

**CONSTRUCTION WAGE AND BENEFIT SCHEDULE FOR IBEW 46 JURISDICTION
(KING, KITSAP, JEFFERSON AND CLALLAM COUNTIES)
AS OF 02-07-22**

WAGE PERIOD: 02-07-22

INSIDE CONSTRUCTION AGREEMENT														
EFFECTIVE 02/07/2022 - 07/31/2022	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)		
WIREMAN GEN FOREMAN	\$77.17	\$2.32	\$10.35	N/A	\$10.63	\$2.50	\$0.87	\$103.84	\$0.10	\$0.01	\$0.05	\$0.58	\$104.58	6%
WIREMAN FOREMAN	\$70.74	\$2.12	\$10.35	N/A	\$10.63	\$2.50	\$0.87	\$97.21	\$0.10	\$0.01	\$0.05	\$0.53	\$97.90	6%
CABLE SPLICER	\$70.74	\$2.12	\$10.35	N/A	\$10.63	\$2.50	\$0.87	\$97.21	\$0.10	\$0.01	\$0.05	\$0.53	\$97.90	6%
TUNNEL PAY	\$70.74	\$2.12	\$10.35	N/A	\$10.63	\$2.50	\$0.87	\$97.21	\$0.10	\$0.01	\$0.05	\$0.53	\$97.90	6%
WELDER	\$67.53	\$2.03	\$10.35	N/A	\$10.63	\$2.50	\$0.87	\$93.91	\$0.10	\$0.01	\$0.05	\$0.51	\$94.58	6%
JOURNEY WIREMAN	\$64.31	\$1.93	\$10.35	N/A	\$10.63	\$2.50	\$0.87	\$90.59	\$0.10	\$0.01	\$0.05	\$0.48	\$91.23	6%
APP WIRE 6TH PERIOD 6501-8000 85%	\$54.66	\$1.64	\$10.35	N/A	\$9.04	\$2.13	\$0.87	\$78.69	\$0.10	\$0.01	\$0.05	\$0.41	\$79.26	6%
APP WIRE 5TH PERIOD 5,001-6,500 75%	\$48.23	\$1.45	\$10.35	N/A	\$7.97	\$1.88	\$0.87	\$70.75	\$0.10	\$0.01	\$0.05	\$0.36	\$71.27	6%
APP WIRE 4TH PERIOD 3,501-5,000 65%	\$41.80	\$1.25	\$10.35	N/A	\$6.91	\$1.63	\$0.87	\$62.81	\$0.10	\$0.01	\$0.05	\$0.31	\$63.28	6%
APP WIRE 3RD PERIOD 2,001-3,500 HRS 52% of Journeyman	\$33.44	\$1.00	\$10.35	N/A	\$5.53	\$1.30	\$0.87	\$52.49	\$0.10	\$0.01	\$0.05	\$0.25	\$52.90	6%
APP WIRE 2ND PERIOD 1,001-2,000 HRS 47% of Journeyman	\$30.23	\$0.91	\$10.35	N/A	\$0.25	\$0.25	\$0.87	\$42.86	\$0.10	\$0.01	\$0.05	\$0.23	\$43.25	6%
APP WIRE 1ST PERIOD 0-1,000 HRS 42% of Journeyman	\$27.01	\$0.81	\$10.35	N/A	\$0.25	\$0.25	\$0.87	\$39.54	\$0.10	\$0.01	\$0.05	\$0.20	\$39.90	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
SOUND & COMMUNICATION AGREEMENT														
EFFECTIVE 02/07/2022 - 07/31/2022	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	\$47.43	\$1.42	N/A	\$6.30	\$4.51	\$3.30	\$0.58	\$63.54	\$0.05	\$0.01	\$0.05	\$0.36	\$64.01	6%
Journey Technician EL06 Certified	\$43.12	\$1.29	N/A	\$6.30	\$4.51	\$3.30	\$0.58	\$59.10	\$0.05	\$0.01	\$0.05	\$0.32	\$59.53	6%
Journey Technician EL06 Non-Certified (90%)	\$38.81	\$1.16	N/A	\$6.30	\$4.06	\$2.97	\$0.58	\$53.88	\$0.05	\$0.01	\$0.05	\$0.29	\$54.28	6%
6th Per App (85%) 4001 - 4800 HRS	\$36.65	\$1.10	N/A	\$6.30	\$3.83	\$2.81	\$0.58	\$51.27	\$0.05	\$0.01	\$0.05	\$0.27	\$51.65	6%
5th Per App (80%) 3201 - 4000 HRS	\$34.50	\$1.04	N/A	\$6.30	\$3.61	\$2.64	\$0.58	\$48.67	\$0.05	\$0.01	\$0.05	\$0.26	\$49.04	6%
4th Per App (75%) 2401 - 3200 HRS	\$32.34	\$0.97	N/A	\$6.30	\$3.38	\$2.48	\$0.58	\$46.05	\$0.05	\$0.01	\$0.05	\$0.24	\$46.40	6%
3rd Per App (70%) 1601 - 2400 HRS	\$30.18	\$0.91	N/A	\$6.30	\$3.16	\$2.31	\$0.58	\$43.44	\$0.05	\$0.01	\$0.05	\$0.23	\$43.78	6%
2nd Per App (65%) 801 - 1600 HRS	\$28.03	\$0.84	N/A	\$6.30	\$2.93	\$2.15	\$0.58	\$40.83	\$0.05	\$0.01	\$0.05	\$0.21	\$41.15	6%
1st Per App (60%) 0 - 800 HRS	\$25.87	\$0.78	N/A	\$6.30	\$2.71	\$1.98	\$0.58	\$38.22	\$0.05	\$0.01	\$0.05	\$0.19	\$38.52	6%
Installer Level 3 (55%) (3001+ HRS)	\$23.72	\$0.71	N/A	\$6.30	\$2.48	\$1.82	\$0.58	\$35.61	\$0.05	\$0.01	\$0.05	\$0.18	\$35.90	6%
Installer Level 2 (Greater of \$19.00 or 45%) (2001-3000 HRS)	\$19.40	\$0.58	N/A	\$6.30	\$0.35	\$0.20	\$0.58	\$27.41	\$0.05	\$0.01	\$0.05	\$0.15	\$27.67	6%
Installer Level 1 (Greater of \$17.00 or 35%) (0-2000 HRS)	\$17.00	\$0.51	N/A	\$6.30	\$0.35	\$0.20	\$0.58	\$24.94	\$0.05	\$0.01	\$0.05	\$0.13	\$25.18	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)
AS OF 02-07-22**

