

**IBEW Local 46/Puget Sound Chapter, NECA**  
**PACIFIC FISHERMAN, INC. Marine Agreement Area Wage Report**  
**19802 62<sup>nd</sup> Ave. S. Kent, WA 98032**  
**(253) 395-6500 FAX: (253) 872-7059**

**Effective Date:** **JULY 1, 2025 through June 30, 2026**  
**Area Served:** **King, Kitsap, Jefferson and Clallam Counties**

<b>Wage and Fringe Benefit Rates</b>	<b>Journey</b>	<b>\$40.14</b>
	<b>Leadman (5%)</b>	<b>\$42.15</b>

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***Apprentices***

1 <sup>st</sup>	1,000 hours	70%	\$28.10
2 <sup>nd</sup>	1,001-2,000 hours	75%	\$30.11
3 <sup>rd</sup>	2,001-3,000 hours	80%	\$32.11
4 <sup>th</sup>	3,001-4,000 hours	85%	\$34.12
5 <sup>th</sup>	4,001-5,000 hours	90%	\$36.13
6 <sup>th</sup>	5,001-6,000 hours	95%	\$38.13

***Vacation***                      Apprentices Vacation is accrued in accordance with Collective Bargaining Agreement (CBA).

<b><i>Health &amp; Welfare</i></b>	\$5.30	per hour – paid by employer
<b><i>*Local Union Pension</i></b>	\$3.20	per hour – paid by employer

<b><i>Apprenticeship</i></b>	\$0.07	per hour – paid by employee
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<b><i>Rehab</i></b>	<u>\$4.45</u>	
	\$13.02	<b>TOTAL FRINGES</b>

<b><i>Wages</i></b>	<u>\$40.14</u>	
<b>Total Package</b>	\$53.16	Effective: July 1, 2025

\*Local Union Pension for Apprentices paid in accordance with CBA.

**Workday**    Eight consecutive hours between 6:00 a.m. and 5:30 p.m. except 30 minute lunch period.

**Overtime**   All time worked over (40) hours per week or (8) hours a day before or after the established regularly scheduled working hours, Monday through Saturday, shall be paid at 1.5 times the applicable shift rate. All additional overtime and all hours worked on Sundays and Holidays shall be at 2.0 times the straight time rate.

**Paid Holidays**   New Year's Day, Presidents Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, day after Thanksgiving, Christmas Day and 2 Floaters.

**Pay Day**        Five (5) day hold back.

Sean Bagsby, Business Manager/Financial Secretary  
Harry Thompson, Marine Business Representative