

**RESIDENTIAL AGREEMENT  
AREA WAGE REPORT**

**IBEW LOCAL 46, 19802 62nd Ave S, Suite 105, Kent, WA 98032  
VOICE: 253-395-6500 FAX: 253-872-7059  
AREA SERVED: King, Kitsap, Jefferson and Clallam Counties.**

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 (EMPLOYEE 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														

**VACATION:** 6% of gross weekly pay is deducted from each employee and sent to the Vacation Allowance Plan with the monthly benefit contributions.

**NEBF:** (National Electrical Benefit Fund), your National Pension Plan. Contribution is 3% of Gross Wages and is paid on all Bargaining Unit Employees.

**Annuity, 401K & Local Pension:** Apprentices to be paid at the rates shown above.

**WORKDAY:** The first forty (40) hours, Monday through Saturday, shall constitute a regular workweek.

**OVERTIME:** All time worked after forty (40) hours in a week shall be paid at one and one-half (1-1/2) times the straight time rate of pay. All time worked on Sundays or Holidays shall be one and one-half (1-1/2) times the straight time rate of pay.

**HOLIDAYS:** New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day or days celebrated as such.

**PAY DAY:** Five (5) day hold back.      **Business Manager:** Sean Bagsby