

**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 07/07/2025 - 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)		
RESIDENTIAL FOREPERSON (110%)	\$44.00	\$1.32	\$7.79	N/A	\$5.16	\$2.90	\$0.10	\$61.27	\$0.00	\$0.00	\$0.00	\$0.33	\$61.60	6%
RES JOURNEY LEVEL ELECTRICIAN - Base Wage \$40.00	\$40.00	\$1.20	\$7.79	N/A	\$5.16	\$2.90	\$0.10	\$57.15	\$0.00	\$0.00	\$0.00	\$0.30	\$57.45	6%
APPRENTICE PERCENTAGE RATE BASED ON BASE WAGE OF \$40.00/hr														
RES APPRENTICE 2701 - 3600 HRS 75%	\$30.00	\$0.90	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$37.20	\$0.00	\$0.00	\$0.00	\$0.23	\$37.43	6%
RES APPRENTICE 1801 - 2700 HRS 70%	\$28.00	\$0.84	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$35.14	\$0.00	\$0.00	\$0.00	\$0.21	\$35.35	6%
RES APPRENTICE 901 - 1800 HRS 65%	\$26.00	\$0.78	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$33.08	\$0.00	\$0.00	\$0.00	\$0.20	\$33.28	6%
RES APPRENTICE 0 - 900 HRS 60%	\$24.00	\$0.72	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$31.02	\$0.00	\$0.00	\$0.00	\$0.18	\$31.20	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