

Prepared By
Northern California Chapter, NECA

BAY-TO-THE BORDERS AGREEMENT
Addendum 2-A

EMPLOYER'S COST PER HOUR FOR IBEW ELECTRICIANS
SOLANO & NAPA COUNTIES (L.U. 180, IBEW)

Period of December 1, 2015, through May 31, 2016
(Based on Residential Wireman Rate of \$29.22 Per Hour)

	WIREMAN			SUB FOREMAN			FOREMAN			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	29.22	43.83	58.44	32.14	48.21	64.28	35.06	52.60	70.13	14.61	16.95	19.29	21.62	23.96	26.30
Health Fund	9.85	9.85	9.85	9.85	9.85	9.85	9.85	9.85	9.85	9.85	9.85	9.85	9.85	9.85	9.85
Pension Fund	1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59	1.59
Industry Fund (1.0% of Total Gross Payroll)	0.29	0.44	0.58	0.32	0.48	0.64	0.35	0.53	0.70	0.15	0.17	0.19	0.22	0.24	0.26
Apprenticeship Fund	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85
L-M Coop. Fund ² (\$0.16 per hour worked)	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16
National Pension NEBF (3% of Total Gross Payroll)	0.88	1.31	1.75	0.96	1.45	1.93	1.05	1.58	2.10	0.44	0.51	0.58	0.65	0.72	0.79
Contract Administration Fund (1% of Gross Payroll)	0.29	0.44	0.58	0.32	0.48	0.64	0.35	0.53	0.70	0.15	0.17	0.19	0.22	0.24	0.26
Association Dues ³ (0.6% of Gross Payroll)	0.18	0.26	0.35	0.19	0.29	0.39	0.21	0.32	0.42	0.09	0.10	0.12	0.13	0.14	0.16
Subtotal	43.31	58.73	74.16	46.39	63.36	80.33	49.48	67.99	86.51	27.88	30.35	32.82	35.28	37.75	40.22
Soc. Sec. 7.65% (FICA) applied to maximum of \$106,800 earnings (1/1/09)	2.24	3.35	4.47	2.46	3.69	4.92	2.68	4.02	5.36	1.12	1.30	1.48	1.65	1.83	2.01
Federal Unemployment Tax 0.8% (applied to maximum of \$7,000 earnings)	0.23	0.35	0.47	0.26	0.39	0.51	0.28	0.42	0.56	0.12	0.14	0.15	0.17	0.19	0.21
Worker's Compensation ⁴	1.55	1.55	1.55	1.70	1.70	1.70	1.86	1.86	1.86	1.07	1.24	1.41	1.58	1.75	1.39
Liability ⁵ \$6.00 per \$100 of Straight Time Payroll	1.75	1.75	1.75	1.93	1.93	1.93	2.10	2.10	2.10	0.88	1.02	1.16	1.30	1.44	1.58
State Unemployment ⁶ - 5.4% (applied to max. of \$7,000 earnings)	1.58	2.37	3.16	1.74	2.60	3.47	1.89	2.84	3.79	0.79	0.92	1.04	1.17	1.29	1.42
State Employment Training Fund-0.1%(applied to max. of \$7,000 earnings)	0.03	0.04	0.06	0.03	0.05	0.06	0.04	0.05	0.07	0.01	0.02	0.02	0.02	0.02	0.03
DIRECT COST Per Hour	50.68	68.15	85.62	54.51	73.72	92.93	58.33	79.29	100.25	31.86	34.97	38.07	41.18	44.28	46.86

¹Wage Openers will determine wages effective June 1, 2016, and June 1, 2017.

²Employer contribution of \$0.05 per hour worked to the local LMCC, \$0.10 per hour worked to Mission 2000 and \$0.01 per hour worked to the NLMCC; Employee deduction of \$0.05 per hour worked to the local LMCC and \$0.10 per hour worked to Mission 2000.

³NECA members only

⁴Worker's Compensation Bureau rate that covers costs & 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).

⁵Public Liability rate(s) are for "Operations" only. Serious consideration should be given to other coverage, especially Complete Operations and "Contractual" coverages.

⁶Average