

**LIGHT FIXTURE MAINTENANCE 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.**

LIGHT FIXTURE MAINTENANCE & LIGHTING RETROFIT AGREEMENT														
EFFECTIVE 02/03/2025 - 02/01/2026	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)		
JOURNEY TECHNICIAN SUPERVISOR	\$33.64	\$1.01	N/A	\$5.35	NONE	\$2.75	\$0.00	\$42.75	\$0.00	\$0.00	\$0.00	NONE	\$42.75	6%
LIGHT FIXTURE MAINTENANCE JOURNEY TECH	\$31.64	\$0.95	N/A	\$5.35	NONE	\$2.75	\$0.00	\$40.69	\$0.00	\$0.00	\$0.00	NONE	\$40.69	6%
LIGHT FIXTURE MAINTENANCE TECHNICIAN (80%)	\$25.31	\$0.76	N/A	\$5.35	NONE	\$2.20	\$0.00	\$33.62	\$0.00	\$0.00	\$0.00	NONE	\$33.62	6%
LIGHT FIXTURE MAINTENANCE PROBATIONARY TECH (CITY OF SEATTLE)	\$20.76	\$0.62	N/A	\$5.35	NONE	\$0.50	\$0.00	\$27.23	\$0.00	\$0.00	\$0.00	NONE	\$27.23	6%
LIGHT FIXTURE MAINTENANCE PROBATIONARY TECH (65%)	\$20.57	\$0.62	N/A	\$5.35	NONE	\$0.50	\$0.00	\$27.04	\$0.00	\$0.00	\$0.00	NONE	\$27.04	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

WORKDAY: Eight (8) consecutive work hours with thirty (30) minutes for a meal period shall constitute a workday and forty (40) hours within five (5) consecutive days (Monday through Friday or Tuesday through Saturday) shall constitute a workweek. Four tens (4x10) will be acceptable, in accordance with Section 4.01.

OVERTIME: All hours worked over eight (8) in one (1) day, or over ten (10) in one (1) day on a 4x10 schedule, shall be paid at one and one-half (1-1/2) times the regular rate of pay. All hours worked on Sundays and Holidays shall be paid for at two (2) times the regular rate of pay, in accordance with Section 4.03. Any Employee working between the hours of 8:00pm and 5:00am shall be paid at the straight time rate of pay plus an additional \$2.00 per hour per Section 4.01(b).

HOLIDAYS: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, and Christmas Day.

PAY DAY: Five (5) day hold back.

Business Manager: Sean Bagsby