

**LIGHT FIXTURE MAINTENANCE 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.**

**LIGHT FIXTURE MAINTENANCE & LIGHTING RETROFIT AGREEMENT**

EFFECTIVE 02/02/2026 - 01/31/2027	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)		
JOURNEY TECHNICIAN SUPERVISOR	34.13	1.02	N/A	5.85	NONE	3.75	0.00	44.75	\$0.00	\$0.00	\$0.00	\$0.00	\$44.75	6%
LIGHT FIXTURE MAINTENANCE JOURNEY TECH	\$32.13	\$0.96	N/A	\$5.85	NONE	\$3.75	\$0.00	\$42.69	\$0.00	\$0.00	\$0.00	NONE	\$42.69	6%
LIGHT FIXTURE MAINTENANCE TECHNICIAN (80%)	\$25.70	\$0.77	N/A	\$5.85	NONE	\$3.00	\$0.00	\$35.32	\$0.00	\$0.00	\$0.00	NONE	\$35.32	6%
LIGHT FIXTURE MAINTENANCE PROBATIONARY TECH (CITY OF SEATTLE)	\$21.30	\$0.64	N/A	\$5.85	NONE	\$0.50	\$0.00	\$28.29	\$0.00	\$0.00	\$0.00	NONE	\$28.29	6%
LIGHT FIXTURE MAINTENANCE PROBATIONARY TECH (65%)	\$20.88	\$0.63	N/A	\$5.85	NONE	\$0.50	\$0.00	\$27.86	\$0.00	\$0.00	\$0.00	NONE	\$27.86	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

WORKDAY: Eight (8) consecutive work hours with thirty (30) minutes for a meal period shall constitute a workday and forty (40) hours within five (5) consecutive days (Monday through Friday or Tuesday through Saturday) shall constitute a workweek. Four tens (4x10) will be acceptable, in accordance with Section 4.01.

OVERTIME: All hours worked over eight (8) in one (1) day or forty (40) in one (1) week shall be paid at one and one-half (1-1/2) times the regular rate of pay. Any Employee reporting to work less than nine (9) hours from their previous quitting time shall be paid for such time at time and one-half (1-1/2) the straight time rate of pay, in accordance with Section 4.02. All hours worked on Sundays and Holidays shall be paid for at two (2) times the regular rate of pay, in accordance with Section 4.03.

HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day.

PAY DAY: Five (5) day hold back.

Business Manager: Sean Bagsby