

# 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                                          |                                                                   |        |                   |                   |         |        |        |          |                                   |        |        |                                        |         |                                   |
|----------------------------------------------------------------|-------------------------------------------------------------------|--------|-------------------|-------------------|---------|--------|--------|----------|-----------------------------------|--------|--------|----------------------------------------|---------|-----------------------------------|
| EFFECTIVE<br>02/02/2026 - 01/31/2027                           | WAGE & BENEFITS PACKAGE (PREVAILING WAGE / EMPLOYER CONTRIBUTION) |        |                   |                   |         |        |        |          | ADDITIONAL EMPLOYER CONTRIBUTIONS |        |        |                                        | TOTAL   | WAGE<br>DEDUCTION<br>FOR VACATION |
|                                                                | WAGE                                                              | NEBF   | MEDICAL<br>PLAN 1 | MEDICAL<br>PLAN 2 | PENSION | 401K   | JATC   | SUBTOTAL | LMCC                              | NLMCC  | SAP    | AMF<br>(EMPLOYER FEES<br>PAID TO NECA) |         |                                   |
| 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<br>\$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<br>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:** Mark Davis