

**INSIDE CONSTRUCTION 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.**

EFFECTIVE 08/04/2025 - 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)		
INSIDE WIRE GENERAL FOREPERSON + 20%	\$91.15	\$2.73	\$13.77	N/A	\$13.04	\$3.42	\$0.97	\$125.08	\$0.10	\$0.01	\$0.05	\$0.68	\$125.92	6%
INSIDE WIRE FOREPERSON + 10%	\$83.56	\$2.51	\$13.77	N/A	\$13.04	\$3.42	\$0.97	\$117.27	\$0.10	\$0.01	\$0.05	\$0.63	\$118.06	6%
INSIDE WIRE CABLE SPLICER + 10%	\$83.56	\$2.51	\$13.77	N/A	\$13.04	\$3.42	\$0.97	\$117.27	\$0.10	\$0.01	\$0.05	\$0.63	\$118.06	6%
INSIDE WIRE TUNNEL PAY + 10%	\$83.56	\$2.51	\$13.77	N/A	\$13.04	\$3.42	\$0.97	\$117.27	\$0.10	\$0.01	\$0.05	\$0.63	\$118.06	6%
INSIDE WIRE WELDER + 5%	\$79.76	\$2.39	\$13.77	N/A	\$13.04	\$3.42	\$0.97	\$113.35	\$0.10	\$0.01	\$0.05	\$0.60	\$114.11	6%
INSIDE WIRE JOURNEY LEVEL ELECTRICIAN	\$75.96	\$2.28	\$13.77	N/A	\$13.04	\$3.42	\$0.97	\$109.44	\$0.10	\$0.01	\$0.05	\$0.57	\$110.17	6%
APP WIRE 6TH PERIOD 6501-8000 85%	\$64.57	\$1.94	\$13.77	N/A	\$11.08	\$2.91	\$0.97	\$95.24	\$0.10	\$0.01	\$0.05	\$0.48	\$95.88	6%
APP WIRE 5TH PERIOD 5,001-6,500 75%	\$56.97	\$1.71	\$13.77	N/A	\$9.78	\$2.57	\$0.97	\$85.77	\$0.10	\$0.01	\$0.05	\$0.43	\$86.36	6%
APP WIRE 4TH PERIOD 3,501-5,000 65%	\$49.37	\$1.48	\$13.77	N/A	\$8.48	\$2.22	\$0.97	\$76.29	\$0.10	\$0.01	\$0.05	\$0.37	\$76.82	6%
APP WIRE 3RD PERIOD 2,001-3,500 HRS 52% of Journey person	\$39.50	\$1.19	\$13.77	N/A	\$6.78	\$1.78	\$0.97	\$63.99	\$0.10	\$0.01	\$0.05	\$0.30	\$64.45	6%
APP WIRE 2ND PERIOD 1,001-2,000 HRS 47% of Journey person	\$35.70	\$1.07	\$13.77	N/A	\$0.25	\$0.25	\$0.97	\$52.01	\$0.10	\$0.01	\$0.05	\$0.27	\$52.44	6%
APP WIRE 1ST PERIOD 0-1,000 HRS 42% of Journey person	\$31.90	\$0.96	\$13.77	N/A	\$0.25	\$0.25	\$0.97	\$48.10	\$0.10	\$0.01	\$0.05	\$0.24	\$48.50	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														

*No Apprentice will receive a rate of pay that is lower than the rate specified above.

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) is your National Pension Plan. Contribution is 3% of Gross Wages and is paid on all Bargaining Unit Employees

Annuity, 401K & Local Pension: 3rd, 4th, 5th & 6th Period Apprentice rates based on percentage of the Journey Wire wage. 1st & 2nd Period fixed rates shown above.

WORKDAY: Eight (8) consecutive hours between 6:00 a.m. and 4:30 p.m., Monday through Friday, excluding a 30 minute lunch period. The Employer may implement a Four-Tens (4x10) shift, in accordance with Section 3.01.

OVERTIME: The first two (2) hours before or after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of pay. All other hours worked Monday through Saturday, and all hours worked on Sundays and Holidays shall be paid at double the straight time rate of pay. On a Four Tens (4-10's) weekly schedule, either Monday thru Thursday or Tuesday thru Friday, all hours worked before or after the normal shift shall be paid at double the straight time rate of pay. The Monday or Friday not utilized in the normal Four-Ten's work week, and Saturday shall be paid at one and one half (1-1/2) times the regular shift rate for the first eight (8) hours. All other hours worked Monday through Saturday, and all hours worked on Sundays and Holidays shall be paid at double the straight time rate of pay.

HOLIDAYS: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.

PAY DAY: Five (5) day hold back.

Business Manager: Sean Bagsby