

**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 02/05/2024 - 05/31/2024 (In Negotiations)	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%)	\$40.15	\$1.20	\$7.29	N/A	\$5.16	\$2.90	\$0.10	\$56.80	\$0.00	\$0.00	\$0.00	\$0.30	\$57.10	6%
RES JOURNEY WIREMAN Base Wage \$36.50	\$36.50	\$1.10	\$7.29	N/A	\$5.16	\$2.90	\$0.10	\$53.05	\$0.00	\$0.00	\$0.00	\$0.27	\$53.32	6%
APPRENTICE PERCENTAGE RATE BASED ON BASE WAGE OF \$36.50/hr														
RES APPRENTICE 2701 - 3600 HRS 75%	\$27.38	\$0.82	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$34.50	\$0.00	\$0.00	\$0.00	\$0.21	\$34.71	6%
RES APPRENTICE 1801 - 2700 HRS 70%	\$25.55	\$0.77	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$32.62	\$0.00	\$0.00	\$0.00	\$0.19	\$32.81	6%
RES APPRENTICE 901 - 1800 HRS 65%	\$23.73	\$0.71	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$30.74	\$0.00	\$0.00	\$0.00	\$0.18	\$30.92	6%
RES APPRENTICE 0 - 900 HRS 60%	\$21.90	\$0.66	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$28.86	\$0.00	\$0.00	\$0.00	\$0.16	\$29.02	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: For Apprentices - amounts as denoted in the Bargaining Agreement.

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 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