

**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.**

EFFECTIVE 02/05/18 - 02/03/19	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)		
LIGHT FIXTURE MAINTENANCE JOURNEY TECH	\$23.05	\$0.69	N/A	\$4.50	NONE	\$0.75	\$0.00	\$28.99	\$0.00	\$0.00	\$0.00	NONE	\$28.99	6%
LIGHT FIXTURE MAINTENANCE TECHNICIAN	\$18.66	\$0.56	N/A	\$4.50	NONE	\$0.75	\$0.00	\$24.47	\$0.00	\$0.00	\$0.00	NONE	\$24.47	6%
LIGHT FIXTURE MAINTENANCE PROBATIONARY TECH	\$15.00	\$0.45	N/A	\$4.50	NONE	NONE	\$0.00	\$19.95	\$0.00	\$0.00	\$0.00	NONE	\$19.95	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														

*No Apprentice will receive a rate of pay that is lower than the rate specified above.

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 and 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.

OVERTIME: The first two (2) hours before or after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of pay. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the straight time rate of pay. On a four-day, ten-hour weekly schedule, either Monday thru Thursday or Tuesday thru Friday schedule, all hours worked after ten shall be paid at double the straight time rate of pay. The Monday or Friday not utilized in the normal four-day, ten hour work week, and Saturday shall be paid at one and one half (1-1/2) times the regular shift rate for the first eight (8) hours. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the straight time rate of pay.

HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.

PAY DAY: Five (5) day hold back.

Business Manager: Bud Allbery