

**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**

<b>EFFECTIVE 02/02/2026 - 01/31/2027</b>	<b>WAGE &amp; BENEFITS PACKAGE (PREVAILING WAGE / EMPLOYER CONTRIBUTION)</b>								<b>ADDITIONAL EMPLOYER CONTRIBUTIONS</b>			<b>TOTAL</b>	<b>WAGE DEDUCTION FOR VACATION</b>	
	<b>WAGE</b>	<b>NEBF</b>	<b>MEDICAL PLAN 1</b>	<b>MEDICAL PLAN 2</b>	<b>PENSION</b>	<b>401K</b>	<b>JATC</b>	<b>SUBTOTAL</b>	<b>LMCC</b>	<b>NLMCC</b>	<b>SAP</b>	<b>AMF (EMPLOYER FEES PAID TO NECA)</b>		
RESIDENTIAL FOREPERSON (110%)	\$46.48	\$1.39	\$7.79	N/A	\$5.16	\$2.90	\$0.10	\$63.82	\$0.00	\$0.00	\$0.00	\$0.35	\$64.17	6%
RES JOURNEY WIREMAN - Base Wage \$42.25	\$42.25	\$1.27	\$7.79	N/A	\$5.16	\$2.90	\$0.10	\$59.47	\$0.00	\$0.00	\$0.00	\$0.32	\$59.79	6%
APPRENTICE PERCENTAGE RATE BASED ON BASE WAGE OF \$42.25/hr														
RES APPRENTICE 2701 - 3600 HRS 75%	\$31.69	\$0.95	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$38.94	\$0.00	\$0.00	\$0.00	\$0.24	\$39.18	6%
RES APPRENTICE 1801 - 2700 HRS 70%	\$29.58	\$0.89	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$36.77	\$0.00	\$0.00	\$0.00	\$0.22	\$36.99	6%
RES APPRENTICE 901 - 1800 HRS 65%	\$27.46	\$0.82	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$34.58	\$0.00	\$0.00	\$0.00	\$0.21	\$34.79	6%
RES APPRENTICE 0 - 900 HRS 60%	\$25.35	\$0.76	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$32.41	\$0.00	\$0.00	\$0.00	\$0.19	\$32.60	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 based on percentage Apprentice is paid, but not less than 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.

**PAY DAY:** Five (5) day hold back.

**Business Manager:** Sean Bagsby