

**NECA
IBEW LOCAL UNION #38
INSIDE WAGE SPREADSHEET**

EFFECTIVE DATES		4/27/2020 - 4/25/2021			
CLASSIFICATIONS		Journeyman	Foreman 6%	Foreman 10%	Foreman 14%
BASE WAGE RATE		\$39.88	\$42.27	\$43.87	\$45.46
TOTAL TAXABLE WAGES		\$39.88	\$42.27	\$43.87	\$45.46
Base Wage Rate includes INCREASE of		\$0.75	\$0.79	\$0.83	\$0.85
FRINGE BENEFITS					
HEALTH & WELFARE		\$9.05	\$9.05	\$9.05	\$9.05
NEBF	3%	\$1.20	\$1.27	\$1.32	\$1.36
PENSION		\$10.05	\$10.05	\$10.05	\$10.05
401K		\$0.50	\$0.50	\$0.50	\$0.50
TOTAL FRINGES		\$20.80	\$20.87	\$20.92	\$20.96
TOTAL WAGE PACKAGE		\$60.68	\$63.14	\$64.79	\$66.42
OTHER PAYROLL COSTS					
JATC		\$0.42	\$0.42	\$0.42	\$0.42
NECA	0.30%	\$0.12	\$0.13	\$0.13	\$0.14
CECAF	0.50%	\$0.20	\$0.21	\$0.22	\$0.23
ACT/State Bldg Trades Fund		\$0.05	\$0.05	\$0.05	\$0.05
NLMCC		\$0.01	\$0.01	\$0.01	\$0.01
CELMCC		\$0.15	\$0.15	\$0.15	\$0.15
TOTAL OTHER COSTS		\$0.95	\$0.97	\$0.98	\$1.00
TOTAL COST LESS TAXES		\$61.63	\$64.11	\$65.77	\$67.42
TAXES AND INSURANCE (EST.)					
WORKERS COMPENSATION	4%	\$1.60	\$1.69	\$1.75	\$1.82
STATE UNEMPLOYMENT	7.50%	\$2.99	\$3.17	\$3.29	\$3.41
FEDERAL UNEMPLOYMENT	0.80%	\$0.32	\$0.34	\$0.35	\$0.36
FICA & MEDICARE	7.65%	\$3.05	\$3.23	\$3.36	\$3.48
INSURANCE	2.50%	\$1.00	\$1.06	\$1.10	\$1.14
TOTAL TAXES AND INS.		\$8.96	\$9.49	\$9.85	\$10.21
TOTAL ADDERS		\$30.71	\$31.33	\$31.75	\$32.17
TOTAL WAGE COST		\$70.59	\$73.60	\$75.62	\$77.63

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INSIDE WAGE SPREADSHEET
APPRENTICES

EFFECTIVE DATES

4/27/2020 - 4/25/2021

CLASSIFICATIONS	1ST YR	1ST YR	2ND YR	2ND YR	3RD YR	3RD YR	4TH YR	4TH YR	5TH YR	5TH YR
	1ST PER	2ND PER	1ST PER	2ND PER	1ST PER	2ND PER	1ST PER	2ND PER	1ST PER	2ND PER
BASE WAGE RATE	\$13.96	\$15.95	\$17.95	\$19.94	\$21.93	\$23.93	\$25.92	\$27.92	\$29.91	\$31.90
TOTAL TAXABLE WAGES	\$13.96	\$15.95	\$17.95	\$19.94	\$21.93	\$23.93	\$25.92	\$27.92	\$29.91	\$31.90

Base Wage Rate includes INCREASE of:

\$0.26	\$0.30	\$0.34	\$0.37	\$0.41	\$0.45	\$0.49	\$0.53	\$0.56	\$0.60
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FRINGE BENEFITS

HEALTH & WELFARE	\$9.05	\$9.05	\$9.05	\$9.05	\$9.05	\$9.05	\$9.05	\$9.05	\$9.05	\$9.05
NEBF 3%	\$0.42	\$0.48	\$0.54	\$0.60	\$0.66	\$0.72	\$0.78	\$0.84	\$0.90	\$0.96
PENSION	\$0.00	\$0.00	\$6.53	\$6.53	\$6.53	\$6.53	\$6.53	\$6.53	\$6.53	\$6.53
401K	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
TOTAL FRINGES	\$9.97	\$10.03	\$16.62	\$16.68	\$16.74	\$16.80	\$16.86	\$16.92	\$16.98	\$17.04

TOTAL WAGE PACKAGE	\$23.93	\$25.98	\$34.57	\$36.62	\$38.67	\$40.73	\$42.78	\$44.84	\$46.89	\$48.94
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OTHER PAYROLL COSTS

JATC	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42
NECA 0.30%	\$0.04	\$0.05	\$0.05	\$0.06	\$0.07	\$0.07	\$0.08	\$0.08	\$0.09	\$0.10
CECAF 0.50%	\$0.07	\$0.08	\$0.09	\$0.10	\$0.11	\$0.12	\$0.13	\$0.14	\$0.15	\$0.16
ACT/State Bldg. Trades Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
NLMCC	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
CELMCC	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
TOTAL OTHER COSTS	\$0.74	\$0.76	\$0.77	\$0.79	\$0.81	\$0.82	\$0.84	\$0.85	\$0.87	\$0.89

TOTAL COST LESS TAXES	\$24.67	\$26.74	\$35.34	\$37.41	\$39.48	\$41.55	\$43.62	\$45.69	\$47.76	\$49.83
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TAXES AND INSURANCE (EST.)

WORKERS COMPENSATION 4%	\$0.56	\$0.64	\$0.72	\$0.80	\$0.88	\$0.96	\$1.04	\$1.12	\$1.20	\$1.28
STATE UNEMPLOYMENT 7.50%	\$1.05	\$1.20	\$1.35	\$1.50	\$1.64	\$1.79	\$1.94	\$2.09	\$2.24	\$2.39
FEDERAL UNEMPLOYMENT 0.80%	\$0.11	\$0.13	\$0.14	\$0.16	\$0.18	\$0.19	\$0.21	\$0.22	\$0.24	\$0.26
FICA & MEDICARE 7.65%	\$1.07	\$1.22	\$1.37	\$1.53	\$1.68	\$1.83	\$1.98	\$2.14	\$2.29	\$2.44
INSURANCE 2.50%	\$0.35	\$0.40	\$0.45	\$0.50	\$0.55	\$0.60	\$0.65	\$0.70	\$0.75	\$0.80
TOTAL TAXES AND INS.	\$3.14	\$3.59	\$4.03	\$4.49	\$4.93	\$5.37	\$5.82	\$6.27	\$6.72	\$7.17

TOTAL ADDERS	\$13.85	\$14.38	\$21.42	\$21.96	\$22.48	\$22.99	\$23.52	\$24.04	\$24.57	\$25.10
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TOTAL WAGE COST	\$27.81	\$30.33	\$39.37	\$41.90	\$44.41	\$46.92	\$49.44	\$51.96	\$54.48	\$57.00
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