

**CONSTRUCTION WAGE AND BENEFIT SCHEDULE FOR IBEW 46 JURISDICTION
(KING, KITSAP, JEFFERSON AND CLALLAM COUNTIES)**

WAGE PERIOD: 08-06-18

AS OF 08-06-18

INSIDE CONSTRUCTION AGREEMENT														
EFFECTIVE 08/06/2018 - 02/03/2019	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)		
WIREMAN GEN FOREMAN	\$60.68	\$1.82	\$9.15	N/A	\$8.38	\$2.00	\$0.68	\$82.71	\$0.10	\$0.01	\$0.10	\$0.46	\$83.38	6%
WIREMAN FOREMAN	\$55.63	\$1.67	\$9.15	N/A	\$8.38	\$2.00	\$0.68	\$77.51	\$0.10	\$0.01	\$0.10	\$0.42	\$78.14	6%
CABLE SPLICER	\$55.63	\$1.67	\$9.15	N/A	\$8.38	\$2.00	\$0.68	\$77.51	\$0.10	\$0.01	\$0.10	\$0.42	\$78.14	6%
TUNNEL PAY	\$55.63	\$1.67	\$9.15	N/A	\$8.38	\$2.00	\$0.68	\$77.51	\$0.10	\$0.01	\$0.10	\$0.42	\$78.14	6%
WELDER	\$53.10	\$1.59	\$9.15	N/A	\$8.38	\$2.00	\$0.68	\$74.90	\$0.10	\$0.01	\$0.10	\$0.40	\$75.51	6%
JOURNEY WIREMAN	\$50.57	\$1.52	\$9.15	N/A	\$8.38	\$2.00	\$0.68	\$72.30	\$0.10	\$0.01	\$0.10	\$0.38	\$72.89	6%
APP WIRE 6TH PERIOD 6501-8000 85%	\$42.98	\$1.29	\$9.15	N/A	\$7.12	\$1.70	\$0.68	\$62.92	\$0.10	\$0.01	\$0.10	\$0.32	\$63.45	6%
APP WIRE 5TH PERIOD 5,001-6,500 75%	\$37.93	\$1.14	\$9.15	N/A	\$6.29	\$1.50	\$0.68	\$56.69	\$0.10	\$0.01	\$0.10	\$0.28	\$57.18	6%
APP WIRE 4TH PERIOD 3,501-5,000 65%	\$32.87	\$0.99	\$9.15	N/A	\$5.45	\$1.30	\$0.68	\$50.44	\$0.10	\$0.01	\$0.10	\$0.25	\$50.90	6%
APP WIRE 3RD PERIOD 2,001-3,500 HRS 52% of Journeyman*	\$26.30	\$0.79	\$9.15	N/A	\$4.36	\$1.04	\$0.68	\$42.32	\$0.10	\$0.01	\$0.10	\$0.20	\$42.73	6%
APP WIRE 2ND PERIOD 1,001-2,000 HRS 47% of Journeyman*	\$23.77	\$0.71	\$9.15	N/A	\$0.10	\$0.10	\$0.68	\$34.51	\$0.10	\$0.01	\$0.10	\$0.18	\$34.90	6%
APP WIRE 1ST PERIOD 0-1,000 HRS 42% of Journeyman*	\$21.24	\$0.64	\$9.15	N/A	\$0.10	\$0.10	\$0.68	\$31.91	\$0.10	\$0.01	\$0.10	\$0.16	\$32.28	6%
*No Apprentice will receive a rate of pay that is lower than the rate specified above.														
SOUND & COMMUNICATION AGREEMENT														
EFFECTIVE 08/06/2018 - 02/03/2019	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)		
Technician Foreman	\$37.77	\$1.13	N/A	\$5.75	\$3.35	\$3.10	\$0.50	\$51.60	\$0.05	\$0.01	\$0.10	\$0.28	\$52.04	6%
Journey Technician EL06 Certified	\$34.34	\$1.03	N/A	\$5.75	\$3.35	\$3.10	\$0.50	\$48.07	\$0.05	\$0.01	\$0.10	\$0.26	\$48.49	6%
Journey Technician EL06 Non-Certified (92%)	\$31.59	\$0.95	N/A	\$5.75	\$3.08	\$2.85	\$0.50	\$44.72	\$0.05	\$0.01	\$0.10	\$0.24	\$45.12	6%
6th Per App (85%) 4001 - 4800 HRS	\$29.19	\$0.88	N/A	\$5.75	\$2.85	\$2.64	\$0.50	\$41.81	\$0.05	\$0.01	\$0.10	\$0.22	\$42.19	6%
5th Per App (80%) 3201 - 4000 HRS	\$27.47	\$0.82	N/A	\$5.75	\$2.68	\$2.48	\$0.50	\$39.70	\$0.05	\$0.01	\$0.10	\$0.21	\$40.07	6%
4th Per App (75%) 2401 - 3200 HRS	\$25.76	\$0.77	N/A	\$5.75	\$2.51	\$2.33	\$0.50	\$37.62	\$0.05	\$0.01	\$0.10	\$0.19	\$37.97	6%
3rd Per App (70%) 1601 - 2400 HRS	\$24.04	\$0.72	N/A	\$5.75	\$2.35	\$2.17	\$0.50	\$35.53	\$0.05	\$0.01	\$0.10	\$0.18	\$35.87	6%
2nd Per App (65%) 801 - 1600 HRS	\$22.32	\$0.67	N/A	\$5.75	\$2.18	\$2.02	\$0.50	\$33.44	\$0.05	\$0.01	\$0.10	\$0.17	\$33.77	6%
1st Per App (60%) 0 - 800 HRS	\$20.60	\$0.62	N/A	\$5.75	\$2.01	\$1.86	\$0.50	\$31.34	\$0.05	\$0.01	\$0.10	\$0.15	\$31.65	6%
Installer Level 3 (55%) (3001+ HRS)	\$18.89	\$0.57	N/A	\$5.75	\$1.84	\$1.71	\$0.50	\$29.26	\$0.05	\$0.01	\$0.10	\$0.14	\$29.56	6%
Installer Level 2 (45%) (2001-3000 HRS)	\$15.45	\$0.46	N/A	\$5.75	\$0.35	\$0.20	\$0.50	\$22.71	\$0.05	\$0.01	\$0.10	\$0.12	\$22.99	6%
Installer Level 1 (35%) (0-2000 HRS)	\$12.02	\$0.36	N/A	\$5.75	\$0.35	\$0.20	\$0.50	\$19.18	\$0.05	\$0.01	\$0.10	\$0.09	\$19.43	6%

