

**CONSTRUCTION WAGE AND BENEFIT SCHEDULE FOR IBEW 46 JURISDICTION  
(KING, KITSAP, JEFFERSON AND CLALLAM COUNTIES)  
AS OF 02-06-23**

WAGE PERIOD: 02-06-23

INSIDE CONSTRUCTION AGREEMENT														
EFFECTIVE 02/06/2023 - 08/06/2023	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	\$81.66	\$2.45	\$11.00	N/A	\$11.13	\$2.75	\$0.91	\$109.90	\$0.10	\$0.01	\$0.05	\$0.61	\$110.67	6%
WIREMAN FOREMAN	\$74.86	\$2.25	\$11.00	N/A	\$11.13	\$2.75	\$0.91	\$102.90	\$0.10	\$0.01	\$0.05	\$0.56	\$103.62	6%
CABLE SPLICER	\$74.86	\$2.25	\$11.00	N/A	\$11.13	\$2.75	\$0.91	\$102.90	\$0.10	\$0.01	\$0.05	\$0.56	\$103.62	6%
TUNNEL PAY	\$74.86	\$2.25	\$11.00	N/A	\$11.13	\$2.75	\$0.91	\$102.90	\$0.10	\$0.01	\$0.05	\$0.56	\$103.62	6%
WELDER	\$71.45	\$2.14	\$11.00	N/A	\$11.13	\$2.75	\$0.91	\$99.38	\$0.10	\$0.01	\$0.05	\$0.54	\$100.08	6%
<b>JOURNEY WIREMAN</b>	<b>\$68.05</b>	<b>\$2.04</b>	<b>\$11.00</b>	<b>N/A</b>	<b>\$11.13</b>	<b>\$2.75</b>	<b>\$0.91</b>	<b>\$95.88</b>	<b>\$0.10</b>	<b>\$0.01</b>	<b>\$0.05</b>	<b>\$0.51</b>	<b>\$96.55</b>	<b>6%</b>
APP WIRE 6TH PERIOD 6501-8000 85% of Journeyman	\$57.84	\$1.74	\$11.00	N/A	\$9.46	\$2.34	\$0.91	\$83.29	\$0.10	\$0.01	\$0.05	\$0.43	\$83.88	6%
APP WIRE 5TH PERIOD 5,001-6,500 75% of Journeyman	\$51.04	\$1.53	\$11.00	N/A	\$8.35	\$2.06	\$0.91	\$74.89	\$0.10	\$0.01	\$0.05	\$0.38	\$75.43	6%
APP WIRE 4TH PERIOD 3,501-5,000 65% of Journeyman	\$44.23	\$1.33	\$11.00	N/A	\$7.23	\$1.79	\$0.91	\$66.49	\$0.10	\$0.01	\$0.05	\$0.33	\$66.98	6%
APP WIRE 3RD PERIOD 2,001-3,500 HRS 52% of Journeyman	\$35.39	\$1.06	\$11.00	N/A	\$5.79	\$1.43	\$0.91	\$55.58	\$0.10	\$0.01	\$0.05	\$0.27	\$56.01	6%
APP WIRE 2ND PERIOD 1,001-2,000 HRS 47% of Journeyman	\$31.98	\$0.96	\$11.00	N/A	\$0.25	\$0.25	\$0.91	\$45.35	\$0.10	\$0.01	\$0.05	\$0.24	\$45.75	6%
APP WIRE 1ST PERIOD 0-1,000 HRS 42% of Journeyman	\$28.58	\$0.86	\$11.00	N/A	\$0.25	\$0.25	\$0.91	\$41.85	\$0.10	\$0.01	\$0.05	\$0.21	\$42.22	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
SOUND & COMMUNICATION AGREEMENT														
EFFECTIVE 02/06/2023 - 08/06/2023	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	\$49.89	\$1.50	N/A	\$6.51	\$4.82	\$3.48	\$0.61	\$66.81	\$0.05	\$0.01	\$0.05	\$0.37	\$67.29	6%
<b>Journey Technician EL06 Certified</b>	<b>\$45.35</b>	<b>\$1.36</b>	<b>N/A</b>	<b>\$6.51</b>	<b>\$4.82</b>	<b>\$3.48</b>	<b>\$0.61</b>	<b>\$62.13</b>	<b>\$0.05</b>	<b>\$0.01</b>	<b>\$0.05</b>	<b>\$0.34</b>	<b>\$62.58</b>	<b>6%</b>
Journey Technician EL06 Non-Certified (90%)*	\$40.82	\$1.22	N/A	\$6.51	\$4.34	\$3.13	\$0.61	\$56.63	\$0.05	\$0.01	\$0.05	\$0.31	\$57.05	6%
6th Per App (85%) 4001 - 4800 HRS	\$38.55	\$1.16	N/A	\$6.51	\$4.10	\$2.96	\$0.61	\$53.89	\$0.05	\$0.01	\$0.05	\$0.29	\$54.29	6%
5th Per App (80%) 3201 - 4000 HRS	\$36.28	\$1.09	N/A	\$6.51	\$3.86	\$2.78	\$0.61	\$51.13	\$0.05	\$0.01	\$0.05	\$0.27	\$51.51	6%
4th Per App (75%) 2401 - 3200 HRS	\$34.01	\$1.02	N/A	\$6.51	\$3.62	\$2.61	\$0.61	\$48.38	\$0.05	\$0.01	\$0.05	\$0.26	\$48.75	6%
3rd Per App (70%) 1601 - 2400 HRS	\$31.75	\$0.95	N/A	\$6.51	\$3.37	\$2.44	\$0.61	\$45.63	\$0.05	\$0.01	\$0.05	\$0.24	\$45.98	6%
2nd Per App (65%) 801 - 1600 HRS	\$29.48	\$0.88	N/A	\$6.51	\$3.13	\$2.26	\$0.61	\$42.87	\$0.05	\$0.01	\$0.05	\$0.22	\$43.20	6%
1st Per App (60%) 0 - 800 HRS	\$27.21	\$0.82	N/A	\$6.51	\$2.89	\$2.09	\$0.61	\$40.13	\$0.05	\$0.01	\$0.05	\$0.20	\$40.44	6%
Installer Level 3 (55%) (3001+ HRS)	\$24.94	\$0.75	N/A	\$6.51	\$2.65	\$1.91	\$0.61	\$37.37	\$0.05	\$0.01	\$0.05	\$0.19	\$37.67	6%
Installer Level 2 (45%) (2001-3000 HRS)	\$20.41	\$0.61	N/A	\$6.51	\$0.35	\$0.20	\$0.61	\$28.69	\$0.05	\$0.01	\$0.05	\$0.15	\$28.95	6%
Installer Level 1 (Greater of \$17.00 or 35%) (0-2000 HRS)	\$17.00	\$0.51	N/A	\$6.51	\$0.35	\$0.20	\$0.61	\$25.18	\$0.05	\$0.01	\$0.05	\$0.13	\$25.42	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 02-06-23**

