

I.B.E.W. Local No. 46/Puget Sound Chapter, NECA
WASHINGTON STATE FERRIES Marine Agreement Area Wage Report
19802 62nd 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

Wage and Fringe Benefit Rates:	Journey	\$41.09
	Leadman (5%)	\$43.14
	Foreman (10%)	\$45.20

Apprentices:

1 st	1,000 hours	70%	\$28.76
2 nd	1,001-2,000 hours	75%	\$30.82
3 rd	2,001-3,000 hours	80%	\$32.87
4 th	3,001-4,000 hours	85%	\$34.93
5 th	4,001-5,000 hours	90%	\$36.98
6 th	5,001-6,000 hours	95%	\$39.40

Vacation: Apprentices Vacation is accrued in accordance with CBA

Pension, Health & Welfare: State benefit plan

Apprenticeship	<u>\$0.15</u>	per hour – paid by employee
	\$0.15	

Wages:	<u>\$41.09</u>	
Total Package:	\$41.24	Effective July 1, 2025

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 Friday, shall be paid at 1.5 times the applicable shift rate. The first 8 hours worked on Saturday shall be paid at 1.5 times the applicable rate. All additional overtime in excess of (12) hours and all hours worked on Holidays shall be at 2.0 times the straight time rate. All hours worked on Sundays shall be at 2.0 times the straight time rate

Paid Holidays: New Year's Day (January 1), Martin Luther King Jr. Day (third Monday in January), Lincoln's Birthday (February 12), Washington's Birthday (third Monday in February), Memorial Day (last Monday in May), Juneteenth (June 19), Independence Day (July 4), Labor Day (first Monday in September), ~~Columbus Day~~ Indigenous Peoples Day (second Monday in October), Veterans' Day (November 11), Thanksgiving Day (fourth Thursday in November), Native American Heritage Day (the Friday following the fourth Thursday in November), Christmas Day (December 25) and an additional optional holiday.

Pay Day: 5 day hold back

Business Manager:	Sean Bagsby
Marine Business Representative:	Harry Thompson