

Prepared By
Northern California Chapter, NECA

BAY-TO-THE BORDERS AGREEMENT
Addendum 2-E

EMPLOYER'S COST PER HOUR FOR IBEW ELECTRICIANS
CALAVERAS & SAN JOAQUIN COUNTIES (L.U. 595E, IBEW)

Period of December 1, 2015 - May 31, 2016
(Based on Residential Wireman Rate of \$23.10 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 | 23.10 | 34.65 | 46.20 | 25.41 | 38.12 | 50.82 | 27.72 | 41.58 | 55.44 | 11.55 | 13.40 | 15.25 | 17.09 | 18.94 | 20.79 |
| 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 |
| 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 ¹ (\$0.16 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) | 0.69 | 1.04 | 1.39 | 0.76 | 1.14 | 1.52 | 0.83 | 1.25 | 1.66 | 0.35 | 0.40 | 0.46 | 0.51 | 0.57 | 0.62 |
| Contract Administration Fund (1% of Gross Payroll) | 0.23 | 0.35 | 0.46 | 0.25 | 0.38 | 0.51 | 0.28 | 0.42 | 0.55 | 0.12 | 0.13 | 0.15 | 0.17 | 0.19 | 0.21 |
| Association Dues ² (0.6% of Gross Payroll) | 0.14 | 0.21 | 0.28 | 0.15 | 0.23 | 0.30 | 0.17 | 0.25 | 0.33 | 0.07 | 0.08 | 0.09 | 0.10 | 0.11 | 0.12 |
| Subtotal | 36.76 | 48.84 | 60.93 | 39.18 | 52.47 | 65.76 | 41.60 | 56.09 | 70.59 | 24.68 | 26.61 | 28.55 | 30.48 | 32.41 | 34.35 |
| Soc. Sec. 7.65% (FICA) applied to maximum of \$106,800 earnings (1/1/09) | 1.77 | 2.65 | 3.53 | 1.94 | 2.92 | 3.89 | 2.12 | 3.18 | 4.24 | 0.88 | 1.02 | 1.17 | 1.31 | 1.45 | 1.59 |
| Federal Unemployment Tax 0.8% (applied to maximum of \$7,000 earnings) | 0.18 | 0.28 | 0.37 | 0.20 | 0.30 | 0.41 | 0.22 | 0.33 | 0.44 | 0.09 | 0.11 | 0.12 | 0.14 | 0.15 | 0.17 |
| Worker's Compensation ³ | 1.69 | 1.69 | 1.69 | 1.35 | 1.35 | 1.35 | 1.47 | 1.47 | 1.47 | 0.84 | 0.98 | 1.11 | 1.25 | 1.38 | 1.52 |
| Liability ⁴ \$6.00 per \$100 of Straight Time Payroll | 1.39 | 1.39 | 1.39 | 1.52 | 1.52 | 1.52 | 1.66 | 1.66 | 1.66 | 0.69 | 0.80 | 0.91 | 1.03 | 1.14 | 1.25 |
| State Unemployment ⁵ - 5.4% (applied to max. of \$7,000 earnings) | 1.25 | 1.87 | 2.49 | 1.37 | 2.06 | 2.74 | 1.50 | 2.25 | 2.99 | 0.62 | 0.72 | 0.82 | 0.92 | 1.02 | 1.12 |
| State Employment Training Fund-0.1%(applied to max. of \$7,000 earnings) | 0.02 | 0.03 | 0.05 | 0.03 | 0.04 | 0.05 | 0.03 | 0.04 | 0.06 | 0.01 | 0.01 | 0.02 | 0.02 | 0.02 | 0.02 |
| DIRECT COST Per Hour | 43.06 | 56.75 | 70.44 | 45.59 | 60.66 | 75.72 | 48.59 | 65.03 | 81.46 | 27.83 | 30.27 | 32.70 | 35.14 | 37.58 | 40.01 |

¹Employer 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.

²NECA members only

³Worker'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).

⁴Public Liability rate(s) are for "Operations" only. Serious consideration should be given to other coverage, especially Complete Operations and "Contractual" coverages.

⁵Average