

**SOUND AND COMMUNICATIONS AGREEMENT  
AREA WAGE REPORT**

IBEW LOCAL 46, 19802 62ND AVE S., SUITE 105, KENT, WA  
AREA SERVED: KING, KITSAP, JEFFERSON AND CLALLAM COUNTIES  
VOICE: 253-395-6500 FAX: 253-872-7059

SOUND & COMMUNICATION AGREEMENT														
EFFECTIVE 02/05/2024 - 03/31/2024 (In Negotiations)	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	\$51.96	\$1.56	N/A	\$7.36	\$5.27	\$3.73	\$0.64	\$70.52	\$0.05	\$0.01	\$0.05	\$0.39	\$71.02	6%
Journey Technician EL06 Certified	\$47.24	\$1.42	N/A	\$7.36	\$5.27	\$3.73	\$0.64	\$65.66	\$0.05	\$0.01	\$0.05	\$0.35	\$66.12	6%
Journey Technician EL06 Non-Certified (90%)*	\$42.52	\$1.28	N/A	\$7.36	\$4.74	\$3.36	\$0.64	\$59.90	\$0.05	\$0.01	\$0.05	\$0.32	\$60.33	6%
6th Per App (85%) 4001 - 4800 HRS	\$40.15	\$1.20	N/A	\$7.36	\$4.48	\$3.17	\$0.64	\$57.00	\$0.05	\$0.01	\$0.05	\$0.30	\$57.41	6%
5th Per App (80%) 3201 - 4000 HRS	\$37.79	\$1.13	N/A	\$7.36	\$4.22	\$2.98	\$0.64	\$54.12	\$0.05	\$0.01	\$0.05	\$0.28	\$54.51	6%
4th Per App (75%) 2401 - 3200 HRS	\$35.43	\$1.06	N/A	\$7.36	\$3.95	\$2.80	\$0.64	\$51.24	\$0.05	\$0.01	\$0.05	\$0.27	\$51.62	6%
3rd Per App (70%) 1601 - 2400 HRS	\$33.07	\$0.99	N/A	\$7.36	\$3.69	\$2.61	\$0.64	\$48.36	\$0.05	\$0.01	\$0.05	\$0.25	\$48.72	6%
2nd Per App (65%) 801 - 1600 HRS	\$30.71	\$0.92	N/A	\$7.36	\$3.43	\$2.42	\$0.64	\$45.48	\$0.05	\$0.01	\$0.05	\$0.23	\$45.82	6%
1st Per App (60%) 0 - 800 HRS	\$28.34	\$0.85	N/A	\$7.36	\$3.16	\$2.24	\$0.64	\$42.59	\$0.05	\$0.01	\$0.05	\$0.21	\$42.91	6%
Installer Level 3 (55%) (3001+ HRS)	\$25.98	\$0.78	N/A	\$7.36	\$2.90	\$2.05	\$0.64	\$39.71	\$0.05	\$0.01	\$0.05	\$0.19	\$40.01	6%
Installer Level 2 (45%) (2001-3000 HRS)	\$21.26	\$0.64	N/A	\$7.36	\$0.35	\$0.20	\$0.64	\$30.45	\$0.05	\$0.01	\$0.05	\$0.16	\$30.72	6%
Installer Level 1 (Greater of \$17.00 or 35%) (0-2000 HRS)	\$17.00	\$0.51	N/A	\$7.36	\$0.35	\$0.20	\$0.64	\$26.06	\$0.05	\$0.01	\$0.05	\$0.13	\$26.30	6%

\* NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES

**NEBF:** The National Electrical Benefit Fund is 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 work between the hours of 6:00 AM and 6:00 PM (excluding an unpaid meal period of not less than one-half [1/2] hour) shall constitute a workday. Forty (40) hours within five (5) consecutive days, Monday through Friday, shall constitute the work week. The employer may implement a Four Tens (4 x 10's) shift at the straight time rate of pay within the following guidelines: The shift must occur between the hours of 6:00 AM and 6:00 PM, Monday through Friday; and days must be consecutive. The rate shall be one and one-half (1-1/2) times the applicable rate of pay for the first eight (8) hours of the fifth (5th) day. (Art 3, Sec 3.01)

**OVERTIME:** All work performed outside of the regularly scheduled working hours shall be considered overtime. During the regular workweek the first two (2) hours of overtime worked shall be at one and one-half (1-1/2) times the regular shift rate. During the first eight (8) hours of work on Saturday the overtime rate shall be one and one-half (1-1/2) times the straight time rate of pay. All work performed outside of these hours shall be paid at double the straight time rate of pay. Work performed on Sundays or days observed as holidays shall be paid for at double the straight-time rate, with a minimum of two (2) hours pay.

**HOLIDAYS:** New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day (8). 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:** Sean Bagsby