

## **Orcas Power and Light Cooperative (OPALCO)**

### **Journeyman/Lineman**

#### **Salary and Benefits Highlights**

The Journeyman/Lineman position is a non-exempt union position and follows the provisions of our Collective Bargaining Agreement between OPALCO and Local Union No. 77 International Brotherhood of Electrical Workers (IBEW), for the period of January 1, 2024, through December 31, 2028, with some of the details described below:

1. Salary:
  - A. Salary Range: \$71.69 per hour
  - B. \$15,000 Retention Bonus (2 year requirement)
2. Employee Benefits:
  - A. Four day work weeks
  - B. Vacation Days: 120 hours accrued per year
  - C. Holiday Days: 100 hours accrued per year
  - D. Sick Days: 12 hours accrued per calendar month
  - E. Retirement: One year waiting period, five-year vesting, and a benefit level multiplier of 2.0
  - F. 401k: One month waiting period for employee contributions and one year waiting period for co-op matching of up to 4%. A ROTH retirement savings plan is also available
  - G. Long term disability (LTD): 50/50 OPALCO/employee split
  - H. Short term disability (STD): Premium is paid 100% by employee
3. Medical, dental, prescription drug, and vision plans
4. Disability and life insurance options