

HOURLY COST DATA SHEET

Prepared By
Northern California Chapter, NECA

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

IBEW LU 180 _ Solano & Napa Counties
IBEW LU 340 _ Alpine, Amador, Butte, Colusa, El Dorado, Glenn, Lassen, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Trinity, Yolo & Yuba Counties
IBEW LU 551 _ Del Norte, Humboldt, Lake, Marin, Mendocino & Sonoma Counties
595W _ Alameda County

Period of December 1, 2025 through November 30, 2026
(Based on Residential Wireman Rate of \$41.00 per hour)

	Residential Wireman			Residential Sub-Foreman (110%)			Residential Foreman (120%)			Residential Apprentices (8.00 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 ¹	41.00	61.50	82.00	45.10	67.65	90.20	49.20	73.80	98.40	20.50	23.78	27.06	30.34	33.62	36.90
Health Fund ²	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25
Pension Fund ³	4.75	4.75	4.75	4.75	4.75	4.75	4.75	4.75	4.75	0.00	0.00	2.38	4.75	4.75	4.75
Apprenticeship Fund ⁴	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03	1.03
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)	1.23	1.85	2.46	1.35	2.03	2.71	1.48	2.21	2.95	0.62	0.71	0.81	0.91	1.01	1.11
Contract Administration Fund (1% of Gross Payroll)	0.41	0.62	0.82	0.45	0.68	0.90	0.49	0.74	0.98	0.21	0.24	0.27	0.30	0.34	0.37
Association Dues ⁵ (1% of Gross Payroll)	0.41	0.62	0.82	0.45	0.68	0.90	0.49	0.74	0.98	0.21	0.24	0.27	0.30	0.34	0.37
Subtotal	66.39	87.93	109.44	70.69	94.38	118.05	75.00	100.83	126.65	40.13	43.56	49.38	55.19	58.65	62.09
Soc. Sec. 7.65% (FICA) applied to maximum of \$106,800 earnings (1/1/09)	3.14	4.70	6.27	3.45	5.18	6.90	3.76	5.65	7.53	1.57	1.82	2.07	2.32	2.57	2.82
Federal Unemployment Tax 0.8% (applied to maximum of \$7,000 earnings)	0.33	0.49	0.66	0.36	0.54	0.72	0.39	0.59	0.79	0.16	0.19	0.22	0.24	0.27	0.30
Worker's Compensation ⁶	2.17	2.17	2.17	2.39	2.39	2.39	2.61	2.61	2.61	1.50	1.74	1.43	1.61	1.78	1.96
Liability ⁷ \$6.00 per \$100 of Straight Time Payroll	2.46	2.46	2.46	2.71	2.71	2.71	2.95	2.95	2.95	1.23	1.43	1.62	1.82	2.02	2.21
State Unemployment ⁸ - 5.4% (applied to max. of \$7,000 earnings)	2.21	3.32	4.43	2.44	3.65	4.87	2.66	3.99	5.31	1.11	1.28	1.46	1.64	1.82	1.99
State Employment Training Fund-0.1%(applied to max. of \$7,000 earnings)	0.04	0.06	0.08	0.05	0.07	0.09	0.05	0.07	0.10	0.02	0.02	0.03	0.03	0.03	0.04
DIRECT COST Per Hour	76.74	101.14	125.51	82.08	108.91	135.73	87.42	116.68	145.94	45.72	50.04	56.21	62.85	67.14	71.41

The December 1, 2025 increase was as follows: \$1.00 to the Wage, \$0.25 to the Pension, and \$1.60 to the Health and Welfare.

¹ Future Wage Increases: The Bay to Borders Agreement expires November 30, 2026. Future increases will be determined during negotiations.

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

³ Future Pension Increases: The Bay to Borders Agreement expires November 30, 2026. Future increases will be determined during negotiations.

Effective December 1, 2024, the Parties agreed that the 1st and 2nd Bracket Apprentice will receive \$0.00 in Pension Contributions and the 3rd Bracket Apprentice will receive 50% of the Residential Wireman Pension Contribution.

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

⁵ NECA Members only

⁶ 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)

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

⁸ Average