



Northern California Chapter
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LABOR BULLETIN

NORTHERN CALIFORNIA CHAPTER, NECA Bay to Borders Residential Agreement

TO: Northern California Chapter, NECA Members
FROM: Greg Armstrong, Executive Director
DATE: May 5, 2015

The settlement to the Bay to Borders Residential Construction Agreement is as follows:

1. A three-year agreement, effective June 1, 2015 through May 31, 2018.
2. Wages: \$0.50 increase effective June 1, 2015; wage opener effective June 1, 2016; and wage opener effective June 1, 2017.
3. Health & Welfare contribution: increases to the Health & Welfare contribution will be determined by the allocation under the S&C agreement. Increases up to \$0.50 will be effective each year effective December 1, 2015, December 1, 2016, and December 1, 2017.

Please contact the Chapter office with any questions.

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THINK 

Prepared By
Northern California Chapter, NECA

BAY-TO-THE BORDERS AGREEMENT
Addendum Z-A

EMPLOYER'S COST PER HOUR FOR IBEW ELECTRICIANS
SOLANO & NAPA COUNTIES (L.U. 180, IBEW)
MARIN & SONOMA COUNTIES (L.U. 551, IBEW)

Period of June 1, 2015, through November 30, 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	9.35	9.35	9.35	9.35	9.35	9.35	9.35	9.35	9.35	9.35	9.35	9.35	9.35	9.35	9.35
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	42.81	58.23	73.66	45.89	62.86	79.83	48.98	67.49	86.01	27.38	29.85	32.32	34.78	37.25	39.72
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	50.18	67.65	85.12	54.01	73.22	92.43	57.83	78.79	99.75	31.36	34.47	37.57	40.68	43.78	46.36

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

4/10/2015