

Area Wage Report

Effective 08/20/07 to 06/01/08

Sound and Communications

Area Served: *Island, San Juan, Skagit, Snohomish, Whatcom, Chelan, Douglas, Grant & Okanogan Counties*

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Wages and Hours

	Journeyman Technician	Foreman	Apprentice 1st prg - 55% 0-800 hrs	Apprentice 2nd prg - 60% 801-1600 hrs	Apprentice 3rd prg - 65% 1600-2400 hrs	Apprentice 4th prg - 70% 2400-3200 hrs	Apprentice 5th prg - 80% 3201-4000 hrs	Apprentice 6th prg - 90% 4001-4800 hrs	
Hourly Wage as of 09/01/07	\$22.59	\$24.85	\$12.42	\$13.55	\$14.68	\$15.81	\$18.07	\$20.33	

WORK DAY: If agreed between the Union and the Employer, a work day shall consist of eight (8) or fewer, consecutive hours between 6:00 a.m. and 6:00 p.m. Employees shall receive a 10% premium for hours worked after 6:00 p.m.

OVERTIME: Work performed outside of the normal work day, or on a Saturday, shall be at 1.5 x the regular straight time rate of pay. Work performed on Sundays or Holidays shall be paid at 2 x the regular rate of pay, with a minimum of two (2) hour's pay.

HOLIDAYS: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve and Christmas Day.

Benefits Paid by Contractor

	Journeyman Technician	Foreman	Apprentice 1st prg - 55% 0-800 hrs	Apprentice 2nd prg - 60% 801-1600 hrs	Apprentice 3rd prg - 65% 1600-2400 hrs	Apprentice 4th prg - 70% 2400-3200 hrs	Apprentice 5th prg - 80% 3201-4000 hrs	Apprentice 6th prg - 90% 4001-4800 hrs	
Money Purchase Annuity Plan (per hr)	\$2.32		\$1.28*	\$1.39*	\$1.51*	\$1.62*	\$1.86*	\$2.09*	
N.E.C.A.	\$ 0.15 Per Hour								
Health & Welfare	\$5.37 Per Hour								
N.E.B.F. - National Electrical Benefit Fund	3% of Gross Wages								
J.A.T.C. Apprenticeship	\$ 0.15 Per Hour								
L.M.C.C. - Labor Mgmt. Cooperative Committee	\$ 0.01 Per Hour								
C.A.F. Contract Admin. Fund	\$ 0.15 Per Hour								

* Apprentices pension contributions are based on the same percentage at which their hourly wages are calculated.

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Employee Contributions - *withheld from employee's wages*

	Journeyman Technician	Foreman	Apprentice 1st prg - 55% 0-800 hrs	Apprentice 2nd prg - 60% 801-1600 hrs	Apprentice 3rd prg - 65% 1600-2400 hrs	Apprentice 4th prg - 70% 2400-3200 hrs	Apprentice 5th prg - 80% 3201-4000 hrs	Apprentice 6th prg - 90% 4001-4800 hrs	
Working Dues	1.5% of Gross Wages								
Vacation	3% of Gross Wages								

Wage Package Breakdown (shown at Journeyman rate):

Health and Welfare	5.37	
Money Purchase	2.32	
N.E.B.F. (Pension)	0.68	<i>(Based on 22.59 hourly rate)</i>
Apprenticeship	0.15	
L.M.C.C.	0.01	
N.E.C.A.	0.15	
C.A.F.	0.15	
Total Fringes:	8.83	
WAGES:	+ 22.59	
TOTAL PACKAGE:	31.42	Effective 09/01/2007

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