WAGE PERIOD: 02-07-22

CONSTRUCTION STOCKMAN AGREEMENT														
EFFECTIVE 02/07/2022 - 02/05/2023	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)		
FOREMAN STOCKMAN - 110%	\$36.76	\$1.10	\$7.65	N/A	\$3.46	\$1.50	\$0.00	\$50.47	\$0.00	\$0.00	\$0.00	\$0.28	\$50.75	6%
JOURNEYMAN STOCKMAN OVER 7,000 HRS	\$33.42	\$1.00	\$7.65	N/A	\$3.46	\$1.50	\$0.00	\$47.03	\$0.00	\$0.00	\$0.00	\$0.25	\$47.28	6%
STOCKMAN III - 90% 5,001 -7,000 HRS	\$30.08	\$0.90	\$7.65	N/A	\$3.11	\$1.35	\$0.00	\$43.09	\$0.00	\$0.00	\$0.00	\$0.23	\$43.32	6%
STOCKMAN II - 70% 3,001-5,000 HRS	\$23.39	\$0.70	N/A	\$5.00	\$2.42	\$1.05	\$0.00	\$32.56	\$0.00	\$0.00	\$0.00	\$0.18	\$32.74	6%
STOCKMAN I - 55% 0-3,000 HRS	\$18.38	\$0.55	N/A	\$5.00	NONE	NONE	\$0.00	\$23.93	\$0.00	\$0.00	\$0.00	\$0.14	\$24.07	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
RESIDENTIAL AGREEMENT														
EFFECTIVE 02/07/2022 - 02/05/2023	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 \$34.00	\$34.00	\$1.02	\$6.75	N/A	\$4.35	\$2.25	\$0.10	\$48.47	\$0.00	\$0.00	\$0.00	\$0.26	\$48.73	6%
APPRENTICE PERCENTAGE RATE BASED ON BASE WAGE OF \$34.00/hr														
RES APPRENTICE 2701 - 3600 HRS 75%	\$25.50	\$0.77	N/A	\$5.00	\$0.10	\$0.10	\$0.10	\$31.57	\$0.00	\$0.00	\$0.00	\$0.19	\$31.76	6%
RES APPRENTICE 1801 - 2700 HRS 75%	\$23.80	\$0.71	N/A	\$5.00	\$0.10	\$0.10	\$0.10	\$29.81	\$0.00	\$0.00	\$0.00	\$0.18	\$29.99	6%
RES APPRENTICE 901 - 1800 HRS 65%	\$22.10	\$0.66	N/A	\$5.00	\$0.10	\$0.10	\$0.10	\$28.06	\$0.00	\$0.00	\$0.00	\$0.17	\$28.23	6%
RES APPRENTICE 01 - 900 HRS 65%	\$20.40	\$0.61	N/A	\$5.00	\$0.10	\$0.10	\$0.10	\$26.31	\$0.00	\$0.00	\$0.00	\$0.15	\$26.46	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
LIGHT FIXTURE MAINTENANCE AGREEMENT														
EFFECTIVE 02/07/2022 - 02/05/2023	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	\$27.85	\$0.84	N/A	\$5.00	NONE	\$1.50	\$0.00	\$35.19	\$0.00	\$0.00	\$0.00	NONE	\$35.19	6%
LIGHT FIXTURE MAINTENANCE TECHNICIAN	\$22.28	\$0.67	N/A	\$5.00	NONE	\$1.20	\$0.00	\$29.15	\$0.00	\$0.00	\$0.00	NONE	\$29.15	6%
LIGHT FIXTURE MAINTENANCE PROBATIONARY TECH	\$18.10	\$0.54	N/A	\$5.00	NONE	\$0.50	\$0.00	\$24.14	\$0.00	\$0.00	\$0.00	NONE	\$24.14	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														