

**CONSTRUCTION WAGE AND BENEFIT SCHEDULE FOR IBEW 46 JURISDICTION
(KING, KITSAP, JEFFERSON AND CLALLAM COUNTIES)**

WAGE PERIOD: 02-01-21

AS OF 02-01-21

INSIDE CONSTRUCTION AGREEMENT														
EFFECTIVE 02/01/2021 - 05/31/2021	WAGE & BENEFITS PACKAGE (PREVAILING WAGE / EMPLOYER CONTRIBUTION)								ADDITIONAL EMPLOYER CONTRIBUTIONS				TOTAL	WAGE DEDUCTION FOR VACATION
	WAGE	NEBF	MEDICAL PLAN 1	MEDICAL PLAN 2	PENSION	401K	JATC	SUBTOTAL	LMCC	NLMCC	SAP	AMF (EMPLOYER FEES PAID TO NECA)		
WIRESMAN GEN FOREMAN	\$72.98	\$2.19	\$10.20	N/A	\$10.38	\$2.25	\$0.83	\$98.83	\$0.10	\$0.01	\$0.10	\$0.55	\$99.59	6%
WIRESMAN FOREMAN	\$66.90	\$2.01	\$10.20	N/A	\$10.38	\$2.25	\$0.83	\$92.57	\$0.10	\$0.01	\$0.10	\$0.50	\$93.28	6%
CABLE SPLICER	\$66.90	\$2.01	\$10.20	N/A	\$10.38	\$2.25	\$0.83	\$92.57	\$0.10	\$0.01	\$0.10	\$0.50	\$93.28	6%
TUNNEL PAY	\$66.90	\$2.01	\$10.20	N/A	\$10.38	\$2.25	\$0.83	\$92.57	\$0.10	\$0.01	\$0.10	\$0.50	\$93.28	6%
WELDER	\$63.86	\$1.92	\$10.20	N/A	\$10.38	\$2.25	\$0.83	\$89.44	\$0.10	\$0.01	\$0.10	\$0.48	\$90.13	6%
JOURNEY WIRESMAN	\$60.82	\$1.82	\$10.20	N/A	\$10.38	\$2.25	\$0.83	\$86.30	\$0.10	\$0.01	\$0.10	\$0.46	\$86.97	6%
APP WIRE 6TH PERIOD 6501-8000 85%	\$51.70	\$1.55	\$10.20	N/A	\$8.82	\$1.91	\$0.83	\$75.01	\$0.10	\$0.01	\$0.10	\$0.39	\$75.61	6%
APP WIRE 5TH PERIOD 5,001-6,500 75%	\$45.62	\$1.37	\$10.20	N/A	\$7.79	\$1.69	\$0.83	\$67.50	\$0.10	\$0.01	\$0.10	\$0.34	\$68.05	6%
APP WIRE 4TH PERIOD 3,501-5,000 65%	\$39.53	\$1.19	\$10.20	N/A	\$6.75	\$1.46	\$0.83	\$59.96	\$0.10	\$0.01	\$0.10	\$0.30	\$60.47	6%
APP WIRE 3RD PERIOD 2,001-3,500 HRS 52% of Journeyman	\$31.63	\$0.95	\$10.20	N/A	\$5.40	\$1.17	\$0.83	\$50.18	\$0.10	\$0.01	\$0.10	\$0.24	\$50.63	6%
APP WIRE 2ND PERIOD 1,001-2,000 HRS 47% of Journeyman	\$28.59	\$0.86	\$10.20	N/A	\$0.25	\$0.25	\$0.83	\$40.98	\$0.10	\$0.01	\$0.10	\$0.21	\$41.40	6%
APP WIRE 1ST PERIOD 0-1,000 HRS 42% of Journeyman	\$25.54	\$0.77	\$10.20	N/A	\$0.25	\$0.25	\$0.83	\$37.84	\$0.10	\$0.01	\$0.10	\$0.19	\$38.24	6%

NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES

SOUND & COMMUNICATION AGREEMENT														
EFFECTIVE 02/22/2021 - 08/01/2021	WAGE & BENEFITS PACKAGE (PREVAILING WAGE / EMPLOYER CONTRIBUTION)								ADDITIONAL EMPLOYER CONTRIBUTIONS				TOTAL	WAGE DEDUCTION FOR VACATION
	WAGE	NEBF	MEDICAL PLAN 1	MEDICAL PLAN 2	PENSION	401K	JATC	SUBTOTAL	LMCC	NLMCC	SAP	AMF (EMPLOYER FEES PAID TO NECA)		
Technician Foreman	\$44.18	\$1.33	N/A	\$6.00	\$4.30	\$3.10	\$0.55	\$59.46	\$0.05	\$0.01	\$0.10	\$0.33	\$59.95	6%
Journey Technician EL06 Certified	\$40.16	\$1.21	N/A	\$6.00	\$4.30	\$3.10	\$0.55	\$55.32	\$0.05	\$0.01	\$0.10	\$0.30	\$55.78	6%
Journey Technician EL06 Non-Certified (90%)*	\$36.14	\$1.08	N/A	\$6.00	\$3.87	\$2.79	\$0.55	\$50.43	\$0.05	\$0.01	\$0.10	\$0.27	\$50.86	6%
6th Per App (85%) 4001 - 4800 HRS	\$34.14	\$1.02	N/A	\$6.00	\$3.66	\$2.64	\$0.55	\$48.01	\$0.05	\$0.01	\$0.10	\$0.26	\$48.43	6%
5th Per App (80%) 3201 - 4000 HRS	\$32.13	\$0.96	N/A	\$6.00	\$3.44	\$2.48	\$0.55	\$45.56	\$0.05	\$0.01	\$0.10	\$0.24	\$45.96	6%
4th Per App (75%) 2401 - 3200 HRS	\$30.12	\$0.90	N/A	\$6.00	\$3.23	\$2.33	\$0.55	\$43.13	\$0.05	\$0.01	\$0.10	\$0.23	\$43.52	6%
3rd Per App (70%) 1601 - 2400 HRS	\$28.11	\$0.84	N/A	\$6.00	\$3.01	\$2.17	\$0.55	\$40.68	\$0.05	\$0.01	\$0.10	\$0.21	\$41.05	6%
2nd Per App (65%) 801 - 1600 HRS	\$26.10	\$0.78	N/A	\$6.00	\$2.80	\$2.02	\$0.55	\$38.25	\$0.05	\$0.01	\$0.10	\$0.20	\$38.61	6%
1st Per App (60%) 0 - 800 HRS	\$24.10	\$0.72	N/A	\$6.00	\$2.58	\$1.86	\$0.55	\$35.81	\$0.05	\$0.01	\$0.10	\$0.18	\$36.15	6%
Installer Level 3 (55%) (3001+ HRS)	\$22.09	\$0.66	N/A	\$6.00	\$2.37	\$1.71	\$0.55	\$33.38	\$0.05	\$0.01	\$0.10	\$0.17	\$33.71	6%
Installer Level 2 (Greater of \$19.00 or 45%) (2001-3000 HRS)	\$19.00	\$0.57	N/A	\$6.00	\$0.35	\$0.20	\$0.55	\$26.67	\$0.05	\$0.01	\$0.10	\$0.14	\$26.97	6%
Installer Level 1 (Greater of \$17.00 or 35%) (0-2000 HRS)	\$17.00	\$0.51	N/A	\$6.00	\$0.35	\$0.20	\$0.55	\$24.61	\$0.05	\$0.01	\$0.10	\$0.13	\$24.90	6%

* NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES

**CONSTRUCTION WAGE AND BENEFIT SCHEDULE FOR IBEW 46 JURISDICTION
(KING, KITSAP, JEFFERSON AND CLALLAM COUNTIES)**

WAGE PERIOD: 02-01-21

AS OF 02-01-21

CONSTRUCTION STOCKMAN AGREEMENT														
EFFECTIVE 02/01/2021 - 06/30/2021	WAGE & BENEFITS PACKAGE (PREVAILING WAGE / EMPLOYER CONTRIBUTION)								ADDITIONAL EMPLOYER CONTRIBUTIONS				TOTAL	WAGE DEDUCTION FOR VACATION
	WAGE	NEBF	MEDICAL PLAN 1	MEDICAL PLAN 2	PENSION	401K	JATC	SUBTOTAL	LMCC	NLMCC	SAP	AMF (EMPLOYER FEES PAID TO NECA)		
JOURNEYMAN STOCKMAN OVER 7,000 HRS	\$31.23	\$0.94	\$7.65	N/A	\$3.46	\$1.50	\$0.00	\$44.78	\$0.00	\$0.00	\$0.00	\$0.23	\$45.01	6%
STOCKMAN III 5,001 -7,000 HRS	\$28.23	\$0.85	\$7.65	N/A	\$2.68	\$1.21	\$0.00	\$40.62	\$0.00	\$0.00	\$0.00	\$0.21	\$40.83	6%
STOCKMAN II 3,001-5,000 HRS	\$20.79	\$0.62	N/A	\$5.00	\$0.45	\$0.20	\$0.00	\$27.06	\$0.00	\$0.00	\$0.00	\$0.16	\$27.22	6%
STOCKMAN I 0-3,000 HRS	\$17.53	\$0.53	N/A	\$5.00	NONE	NONE	\$0.00	\$23.06	\$0.00	\$0.00	\$0.00	\$0.13	\$23.19	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
RESIDENTIAL AGREEMENT														
EFFECTIVE 02/01/2021 - 05/31/2021	WAGE & BENEFITS PACKAGE (PREVAILING WAGE / EMPLOYER CONTRIBUTION)								ADDITIONAL EMPLOYER CONTRIBUTIONS				TOTAL	WAGE DEDUCTION FOR VACATION
	WAGE	NEBF	MEDICAL PLAN 1	MEDICAL PLAN 2	PENSION	401K	JATC	SUBTOTAL	LMCC	NLMCC	SAP	AMF (EMPLOYER FEES PAID TO NECA)		
RES JOURNEY WIREMAN - Base Wage \$31.00	31.00	0.93	\$6.60	N/A	\$3.95	\$1.80	\$0.10	\$44.38	\$0.00	\$0.00	\$0.00	\$0.23	\$44.61	6%
APPRENTICE PERCENTAGE RATE BASED ON BASE WAGE OF \$31.00/hr														
RES APPRENTICE 2701 - 3600 HRS 75%	\$23.25	\$0.70	N/A	\$5.00	\$0.10	\$0.10	\$0.10	\$29.25	\$0.00	\$0.00	\$0.00	\$0.17	\$29.42	6%
RES APPRENTICE 1801 - 2700 HRS 65%	\$20.15	\$0.60	N/A	\$5.00	\$0.10	\$0.10	\$0.10	\$26.05	\$0.00	\$0.00	\$0.00	\$0.15	\$26.20	6%
RES APPRENTICE 0 - 1800 HRS 60%	\$18.60	\$0.56	N/A	\$5.00	\$0.10	\$0.10	\$0.10	\$24.46	\$0.00	\$0.00	\$0.00	\$0.14	\$24.60	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
LIGHT FIXTURE MAINTENANCE AGREEMENT														
EFFECTIVE 02/01/2021 - 06/30/2021	WAGE & BENEFITS PACKAGE (PREVAILING WAGE / EMPLOYER CONTRIBUTION)								ADDITIONAL EMPLOYER CONTRIBUTIONS				TOTAL	WAGE DEDUCTION FOR VACATION
	WAGE	NEBF	MEDICAL PLAN 1	MEDICAL PLAN 2	PENSION	401K	JATC	SUBTOTAL	LMCC	NLMCC	SAP	AMF (EMPLOYER FEES PAID TO NECA)		
LIGHT FIXTURE MAINTENANCE JOURNEY TECH	\$26.25	\$0.79	N/A	\$5.00	NONE	\$1.15	\$0.00	\$33.19	\$0.00	\$0.00	\$0.00	NONE	\$33.19	6%
LIGHT FIXTURE MAINTENANCE TECHNICIAN	\$21.28	\$0.64	N/A	\$5.00	NONE	\$1.15	\$0.00	\$28.07	\$0.00	\$0.00	\$0.00	NONE	\$28.07	6%
LIGHT FIXTURE MAINTENANCE PROBATIONARY TECH	\$17.48	\$0.52	N/A	\$5.00	NONE	NONE	\$0.00	\$23.00	\$0.00	\$0.00	\$0.00	NONE	\$23.00	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														