WAGE PERIOD: 02-06-23

CONSTRUCTION STOCKMAN AGREEMENT														
EFFECTIVE 02/06/2023 - 02/04/2024	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%	\$39.16	\$1.17	\$7.65	N/A	\$3.46	\$1.50	\$0.00	\$52.94	\$0.00	\$0.00	\$0.00	\$0.29	\$53.23	6%
JOURNEYMAN STOCKMAN OVER 7,000 HRS	\$35.60	\$1.07	\$7.65	N/A	\$3.46	\$1.50	\$0.00	\$49.28	\$0.00	\$0.00	\$0.00	\$0.27	\$49.55	6%
STOCKMAN III 5,001 -7,000 HRS (90%)	\$32.04	\$0.96	\$7.65	N/A	\$3.11	\$1.35	\$0.00	\$45.11	\$0.00	\$0.00	\$0.00	\$0.24	\$45.35	6%
STOCKMAN II 3,001-5,000 HRS (70%)	\$24.92	\$0.75	N/A	\$5.00	\$2.42	\$1.05	\$0.00	\$34.14	\$0.00	\$0.00	\$0.00	\$0.19	\$34.33	6%
STOCKMAN I 0-3,000 HRS (55%)	\$19.58	\$0.59	N/A	\$5.00	NONE	NONE	\$0.00	\$25.17	\$0.00	\$0.00	\$0.00	\$0.15	\$25.32	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
RESIDENTIAL AGREEMENT														
EFFECTIVE 02/06/2023 - 02/04/2024	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 RESIDENTIAL (110%)	\$39.05	\$1.17	\$7.11	N/A	\$4.67	\$2.57	\$0.10	\$54.67	\$0.00	\$0.00	\$0.00	\$0.29	\$54.96	6%
RES JOURNEY WIREMAN - Base Wage \$35.50	\$35.50	\$1.07	\$7.11	N/A	\$4.67	\$2.57	\$0.10	\$51.02	\$0.00	\$0.00	\$0.00	\$0.27	\$51.29	6%
APPRENTICE PERCENTAGE RATE BASED ON BASE WAGE OF \$35.50/hr														
RES APPRENTICE 2701 - 3600 HRS 75%	\$26.63	\$0.80	N/A	\$5.00	\$0.10	\$0.10	\$0.10	\$32.73	\$0.00	\$0.00	\$0.00	\$0.20	\$32.93	6%
RES APPRENTICE 1801 - 2700 HRS 70%	\$24.85	\$0.75	N/A	\$5.00	\$0.10	\$0.10	\$0.10	\$30.90	\$0.00	\$0.00	\$0.00	\$0.19	\$31.09	6%
RES APPRENTICE 900 - 1800 HRS 65%	\$23.08	\$0.69	N/A	\$5.00	\$0.10	\$0.10	\$0.10	\$29.07	\$0.00	\$0.00	\$0.00	\$0.17	\$29.24	6%
RES APPRENTICE 0 - 900 HRS 60%	\$21.30	\$0.64	N/A	\$5.00	\$0.10	\$0.10	\$0.10	\$27.24	\$0.00	\$0.00	\$0.00	\$0.16	\$27.40	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
LIGHT FIXTURE MAINTENANCE AGREEMENT														
EFFECTIVE 02/06/2023 - 02/04/2024	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	\$29.21	\$0.88	N/A	\$5.25	NONE	\$1.85	\$0.00	\$37.19	\$0.00	\$0.00	\$0.00	NONE	\$37.19	6%
LIGHT FIXTURE MAINTENANCE TECHNICIAN	\$23.37	\$0.70	N/A	\$5.25	NONE	\$1.48	\$0.00	\$30.80	\$0.00	\$0.00	\$0.00	NONE	\$30.80	6%
LIGHT FIXTURE MAINTENANCE PROBATIONARY TECH	\$18.99	\$0.57	N/A	\$5.25	NONE	\$0.50	\$0.00	\$25.31	\$0.00	\$0.00	\$0.00	NONE	\$25.31	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														