LED Retrofit Labor Units

Commercial fixtures · One-technician installation allowances · Updated October 2026

How to use: Select a fixture type, estimate direct technician minutes and validate against representative installations. These are **illustrative planning ranges**, not NECA Manual of Labor Units figures or an independently measured industry benchmark.

Retrofit work	Minutes	Included work	Main variable
Type A tube relamp; 2-lamp 4 ft	5-10	Remove/install lamps; basic test	Lens and ballast exceptions
Type B ballast bypass; 2-lamp 4 ft	10-20	Approved electrical conversion; label; test	Sockets; wiring condition
Troffer LED retrofit kit; 2x4	20-35	Remove internals; install kit; test	Host fixture condition
New 2x4 troffer or flat panel	30-50	Remove; install/connect fixture; test	Ceiling grid and mounting
4 ft strip retrofit kit	15-25	Remove internals; install kit; test	Driver/channel access
8 ft strip kit or replacement	25-40	Remove; install approved assembly; test	Long fixture handling
Vapor-tight replacement	30-45	Remove; install; seal; test	Gaskets and mounting
6 in downlight retrofit kit	10-15	Remove lamp/trim; fit kit; test	Can/trim compatibility
LED high bay up to 25 ft	30-60	Lift access; change; connect; test	Lift positioning/hangers
LED high bay over 25 ft	45-90	Elevated access; change; test	Racking and obstructions
Exterior wall pack replacement	45-75	Remove; mount; seal; connect; test	Weatherproofing and wall
Parking-lot pole head	45-90	Bucket access; replace; test	Traffic control/bucket
Exit sign replacement	15-25	Replace approved unit; function test	Emergency provisions
Wall-switch occupancy sensor	15-25	Replace compatible device; initial test	Neutral/load compatibility
Ceiling sensor plus power pack	30-60	Install/connect; initial test	Wiring and control zones

Common adjustments: Access at 12-20 ft (+25-50%); hard ceilings (+30-60%); occupied areas (+15-30%); production/racking (+20-40%); emergency fixtures (+10-15 minutes). Apply judiciously, verify with crew records, and do not double-count overlapping conditions.

Excluded unless priced separately: Mobilization, staging, lift rental/moves, disposal, controls commissioning, permits, supervision, inspections, cleanup and unusual repairs. Type B socket replacements may add 5-10 minutes per fixture.

Estimator check: Technician-hours = quantity × minutes ÷ 60. Labor dollars = technician-hours × loaded hourly rate. Job duration needs productive hours per shift and actual crew size.