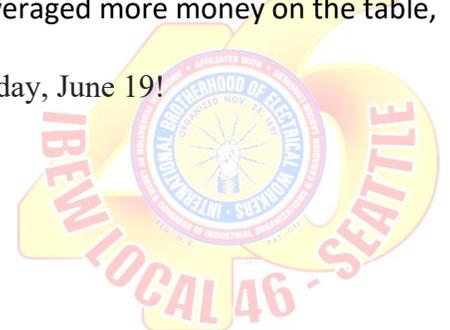


IBEW 46 Official Membership Negotiations Update #7

June 14, 2021

- We FOUGHT HARD for all Inside Wire members. Your strength and numbers in voting for strike authorization, bannerng, taking tools home, turning in vehicles, and standing **strong** gave us the needed leverage at the table on June 10 late into the night. We could not have won what we did without **your** actions and support. We knew you were with us and we fought for you. We never gave up or retreated.
- We apologize for the delay in getting information to members on Friday. We wanted to give a more accurate, detailed, and complete picture. We know that was frustrating for everyone waiting to hear what agreement had been made.
- We won many things we were fighting for, but by no means did we win all. We know that. But we're confident we got the best deal possible due to our collective UNION efforts. We agreed to **recommend voting YES on this Tentative Agreement**.
- We've heard from and seen many who support this Tentative Agreement (TA) and many who think there's more on the table if we fight on. **But know this: on the final night of June 10, we took everything on the table.**
- **What we won:**
 - We're bringing the biggest wage/fringe increase EVER to you--**\$15.50/hour** over 3 years.
 - Parking expansion to include **Bellevue core** and .50 more (added to previous \$1.50 = \$2 total/hour) for parking.
 - Significantly **increased fringe benefit bonds** to protect workers when employers don't pay benefits.
 - Increased JATC contributions paid by EMPLOYERS, not members.
 - Ability for Trust to move Vacation funds from Denali Credit Union.
 - Opportunity to regain **local control** of Drug Testing.
 - Improved inclusivity language that allows for contract enforcement/grievances to fight harassment and discrimination.
 - **Increased Subsistence meal stipend** when required to stay away from home overnight
- NECA pushed Business Manager Sean Bagsby to guarantee by signing this TA in case members voted it down but he **REFUSED**. He was adamant that a deal be worked out that night but he wouldn't sign away members' right to vote it.
- Some member priorities we fought for but did not win this cycle:
 - Fully reimbursed parking: NECA offered us NO expansion, then minimal additional money and no expanded zones. **We won both**, but not the fully reimbursed parking we wanted.
 - Holiday pay: NECA wouldn't budge on Paid Time Off (PTO) until the final day. "Hell no!" they said, until the last day when they started negotiating a plan similar to Vacation pay--but too late in the process. Many members already dislike Vacation plan management, which we need to get sorted out first. We opted then to bargain a straight dollar amount toward wages/fringes and parking instead. We couldn't get PTO this cycle but we leveraged more money on the table, and we laid groundwork for the next contract cycle.
- **VOTE!** We recommend voting YES, but most of all, **VOTE** on Saturday, June 19!

--Your Inside Wire Small Committee Negotiations Team



Statements from Small Committee members:

- “I’d like to thank members and apologize for keeping you in the dark by keeping details of the negotiations confidential. I know that frustrated people the most with this process, but it all worked out with a stronger deal. I’m very impressed with how thoughtful and level-headed our team was. We listened to each other, voted, and moved forward as a whole. Sean is a great leader, he fought hard for our issues. It was because of him we were able to move forward so unified and get this solid contract TA’d.” –Adrienne Minter
- “I want to thank the membership for their patience and hard work, including the large and small committee, staff, and all of you who volunteered to help apply the needed pressure for us to reach this unprecedented contract. Most importantly I want to thank Sean for his planning and preparedness to go to battle to bring us the best contract possible. This is not everything we wanted but I believe it is fair. Please vote yes on this contract.”—Wayne Horton
- “This has been an incredibly valuable experience that I am grateful to have been a part of. I'd like to thank the membership as a whole for their faith and support in our negotiations team and for allowing us to fight for our new contract. The membership's solidarity was instrumental in our ability to effectively negotiate with NECA for this record setting offer. Collectively we bargain, divided we beg. I've been hearing a lot of feedback from members that this is a great first offer but they never vote yes on the first offer. I feel that it is important for people to understand that this was not a traditional 'first offer'. Due to the membership's unprecedented involvement in the strike authorization vote we had excellent leverage in making the end of the night of June 10th a hard deadline to get a REAL offer. We held firm on our deadline, unwilling to lose our momentum by giving into tactics to delay and requests to extend the 10-day cool off period without a solid offer in place. As a result, we were able to make significant progress late into the night and we pushed past what would have been the typical first offer from NECA to get to something that our negotiations team feels would be a real benefit to the membership. The NECA committee had asked for Sean's guarantee to sign this and ratify the agreement without membership's approval in the event that it was voted down, as has been done in the past with previous business managers. Sean remained honorable and refused to give into their demands and act without the approval of the membership. NECA has extended this offer with the understanding that it has the full support of the small negotiations committee in lieu of a guarantee from the Business Manager to override the will of the membership.” –Jordan Portch
- “The process was incredibly tense at times, and it took a lot of back and forth to get to an agreement and avoid a strike. We pushed incredibly hard to get both holidays and expanded parking in this contract, but at the end of the day, both sides have to agree to every single change that's made, and we just couldn't get NECA to budge on the holidays even at the very end. However, they did agree to expand parking coverage to parts of Bellevue and raise the premium amount, overall. They also agreed to increase the minimum bond amounts for each employer to make sure everyone's benefits get paid out if a contractor runs into financial problems and to look at different options for both our vacation funds and our drug testing program. And all of this is on top of the \$15.50 over 3 years. Given all the time and effort both sides put into this, I can say, without a doubt, that this is the best agreement we could've gotten this contract cycle.” —Na'Quelle Davis
- "Despite how frustrating this experience has been at times, I have learned a lot and hope every member gets a chance to sit at the bargaining table."—Tori Westman
- “It was a hard-won fight. To get the package that we got, we were up till 2:45am on Thursday going into Friday morning. There was a lot of going back and forth. It was really great to hear our Business Manager tell NECA, ‘I don't care, get it done. Just get it done.’ Sean stood his ground when NECA asked him to guarantee to make sure that this package passed. There was a palpable amount of fear coming from NECA as we were united late into the night. I know the last two months have been trying. We fought hard for a wage package that reflected the value of the contribution we make to the industry we love and keep strong. This is a record setting wage increase. We should vote to approve this contract that has the full endorsement of the small committee, the Business Manager, and I.O.”—Xerxes Shelley