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(KING, KITSAP, JEFFERSON AND CLALLAM COUNTIES)**

WAGE PERIOD: 08-06-18

AS OF 08-06-18

CONSTRUCTION STOCKMAN AGREEMENT														
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)		
JOURNEYMAN STOCKMAN OVER 7,000 HRS	\$27.18	\$0.82	\$7.50	N/A	\$2.83	\$1.36	\$0.00	\$39.69	\$0.00	\$0.00	\$0.00	\$0.20	\$39.89	6%
STOCKMAN III 5,001 -7,000 HRS	\$24.68	\$0.74	\$7.42	N/A	\$2.28	\$1.00	\$0.00	\$36.12	\$0.00	\$0.00	\$0.00	\$0.19	\$36.31	6%
STOCKMAN II 3,001-5,000 HRS	\$18.16	\$0.55	N/A	\$4.65	\$0.30	\$0.10	\$0.00	\$23.76	\$0.00	\$0.00	\$0.00	\$0.14	\$23.90	6%
STOCKMAN I 0-3,000 HRS	\$15.40	\$0.46	N/A	\$4.60	NONE	NONE	\$0.00	\$20.46	\$0.00	\$0.00	\$0.00	\$0.12	\$20.58	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
RESIDENTIAL AGREEMENT														
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														
LIGHT FIXTURE MAINTENANCE AGREEMENT														
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														