







HOURLY COST DATA SHEET

Prepared by Northern California Chapter, NECA IBEW Electricians - Solano & Napa Counties (Local Union 180)

Journeyman "C" Rate Period of June 1, 2020 through May 31, 2021 (Based on Journeyman Rate of \$52.01 per hour)

Table with multiple columns: JOURNEYMAN (Straight, Trade & Double Time), SUB FOREMAN, FOREMAN, GENERAL FOREMAN, and 18 APPRENTICE LEVEL PROGRAMS (A1-A18). Each column includes Straight Time, Trade & Double Time, and Double Time rates.

SUBJECT TO RATE APPROVAL & EXPERIENCE MODIFICATION

\*Wage package increases are scheduled as follows: June 1, 2021 - \$3.50 ; June 1, 2022 - \$3.50 ; June 1, 2023 - \$3.00. \*\*Local Pension - \$1.00 pension trust fund contribution; \$1.50 employer contribution to NALC. No pension contribution for first and second period apprentices. \*\*\*Apprenticeship Fund - Effective June 1, 2016, Management and Labor agreed to contribute \$0.10 (\$0.25 from each party) towards the TFFC. This \$0.10 contribution will sunset after two years. \*\*\*\*The Apprenticeship Training Facility Fund contribution rate shall be determined by the JATC and deducted from the Apprenticeship Training Trust Fund Contribution. \*\*\*\*\*Employer contribution of \$0.24 per hour worked to LMEC and \$0.01 per hour worked to the NLMCC; Employee deduction of \$0.18 per hour worked. \*\*\*\*NECA members only. \*\*\*\*Workers' Comp Bureau basic rate that covers costs & claims only (as of 1/3/20 insurance carriers set own rates) EFL 522066 @ \$5.30/1000 (Code \$10 >=124); \$7.31/1000 (Code \$10 <124). \*\*\*\*\*Public Liability rate(s) are for "Operations" only. Serious consideration should be given to other coverage, especially Complete Operations and "Contractual" coverages. \*\*\*\*\*Wage.

Revised May 19, 2020





### HOURLY COST DATA SHEET

Northern California Chapter, NECA  
 IREW Electricians - Solano & Napa Counties (Local Union #8)

Journeyman "E" Rate  
 Period of June 1, 2021 through May 31, 2021  
 (Based on Journeyman Rate of \$52.01 per hour)

Description	2020			2021			2022			2023			2024			2025			2026			2027			2028			2029			2030		
	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time			
Available Pension Rate	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00
Health Fund	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800	15.800
Local Pension*	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200	15.200
Apprenticeship Fund* (1% of total gross pay)	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480	1.480
Training Facility Fund*																																	
National Pension NECA (1% of total gross pay)	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960	1.960
Contract Admin. Trust Fund (1.13% of total gross pay)	0.690	0.690	0.690	0.735	0.735	0.735	0.790	0.790	0.790	0.845	0.845	0.845	0.900	0.900	0.900	0.955	0.955	0.955	1.010	1.010	1.010	1.065	1.065	1.065	1.120	1.120	1.120	1.175	1.175	1.175	1.230	1.230	1.230
Union-Mgmt. Cooperation Fund* (1% of total gross pay)	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340	0.340
Industry Fund (1% of total gross pay)	0.320	0.320	0.320	0.330	0.330	0.330	0.340	0.340	0.340	0.350	0.350	0.350	0.360	0.360	0.360	0.370	0.370	0.370	0.380	0.380	0.380	0.390	0.390	0.390	0.400	0.400	0.400	0.410	0.410	0.410	0.420	0.420	0.420
Association Dues* (1% of total gross pay)	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Subtotal	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50	26.50
Inc. Tax - 2.95% (FICA) applied to max. of \$1,200 earnings (eff. 1/1/21)	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50
Federal Unemployment Tax (0.8%) applied to max. of \$1,000 earnings	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
Worker's Compensation* (0.50% per hour of straight time pay)	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60
Liability* (0.50% per hour of straight time pay)	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60
State Unemployment* - 5.4% (applied to max. of \$1,000 earnings)	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45	2.45
State Employment Training Fund* (1% applied to max. of \$1,000 earnings)	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
NET COST PER HOUR	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84	59.84

Revised May 19, 2021

\*Wage package increases are scheduled as follows: June 1, 2021 - 10.5% ; June 1, 2022 - 10.5% ; June 1, 2023 - 10.5%.  
 \*Local Pension - 1% to pension trust fund contribution, 0.5% to employer contribution to 401(k). No pension contribution for first and second year apprentices.  
 \*Apprenticeship Fund - Effective June 1, 2021, Management and labor agreed to contribute 0.1% (\$4.00) from each party towards the TFC. This is no contribution will sunset after two years.  
 \*The Apprenticeship Training Facility Fund contribution rate shall be determined by the JATC and deducted from the Apprenticeship Training Trust Fund Contribution.  
 \*Worker's compensation of 0.50% per hour worked to LMI and 0.50% per hour worked for the NECA/IBEW employee deduction of 0.50% per hour worked.  
 \*NECA members only.  
 \*Workers' Comp Bureau has rate that covers costs in claims only (in of 100% insurance carriers set over rates) IRL 1/2004 @ 15.00/100 (Code 3401-1014), 15.00/100 (Code 3401-1014).  
 \*Public liability (100%) are for "Operational" only. Serious consideration should be given to other coverage, especially Complete Operations and Contractors' coverage.  
 \*Averages.



HOURLY COST DATA SHEET

Prepared by Northern California Chapter, NECA IBEW Electricians - Solano & Napa Counties (Local Union 184)

Journeyman "P" Rate Period of June 1, 2020 through May 31, 2021 (Based on Journeyman Rate of \$52.01 per hour)

Table with columns for Job Types (Village, Health Fund, Local Pension, etc.), Workload (Straight Time, Trade A, Trade B, Trade C), and various cost categories (Wages, Benefits, etc.)

Revised May 19, 2020

Wage package increases are scheduled as follows: June 1, 2021 - \$2.55 ; June 1, 2022 - \$2.50 ; June 1, 2023 - \$3.00. Local Pension - \$2.50 pension trust fund contribution; \$7.20 employer contribution to 401(k). No pension contribution for first and second period apprenticeship.