

Master Agreement for Light Fixture Maintenance Lighting Retrofit

Effective Date: 06/01/2026 - 05/31/2027

Schedule "A"

Table for Wages, Benefits, and Other Funds

Master Agreement for Light Fixture Maintenance & Lighting Retrofit

Counties of Chelan, Douglas, Grant, Island, Okanogan, San Juan, Skagit, Snohomish, & Whatcom

Labor Agreement Effective: 01/01/2025 - 05/31/2028

Current Wage Sheet Effective: 06/01/2026 - 05/31/2027

| <i>Employer Contribution</i> | <i>These two classifications have choice of LFM Low Option Individual H&W or Full Family H&W. A signed document from employee is required to be on file with contractor.</i> | | | | | |
|------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|------------------------------------------------------------------|--------------------------------------------------|-------------------------------------------------|-------------------------------------------------------|
| | <i>Full H&W Option JOURNEY TECHNICIAN 5001+ Hours</i> | JOURNEY TECHNICIAN 100% 5001+ Hours | <i>Full H&W Option TECHNICIAN II 3001-5000 hours</i> | TECHNICIAN II 90% 3001-5000 hours | TECHNICIAN I 80% 1001-3000 hours | PROBATIONARY TECH 70% 0-1000 hours |
| Hourly Wage | 28.59 | 34.62 | 25.13 | 31.16 | 27.70 | 24.23 |
| Health & Welfare | 11.40 | 5.19 | 11.40 | 5.19 | 5.19 | 5.19 |
| District 9 Pension | 1.55 | 1.55 | 1.40 | 1.40 | 1.24 | 1.00 |
| NEBF Pension (3% of gross) | 0.86 | 1.04 | 0.75 | 0.93 | 0.83 | 0.73 |
| Apprenticeship | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 |
| Contract Administration Fund | 0.21 | 0.21 | 0.21 | 0.21 | 0.21 | 0.21 |
| NECA (Members) | 0.15 | 0.15 | 0.15 | 0.15 | 0.15 | 0.15 |
| Agreement Package | 43.26 | 43.26 | 39.54 | 39.54 | 35.82 | 32.01 |
| <i>Withheld from Wages</i> | | | | | | |
| Working Dues (2% of Straight Time Rate)* | 0.57 | 0.69 | 0.50 | 0.62 | 0.55 | 0.48 |
| Savings Fund Deduct (6% of Gross) | 1.72 | 2.08 | 1.51 | 1.87 | 1.66 | 1.45 |
| Agreement Withholding | 2.29 | 2.77 | 2.01 | 2.49 | 2.21 | 1.93 |
| <i>Net Package after Withholding</i> | 40.97 | 40.49 | 37.53 | 37.05 | 33.61 | 30.08 |

*Straight Time Wage Classification Rate X ALL Hours X Percentage (2%)

Upcoming LFM Increase:

Effective: 06/01/2027 wage opener to discuss COLA increase

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