

**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.**

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)		
RES JOURNEY WIREMAN - Base \$27.00	27.00	3% Gross	\$6.55	N/A	\$1.95	\$0.85	\$0.10	\$36.45	\$0.00	\$0.00	\$0.00	.75% of Wage	DOE	6%
APPRENTICE PERCENTAGE RATE BASED ON BASE WAGE OF \$27.00/hr														
RES APPRENTICE 2701 - 3600 HRS 75%	\$20.25	\$0.61	N/A	\$4.50	\$0.10	\$0.10	\$0.10	\$25.66	\$0.00	\$0.00	\$0.00	\$0.15	\$25.81	6%
RES APPRENTICE 1801 - 2700 HRS 65%	\$17.55	\$0.53	N/A	\$4.50	\$0.10	\$0.10	\$0.10	\$22.88	\$0.00	\$0.00	\$0.00	\$0.13	\$23.01	6%
RES APPRENTICE 0 - 1800 HRS 60%	\$16.20	\$0.49	N/A	\$4.50	\$0.10	\$0.10	\$0.10	\$21.49	\$0.00	\$0.00	\$0.00	\$0.12	\$21.61	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.

OVERTIME: All hours worked in excess of eight (8) per day or forty (40) per week shall be paid at one and one-half (1-1/2) times the hourly rate of pay.

PAY DAY: Five (5) day hold back.

Business Manager: Bud Allbery