

# HOURLY COST DATA SHEET

Prepared By  
Northern California Chapter, NECA

## Bay-to-Borders Agreement Appendix A - Schedule 2B

IBEW LU 595E \_ Calaveras and San Joaquin Counties

Period of December 1, 2024 through November 30, 2025  
(Based on Residential Wireman Rate of \$38.50 per hour)

	Residential Wireman			Residential Sub-Foreman (110%)			Residential Foreman (120%)			Residential Apprentices (800 hrs. = 6 mos.)					
	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	50%	58%	66%	74%	82%	90%
Wages <sup>1</sup>	38.50	57.75	77.00	42.35	63.53	84.70	46.20	69.30	92.40	19.25	22.33	25.41	28.49	31.57	34.65
Health Fund <sup>2</sup>	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65
Pension Fund <sup>3</sup>	4.50	4.50	4.50	4.50	4.50	4.50	4.50	4.50	4.50	0.00	0.00	2.25	4.50	4.50	4.50
Apprenticeship Fund	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
L-M Coop. Fund (\$0.31 per hour worked)	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31
National Pension NEBF (3% of Total Gross Payroll)	1.16	1.73	2.31	1.27	1.91	2.54	1.39	2.08	2.77	0.58	0.67	0.76	0.85	0.95	1.04
Contract Administration Fund (1% of Gross Payroll)	0.39	0.58	0.77	0.42	0.64	0.85	0.46	0.69	0.92	0.19	0.22	0.25	0.28	0.32	0.35
Association Dues <sup>4</sup> (1% of Gross Payroll)	0.39	0.58	0.77	0.42	0.64	0.85	0.46	0.69	0.92	0.19	0.22	0.25	0.28	0.32	0.35
<b>Subtotal</b>	<b>61.89</b>	<b>82.10</b>	<b>102.31</b>	<b>65.93</b>	<b>88.16</b>	<b>110.40</b>	<b>69.97</b>	<b>94.23</b>	<b>118.48</b>	<b>37.17</b>	<b>40.41</b>	<b>45.89</b>	<b>51.37</b>	<b>54.61</b>	<b>57.84</b>
Soc. Sec. 7.65% (FICA) applied to maximum of \$106,800 earnings (1/1/09)	2.95	4.42	5.89	3.24	4.86	6.48	3.53	5.30	7.07	1.47	1.71	1.94	2.18	2.42	2.65
Federal Unemployment Tax 0.8% (applied to maximum of \$7,000 earnings)	0.31	0.46	0.62	0.34	0.51	0.68	0.37	0.55	0.74	0.15	0.18	0.20	0.23	0.25	0.28
Worker's Compensation <sup>5</sup>	2.04	2.04	2.04	2.24	2.24	2.24	2.45	2.45	2.45	1.41	1.63	1.35	1.51	1.67	1.84
Liability <sup>6</sup> \$6.00 per \$100 of Straight Time Payroll	2.31	2.31	2.31	2.54	2.54	2.54	2.77	2.77	2.77	1.16	1.34	1.52	1.71	1.89	2.08
State Unemployment <sup>7</sup> - 5.4% (applied to max. of \$7,000 earnings)	2.08	3.12	4.16	2.29	3.43	4.57	2.49	3.74	4.99	1.04	1.21	1.37	1.54	1.70	1.87
State Employment Training Fund-0.1%(applied to max. of \$7,000 earnings)	0.04	0.06	0.08	0.04	0.06	0.08	0.05	0.07	0.09	0.02	0.02	0.03	0.03	0.03	0.03
<b>DIRECT COST Per Hour</b>	<b>71.61</b>	<b>94.50</b>	<b>117.40</b>	<b>76.62</b>	<b>101.81</b>	<b>127.00</b>	<b>81.64</b>	<b>109.11</b>	<b>136.59</b>	<b>42.42</b>	<b>46.49</b>	<b>52.31</b>	<b>58.57</b>	<b>62.58</b>	<b>66.59</b>

The December 1, 2024 increase was as follows: \$0.50 to the Pension and \$0.50 to the Health and Welfare.

<sup>1</sup> Future Wage Increases: The Bay to Borders Agreement expires November 30, 2025. Future increases will be determined during negotiations.

<sup>2</sup> Effective December 1, 2018, the Health & Welfare rate will be the same as the Northern California Sound & Communications Agreement.

<sup>3</sup> Future Pension Increases: The Bay to Borders Agreement expires November 30, 2025. Future increases will be determined during negotiations.

<sup>4</sup> Effective December 1, 2024, the Apprentice Contribution will be 2.50% of the Residential Wireman Wage Rate.

<sup>5</sup> NECA Members only

<sup>6</sup> Worker's Compensation Bureau rate that covers costs and claims only (as of 1/1/95 Insurance carriers set own rates);

Eff. 5/2006 @ \$5.30/\$100 (Code 5140>=24); \$7.31/\$100 (Code 5190 <=24)

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

<sup>8</sup> Average