

# 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, 2025 through November 30, 2026  
(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>	39.30	58.95	78.60	43.23	64.85	86.46	47.16	70.74	94.32	19.65	22.79	25.94	29.08	32.23	35.37
Health Fund <sup>2</sup>	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 <sup>3</sup>	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	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)	1.18	1.77	2.36	1.30	1.95	2.59	1.41	2.12	2.83	0.59	0.68	0.78	0.87	0.97	1.06
Contract Administration Fund (1% of Gross Payroll)	0.39	0.59	0.79	0.43	0.65	0.86	0.47	0.71	0.94	0.20	0.23	0.26	0.29	0.32	0.35
Association Dues <sup>4</sup> (1% of Gross Payroll)	0.39	0.59	0.79	0.43	0.65	0.86	0.47	0.71	0.94	0.20	0.23	0.26	0.29	0.32	0.35
<b>Subtotal</b>	<b>64.60</b>	<b>85.24</b>	<b>105.88</b>	<b>68.73</b>	<b>91.44</b>	<b>114.11</b>	<b>72.85</b>	<b>97.62</b>	<b>122.37</b>	<b>39.23</b>	<b>42.52</b>	<b>48.20</b>	<b>53.87</b>	<b>57.18</b>	<b>60.47</b>
Soc. Sec. 7.65% (FICA) applied to maximum of \$106,800 earnings (1/1/09)	3.01	4.51	6.01	3.31	4.96	6.61	3.61	5.41	7.22	1.50	1.74	1.98	2.22	2.47	2.71
Federal Unemployment Tax 0.8% (applied to maximum of \$7,000 earnings)	0.31	0.47	0.63	0.35	0.52	0.69	0.38	0.57	0.75	0.16	0.18	0.21	0.23	0.26	0.28
Worker's Compensation <sup>5</sup>	2.08	2.08	2.08	2.29	2.29	2.29	2.50	2.50	2.50	1.44	1.67	1.37	1.54	1.71	1.87
Liability <sup>6</sup> \$6.00 per \$100 of Straight Time Payroll	2.36	2.36	2.36	2.59	2.59	2.59	2.83	2.83	2.83	1.18	1.37	1.56	1.74	1.93	2.12
State Unemployment <sup>7</sup> - 5.4% (applied to max. of \$7,000 earnings)	2.12	3.18	4.24	2.33	3.50	4.67	2.55	3.82	5.09	1.06	1.23	1.40	1.57	1.74	1.91
State Employment Training Fund-0.1%(applied to max. of \$7,000 earnings)	0.04	0.06	0.08	0.04	0.06	0.09	0.05	0.07	0.09	0.02	0.02	0.03	0.03	0.03	0.04
<b>DIRECT COST Per Hour</b>	<b>74.52</b>	<b>97.90</b>	<b>121.29</b>	<b>79.65</b>	<b>105.37</b>	<b>131.06</b>	<b>84.76</b>	<b>112.82</b>	<b>140.86</b>	<b>44.59</b>	<b>48.74</b>	<b>54.75</b>	<b>61.22</b>	<b>65.31</b>	<b>69.40</b>

The December 1, 2025 increase was as follows: \$0.80 to the Wage, \$0.25 to the Pension and \$1.60 to the Health and Welfare.

<sup>1</sup> Future Wage Increases: The Bay to Borders Agreement expires November 30, 2026. 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, 2026. 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 Schedule 2A 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