

**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.**

LIGHT FIXTURE MAINTENANCE AGREEMENT														
EFFECTIVE 02/05/2024 - 05/31/2024 (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 (EMPLOYEE FEES PAID TO NECA)		
LIGHT FIXTURE MAINTENANCE JOURNEY TECH	\$30.28	\$0.91	N/A	\$5.25	NONE	\$2.25	\$0.00	\$38.69	\$0.00	\$0.00	\$0.00	NONE	\$38.69	6%
LIGHT FIXTURE MAINTENANCE TECHNICIAN	\$24.22	\$0.73	N/A	\$5.25	NONE	\$1.80	\$0.00	\$32.00	\$0.00	\$0.00	\$0.00	NONE	\$32.00	6%
LIGHT FIXTURE MAINTENANCE PROBATIONARY TECH	\$19.68	\$0.59	N/A	\$5.25	NONE	\$0.50	\$0.00	\$26.02	\$0.00	\$0.00	\$0.00	NONE	\$26.02	6%
<b>NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES</b>														

**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

**Annuitiy/401K and Local Pension:** Shall be the amounts listed above.

**WORKDAY:** Eight (8) consecutive hours with thirty (30) minutes for a meal period shall constitute a workday and forty (40) hours within five (5) consecutive days (Monday through Friday or Tuesday through Saturday) shall constitute a workweek. Four-Tens (4x10) will be acceptable.

**OVERTIME:** All hours worked over eight (8) in one (1) day or forty (40) in one week shall be paid at one and one-half (1-1/2) times the regular rate of pay. Any Employee reporting for work less than than nine (9) hours from their previous quitting time shall be paid for such time at time and one-half (1-1/2) the straight time rate of pay. All hours worked on Sunday and Holidays shall be paid at two (2) times the regular 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.

**PAY DAY:** Five (5) day hold back.

**Business Manager:** Sean Bagsby