



HOURLY COST DATA SHEET

Prepared By
Northern California Chapter, NECA

IBEW Electricians - Mariposa, Merced, Stanislaus and Tuolumne Counties (Local Union 684)

Period of June 1, 2020 through May 31, 2021
(Based on Journeyman Rate of \$41.00 per hour)

	JOURNEYMAN	SUB-FOREMAN	FOREMAN	GENERAL FOREMAN	APPRENTICES					
	40%	45%	55%	65%	75%	85%				
	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time
Wages ¹	41.00	45.10	49.20	53.30	16.40	18.45	22.55	26.65	30.75	34.85
Health Fund	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53	12.53
Local Pension A ²	7.85	7.85	7.85	7.85	0.00	0.00	4.32	5.10	5.89	6.67
Local Pension B ²	3.00	3.00	3.00	3.00	0.00	0.00	1.65	1.95	2.25	2.55
Education Trust ³	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20
Labor-Management Cooperative Trust	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65
National LMCC	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
National Pension NEBF (3% of Total Gross Payroll)	1.23	1.35	1.48	1.60	0.49	0.55	0.68	0.80	0.92	1.05
Contract Admin. Fund (1.5% of Total Gross Payroll)	0.62	0.68	0.74	0.80	0.25	0.28	0.34	0.40	0.46	0.52
NECA Service Charge ⁵ (0.5% of Total Gross Payroll)	0.21	0.23	0.25	0.27	0.08	0.09	0.11	0.13	0.15	0.17
Subtotal	68.30	72.60	76.91	81.21	31.61	33.76	44.04	49.42	54.81	60.20
Soc. Sec. 7.65% (FICA) applied to max. of \$137,700 earnings (eff. 1/1/20)	3.14	3.45	3.76	4.08	1.25	1.41	1.73	2.04	2.35	2.67
Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings)	0.25	0.27	0.30	0.32	0.10	0.11	0.14	0.16	0.18	0.21
Worker's Compensation ⁶ - \$5.30/\$7.31 per \$100 of Straight Time Payroll	2.17	4.79	5.23	5.66	2.93	3.29	2.39	2.83	3.27	3.70
Liability Insurance ⁷ \$6.00 per \$100 of Straight Time Payroll	2.46	2.71	2.95	3.20	0.98	1.11	1.35	1.60	1.85	2.09
State Unemployment - 5.4% ⁸ (applied to max. of \$7,000 earnings)	2.21	2.44	2.66	2.88	0.89	1.00	1.22	1.44	1.66	1.88
State Employment Training Fund 0.1% (applied to max. of \$7,000 earnings)	0.04	0.05	0.05	0.05	0.02	0.02	0.02	0.03	0.03	0.03
DIRECT COST Per Hour	78.57	86.29	91.85	97.40	37.77	40.69	50.89	57.51	64.15	70.79
Subject to rate approval & experience modification	Revised January 16, 2020									

¹Future Increases: Agreement expires on May 31, 2020. New wages will be negotiated prior to that date.

²Local Pension - Apprentice pension contributions begin when apprentices reach 55%. Apprentices shall receive % Pension contribution at same % used to compute wage rate. Pension A - \$7.06 Pension B - \$1.05

Note: During 12/1/15 allocation - Part A Pension moved \$5.50 of the original \$1.50 of uncoupled monies to part B Pension and added \$.03 to Part A with \$1.00 uncoupled for an additional 2 years (S: 12/1/17). Part B Pension was increased by \$.50

³Effective January 1, 2015, the JATC contribution rate became \$1.20 per hour.

⁵NECA members only

⁶Workers' Comp Bureau basic rate covers costs & claims only (as of 1/1/97 insurance carriers set own rates) - Eff. 5/2006 @ \$5.30/\$100 (Code 5140 >\$20); \$7.31/\$100 (Code 5190 <=\$20).

⁷Public Liability rate(s) are for "Operations" only. Serious consideration should be given to other coverage, especially Complete Operations and "Contractual" coverages.

⁸Average