

**IBEW Local 46/Puget Sound Chapter, NECA
VIGOR SHIPYARD Agreement Area Wage Report
19802 62nd Ave. S. Kent, WA 98032
(253) 395-6500 FAX: (253) 872-7059**

Effective Date: June 1, 2025, through November 30, 2025

Area Served: King, Kitsap, Jefferson San Juan Island, Whatcom, Skagit, Snohomish, Okanogan, Chelan, Douglas and Clallam Counties

Wage and Fringe Benefit Rates:	Journey	\$37.12
	Leadman (+2.00)	\$39.12

Apprentices:

1 st	1,000 hours	70%	\$25.98
2 nd	1,001-2,000 hours	75%	\$27.84
3 rd	2,001-3,000 hours	80%	\$29.70
4 th	3,001-4,000 hours	85%	\$31.55
5 th	4,001-5,000 hours	90%	\$33.41
6 th	5,001-6,000 hours	95%	\$35.26

Vacation: Apprentices Vacation is accrued in accordance with CBA

Health & Welfare: \$5.20 per hour – paid by Employer

***Local Union Pension:** \$3.40 per hour – paid by Employer

401k \$1.49

Apprenticeship \$0.07 per hour – paid by Employee

\$0.08 per hour - paid by Employer

Re-hab \$3.97

\$14.21 TOTAL FRINGES

Wages: \$37.12

Total Package: \$51.33 Effective: June 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 Sunday, shall be paid at 1.5 times the applicable shift 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.

Paid Holidays: New Year's Day, Memorial Day, Juneteenth, Fourth of July, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas Day, Day Before/After Christmas Day.

Pay Day: 5 day hold back

Business Manager: Sean Bagsby

Marine Business Representative: Harry Thompson