



International Brotherhood of Electrical Workers • Local 46
19802 62nd Ave S, Suite 105 • Kent, WA 98032
253-395-6500 (voice) • 253-872-7059 (fax)
www.ibew46.org



August 22, 2023

RE: **VALLEY ELECTRIC COMPANY CELL PHONE POLICY**

Hello LU 46 Family!

It has come to the attention of IBEW Local 46 that Valley Electric is attempting to implement a new company policy that would require employees to use their personal cell phones for company business purposes.

IBEW Local 46 has sent a Demand to Bargain Letter regarding this policy to Puget Sound Chapter, NECA, as we strongly oppose this policy and view it as a direct change in working conditions. Please do not take part in or accept this policy at this time.

If you allow business to be conducted on your personal cell phone or devices, all of your personal information can be requested as “discovery” in any lawsuit that Valley Electric may be involved in. Your personal photos, text messages, or emails would all be available for unintended parties to view. Valley Electric has not approached IBEW Local 46 with any questions or concerns regarding this policy and decided to put it out to the employees directly.

If a Member were to accept payment for their personal cell phone, that Member would also be giving ownership rights over their personal device to their employer. This policy has many consequences that have not been discussed or explained to the current employees of Valley Electric, or the broader Membership of IBEW Local 46 as possible future employees of Valley Electric. The employer’s cell phone should be used to conduct business, and your personal cell phone is for your personal use. There should not be any comingling of business / personal device usage for your own protections.

If you have any questions or concerns in regard to this policy, or our actions to oppose its implementation, please do not hesitate to contact your Business Representatives directly.

In Solidarity,

Sean Bagsby, Business Manager / Financial Secretary
I.B.E.W. Local Union No. 46