

**CONSTRUCTION WAGE AND BENEFIT SCHEDULE FOR IBEW 46 JURISDICTION
(KING, KITSAP, JEFFERSON AND CLALLAM COUNTIES)
AS OF 08-01-22**

WAGE PERIOD: 08-01-22

INSIDE CONSTRUCTION AGREEMENT														
EFFECTIVE 08/01/2022 - 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)		
WIREMAN GEN FOREMAN	\$78.86	\$2.37	\$10.65	N/A	\$10.88	\$2.50	\$0.87	\$106.13	\$0.10	\$0.01	\$0.05	\$0.59	\$106.88	6%
WIREMAN FOREMAN	\$72.29	\$2.17	\$10.65	N/A	\$10.88	\$2.50	\$0.87	\$99.36	\$0.10	\$0.01	\$0.05	\$0.54	\$100.06	6%
CABLE SPLICER	\$72.29	\$2.17	\$10.65	N/A	\$10.88	\$2.50	\$0.87	\$99.36	\$0.10	\$0.01	\$0.05	\$0.54	\$100.06	6%
TUNNEL PAY	\$72.29	\$2.17	\$10.65	N/A	\$10.88	\$2.50	\$0.87	\$99.36	\$0.10	\$0.01	\$0.05	\$0.54	\$100.06	6%
WELDER	\$69.01	\$2.07	\$10.65	N/A	\$10.88	\$2.50	\$0.87	\$95.98	\$0.10	\$0.01	\$0.05	\$0.52	\$96.66	6%
JOURNEY WIREMAN	\$65.72	\$1.97	\$10.65	N/A	\$10.88	\$2.50	\$0.87	\$92.59	\$0.10	\$0.01	\$0.05	\$0.49	\$93.24	6%
APP WIRE 6TH PERIOD 6501-8000 HRS 85% of Journeyman	\$55.86	\$1.68	\$10.65	N/A	\$9.25	\$2.13	\$0.87	\$80.44	\$0.10	\$0.01	\$0.05	\$0.42	\$81.02	6%
APP WIRE 5TH PERIOD 5,001-6,500 HRS 75% of Journeyman	\$49.29	\$1.48	\$10.65	N/A	\$8.16	\$1.88	\$0.87	\$72.33	\$0.10	\$0.01	\$0.05	\$0.37	\$72.86	6%
APP WIRE 4TH PERIOD 3,501-5,000 HRS 65% of Journeyman	\$42.72	\$1.28	\$10.65	N/A	\$7.07	\$1.63	\$0.87	\$64.22	\$0.10	\$0.01	\$0.05	\$0.32	\$64.70	6%
APP WIRE 3RD PERIOD 2,001-3,500 HRS 52% of Journeyman	\$34.17	\$1.03	\$10.65	N/A	\$5.66	\$1.30	\$0.87	\$53.68	\$0.10	\$0.01	\$0.05	\$0.26	\$54.10	6%
APP WIRE 2ND PERIOD 1,001-2,000 HRS 47% of Journeyman	\$30.89	\$0.93	\$10.65	N/A	\$0.25	\$0.25	\$0.87	\$43.84	\$0.10	\$0.01	\$0.05	\$0.23	\$44.23	6%
APP WIRE 1ST PERIOD 0-1,000 HRS 42% of Journeyman	\$27.60	\$0.83	\$10.65	N/A	\$0.25	\$0.25	\$0.87	\$40.45	\$0.10	\$0.01	\$0.05	\$0.21	\$40.82	6%

NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES

SOUND & COMMUNICATION AGREEMENT														
EFFECTIVE 08/01/2022 - 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)		
Technician Foreman	\$48.50	\$1.46	N/A	\$6.30	\$4.51	\$3.30	\$0.58	\$64.65	\$0.05	\$0.01	\$0.05	\$0.36	\$65.12	6%
Journey Technician EL06 Certified	\$44.09	\$1.32	N/A	\$6.30	\$4.51	\$3.30	\$0.58	\$60.10	\$0.05	\$0.01	\$0.05	\$0.33	\$60.54	6%
Journey Technician EL06 Non-Certified (90%)*	\$39.68	\$1.19	N/A	\$6.30	\$4.06	\$2.97	\$0.58	\$54.78	\$0.05	\$0.01	\$0.05	\$0.30	\$55.19	6%
6th Per App (85%) 4001 - 4800 HRS	\$37.48	\$1.12	N/A	\$6.30	\$3.83	\$2.81	\$0.58	\$52.12	\$0.05	\$0.01	\$0.05	\$0.28	\$52.51	6%
5th Per App (80%) 3201 - 4000 HRS	\$35.27	\$1.06	N/A	\$6.30	\$3.61	\$2.64	\$0.58	\$49.46	\$0.05	\$0.01	\$0.05	\$0.26	\$49.83	6%
4th Per App (75%) 2401 - 3200 HRS	\$33.07	\$0.99	N/A	\$6.30	\$3.38	\$2.48	\$0.58	\$46.80	\$0.05	\$0.01	\$0.05	\$0.25	\$47.16	6%
3rd Per App (70%) 1601 - 2400 HRS	\$30.86	\$0.93	N/A	\$6.30	\$3.16	\$2.31	\$0.58	\$44.14	\$0.05	\$0.01	\$0.05	\$0.23	\$44.48	6%
2nd Per App (65%) 801 - 1600 HRS	\$28.66	\$0.86	N/A	\$6.30	\$2.93	\$2.15	\$0.58	\$41.48	\$0.05	\$0.01	\$0.05	\$0.21	\$41.80	6%
1st Per App (60%) 0 - 800 HRS	\$26.45	\$0.79	N/A	\$6.30	\$2.71	\$1.98	\$0.58	\$38.81	\$0.05	\$0.01	\$0.05	\$0.20	\$39.12	6%
Installer Level 3 (55%) (3001+ HRS)	\$24.25	\$0.73	N/A	\$6.30	\$2.48	\$1.82	\$0.58	\$36.16	\$0.05	\$0.01	\$0.05	\$0.18	\$36.45	6%
Installer Level 2 (Greater of \$19.00 or 45%) (2001-3000 HRS)	\$19.84	\$0.60	N/A	\$6.30	\$0.35	\$0.20	\$0.58	\$27.87	\$0.05	\$0.01	\$0.05	\$0.15	\$28.13	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 08-01-22**

WAGE PERIOD: 08-01-22

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 - 4000 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 60%	\$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														