health Fund	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10
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	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85
National Pension (NEBF) (3% of Gross Payroll)	1.02	1.53	2.04	1.10	1.64	2.19	1.17	1.76	2.35	1.25	1.88	2.51	1.41	2.11	2.82
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 \$90,000) Medicare Portion - 1.45% (No Max.)	2.60	3.89	5.19	2.80	4.19	5.59	3.00	4.49	5.99	3.20	4.79	6.39	3.59	5.39	7.19
Federal Unemployment Tax (.8% on Max. \$7,000)	0.27	0.41	0.54	0.29	0.44	0.58	0.31	0.47	0.63	0.33	0.50	0.67	0.38	0.56	0.75
Workman's Compensation** 6.50/\$100 Straight Time	2.21	2.21	2.21	2.38	2.38	2.38	2.55	2.55	2.55	2.72	2.72	2.72	3.05	3.05	3.05
Liability Insurance** 6.00/\$100	2.04	3.05	4.07	2.19	3.29	4.39	2.35	3.52	4.70	2.51	3.76	5.01	2.82	4.23	5.64
State Unemployment 5.4% ** (On Max. of \$7,000)	1.83	2.75	3.67	1.97	2.96	3.95	2.11	3.17	4.23	2.26	3.38	4.51	2.54	3.81	5.07
Association Dues (1% of Gross Labor)	<u>0.34</u>	<u>0.51</u>	<u>0.68</u>	<u>0.37</u>	<u>0.55</u>	<u>0.73</u>	<u>0.39</u>	<u>0.59</u>	<u>0.78</u>	<u>0.42</u>	<u>0.63</u>	<u>0.84</u>	<u>0.47</u>	<u>0.70</u>	<u>0.94</u>
<b>Direct Labor Cost/Hour:</b>	<b><u>\$59.20</u></b>	<b><u>\$80.22</u></b>	<b><u>\$101.24</u></b>	<b><u>\$62.60</u></b>	<b><u>\$85.24</u></b>	<b><u>\$107.87</u></b>	<b><u>\$66.01</u></b>	<b><u>\$90.25</u></b>	<b><u>\$114.50</u></b>	<b><u>\$69.41</u></b>	<b><u>\$95.27</u></b>	<b><u>\$121.14</u></b>	<b><u>\$76.21</u></b>	<b><u>\$105.31</u></b>	<b><u>\$134.41</u></b>

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