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, 2026 through November 30, 2027

(Based on Residential Wireman Rate of $40.30 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[1]	40.30	60.45	80.60	44.33	66.50	88.66	48.36	72.54	96.72	20.15	23.37	26.60	29.82	33.05	36.27
Health Fund[2]	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25
Pension Fund[3]	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	0.00	0.00	2.50	5.00	5.00	5.00
Apprenticeship Fund	1.07	1.07	1.07	1.07	1.07	1.07	1.07	1.07	1.07	1.07	1.07	1.07	1.07	1.07	1.07
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)	1.21	1.81	2.42	1.33	1.99	2.66	1.45	2.18	2.90	0.60	0.70	0.80	0.89	0.99	1.09
Contract Administration Fund (1% of Gross Payroll)	0.40	0.60	0.81	0.44	0.66	0.89	0.48	0.73	0.97	0.20	0.23	0.27	0.30	0.33	0.36
Association Dues[4] (1% of Gross Payroll)	0.40	0.60	0.81	0.44	0.66	0.89	0.48	0.73	0.97	0.20	0.23	0.27	0.30	0.33	0.36
Subtotal	66.94	88.09	109.27	71.17	94.44	117.73	75.40	100.81	126.19	40.78	44.16	50.07	55.94	59.33	62.71
Soc. Sec. 7.65% (FICA) applied to maximum of $106,800 earnings (1/1/09)	3.08	4.62	6.17	3.39	5.09	6.78	3.70	5.55	7.40	1.54	1.79	2.03	2.28	2.53	2.77
Federal Unemployment Tax 0.8% (applied to maximum of $7,000 earnings)	0.32	0.48	0.64	0.35	0.53	0.71	0.39	0.58	0.77	0.16	0.19	0.21	0.24	0.26	0.29
Worker's Compensation[5]	2.14	2.14	2.14	2.35	2.35	2.35	2.56	2.56	2.56	1.47	1.71	1.41	1.58	1.75	1.92
Liability[6] $6.00 per $100 of Straight Time Payroll	2.42	2.42	2.42	2.66	2.66	2.66	2.90	2.90	2.90	1.21	1.40	1.60	1.79	1.98	2.18
State Unemployment[7] - 5.4% (applied to max. of $7,000 earnings)	2.18	3.26	4.35	2.39	3.59	4.79	2.61	3.92	5.22	1.09	1.26	1.44	1.61	1.78	1.96
State Employment Training Fund-0.1%(applied to max. of $7,000 earnings)	0.04	0.06	0.08	0.04	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	***77.12***	***101.08***	***125.07***	***82.36***	***108.72***	***135.11***	***87.61***	***116.39***	***145.15***	***46.27***	***50.54***	***56.78***	***63.47***	***67.67***	***71.87***

The December 1, 2026 increase was as follows: $1.00 to the Wage, $0.25 to the Pension and $1.00 to the Health and Welfare.

[1] Future Wage Increases: The Bay to Borders Agreemend expires November 30, 2027. 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 Agreemend expires November 30, 2026. Future increases will be determined during negotiations.

[4] Effective December 1, 2024, the Apprentice Contribution will be 2.50% of the Residential Wireman Schedule 2A 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

Revised October 21, 2026