

**Area Wage Report – Residential Agreement**  
**Local Union No. 46, I.B.E.W.**  
**19802 62<sup>nd</sup> Ave. S. Kent, WA 98032**  
**(253) 395-6500 FAX: (253) 872-7059**  
**June 6, 2005 through May 31, 2007**

**Area Served:** King, Kitsap, Jefferson and Clallam Counties

**Wage and Fringe Benefit Rates:**

Residential Wireman	As Negotiated
Foreman (10% above Residential Wireman)	As Negotiated

**Residential Apprentice Wages** (based on percentage of \$17.50):

1 <sup>st</sup> period	First 900 hours	55%	\$ 9.63
2 <sup>nd</sup> period	Second 900 hours	60%	\$10.50
3 <sup>rd</sup> period	Third 900 hours	65%	\$11.38
4 <sup>th</sup> period	Fourth 900 hours	75%	\$13.13

**Vacation:** 4% of gross wages withheld and deposited to Local Union 46, IBEW Vacation Trust Fund.

<b>Health &amp; Welfare:</b>	\$ 4.80	per hour – paid by employer
<b>*Local Union Pension:</b>	\$ .40	per hour – paid by employer
<b>*Local Union Annuity</b>	\$ .45	per hour – paid by employer
<b>NEBF (Pension):</b>	3% of gross	per hour – paid by employer
<b>Apprenticeship</b>	\$ .10	per hour – paid by employer

\*Local Union Pension and Local Union Annuity for Apprentices paid based on the percentage apprentice is being paid.

**Work Week:** The first forty (40) hours, Monday through Saturday, shall constitute a regular workweek.

**Overtime:** All time worked after 40 hours in a week shall be paid for at 1 ½ times the regular rate of pay.

**Unpaid Holidays:** New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, Christmas Day.

**Pay Day:** 5 day hold back

Business Manager: Gary A. Price

Business Reps: Bud Allbery, Elwood Evans, Virgil Hamilton, Kenn Hasling, Janet Lewis, and Jim Ringel