



PORTLAND: 503.256.4848

VANCOUVER: 360.892.0171

[www.IBEW48.com](http://www.IBEW48.com)

## 2025 Master Residential Wage Package

*Effective January, 1 2025*

**Gross Wages: \$48.73 per hour**

### **Vacation Account: Diverted**

**\$1.95 per hour, or 4% of gross**, is withheld and diverted into a “Vacation” account in your name at the IBEW United Workers Federal Credit Union. This money is yours to do with what you please, but the original intent was to provide an account to cover days off due to illness, vacation, holidays, etc. The money is deposited and available to you around the 20th of each month.

**Initiation Fee: A one-time fee of \$104**, which covers your first month of Basic Dues (see below), is due within the first eight days of joining Local 48.

**Basic Membership Dues Paid by Employee: These** dues are a fixed monthly cost that you must arrange to pay. **\$.34 per hour (\$58.50/month) for Basic Dues.** Active “A” membership in the IBEW qualifies members for participation in the IBEW Pension Benefit Plan. *(Note: The “hourly rate” assumes an average 173-hour month.)*

**Working Dues Paid by Employee:** Your employer withholds the following dues from your weekly paycheck. The hourly costs are figured on a regular 40-hour workweek with no overtime. **\$.97 per hour (2%)** for Market Recovery dues, a program to recover and preserve market share in our local jurisdiction. **\$.85-\$1.09 per hour (1.75%-2.25%)** for working dues. Covers the day-to-day costs of running the union hall. **The current rate for 2025 is 1.75%, or \$.85.**

**\$.10 per hour for PAC (Political Action Committee)**, a fund to contribute to people working on our behalf to protect against the weakening of licensing laws. This is a qualifying contribution under the Oregon Political Contribution Tax Credit.

\*Note: Some of these expenses can be deductible from taxes depending on your tax status. For additional information, speak with a tax expert.

**Total Dues = \$2.26 Per Hour**

**Effective “Take-home” Wage: \$46.47**



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The employer will pay benefits for every hour worked in addition to the hourly wage. There is no cost to the employee for any of the following benefits:

### **Fringe Benefits Paid by the Employer**

**\$10.50 per hour is paid to the Harrison Electrical Workers Trust Fund** to pay for full-family medical, dental, and vision insurance. This fund also provides supplemental retiree health care and pre-Medicare insurance to early retirees. See Trust Plan documents for more info.

**\$1.90 per hour** for Harrison Electrical Workers Trust Fund Flexible Benefit Plan, a supplementary plan designed to provide you with a variety of benefits to meet your individual circumstances. Can be used tax-free for medical expenses or dependent care expenses. May also be used to supplement unemployment but is taxed at regular income levels.

**\$10.75 per hour for Edison Pension.** This is a defined benefit pension with a five-year vesting period. Forecasting for a 5-year IBEW career, your monthly check would be around \$725 a month upon retirement for life. Forecasting a 25-year IBEW career, your monthly check would be around **\$4550 a month upon retirement for life.**

**\$1.46 per hour (3%)** for the NEBF Pension Plan. This is a defined benefit pension with a five-year vesting period. Currently **\$32 for each year worked** with at least 300 hours, **i.e. 25 years worked times \$32 per year worked will earn you \$800 a month upon retirement.**

**\$6.82 per hour** for IBEW District No. 9 Pension Plan, a 404(c) Annuity. You are 100% vested from day one. This is a defined contribution plan where you may choose from many different investment options.

***\$19.03 Total in Retirement benefits (Edison + NEBF + No. 9)***

**Total Wage Package: \$80.16**

**Wage Package minus dues: \$77.90**

Optional Benefit: The Cornell-Hart Pension is a voluntary contribution plan available to all LU 48 members. See your employer for application forms to automatically direct up to \$19,500 per year, or up to \$25,500 if you are older than 50, into the Cornell-Hart 401(k). You choose how much you want deducted per hour.