

**CONSTRUCTION STOCK PERSON AGREEMENT  
AREA WAGE REPORT**

**IBEW LOCAL 46**

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

CONSTRUCTION STOCK PERSON AGREEMENT														
EFFECTIVE 02/05/2024 - 02/02/2025	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)		
SUPERVISOR STOCK PERSON - 110%	\$40.35	\$1.21	\$8.00	N/A	\$3.93	\$1.82	\$0.00	\$55.31	\$0.00	\$0.00	\$0.00	\$0.30	\$55.61	6%
JOURNEY LEVEL STOCK PERSON OVER 7,000 HRS	\$36.68	\$1.10	\$8.00	N/A	\$3.93	\$1.82	\$0.00	\$51.53	\$0.00	\$0.00	\$0.00	\$0.28	\$51.81	6%
STOCK PERSON III 5,001 -7,000 HRS (90%)	\$33.01	\$0.99	\$8.00	N/A	\$3.54	\$1.64	\$0.00	\$47.18	\$0.00	\$0.00	\$0.00	\$0.25	\$47.43	6%
STOCK PERSON II 3,001-5,000 HRS (70%)	\$25.68	\$0.77	N/A	\$5.35	\$2.75	\$1.27	\$0.00	\$35.82	\$0.00	\$0.00	\$0.00	\$0.19	\$36.01	6%
STOCK PERSON I 0-3,000 HRS (55%)	\$20.17	\$0.61	N/A	\$5.35	NONE	NONE	\$0.00	\$26.13	\$0.00	\$0.00	\$0.00	\$0.15	\$26.28	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 and Local Pension** to be paid at the rates listed above.

**WORKDAY:** Eight (8) continuous hours worked exclusive of a thirty (30) minute lunch between the hours of 5:00 a.m. and 10:00 p.m. shall constitute the normal workday and five (5) consecutive workdays, Monday through Friday, constitute the normal workweek. A workweek of four (4) consecutive ten (10) hour days, Monday through Thursday or Tuesday through Friday may be established, in accordance with Section 3.01.

**OVERTIME:** Time and one-half shall be paid for the first two (2) hours of work, then the overtime rate shall be double the straight time Stock Person rate of pay for all work performed on the same shift. The first eight (8) hours worked on Saturday shall be paid at time and one-half. All other overtime shall be paid at the rate of double time, in accordance with Section 3.02.

**HOLIDAYS:** New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving Day, and Christmas Day (7). Workers shall be permitted to observe Martin Luther King Jr.'s Birthday as a holiday with no retaliation of any kind by the Employer providing that they notify the Employer at least two (2) days in advance of their intent to do so, in accordance with Section 3.04.

**PAY DAY:** Five (5) day hold back.

**Business Manager:** Sean Bagsby