

HOURLY LABOR COST GROUNDMAN

WAGE AND BENEFITS	UNION	NON-UNION
Groundman Rate		
Unemployment 3%		
FICA* 7.65%		
Workers Comp. 9.7%		
Family Health Insurance (Lineco)		
NEBF (Nat'l Elec. Benefit Fund) 3%		
Local Pension and/or NEAP		
Apprenticeship Fund		
NEIF (Nat'l Electrical Industry Fund) 1%		
NLMCC** Fund		
Paid Vacation		
Paid Holiday		
Per Diem		
Total Labor Wage		

*Social Security - 0.625%, Medicare – 0.14%

**National Labor Management Cooperative Committee – \$0.01 per hour (max \$1,500)