



International Brotherhood of Electrical Workers Local • 46
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Inside Wire Member Update #11 June 14, 2024

We met with NECA today. We are still far apart. More details to come, but as a snapshot, here is where we currently stand:

- Our current IW position is \$17.25/3 years, expanded parking zones, an MOU on potential PTO, and Sick Leave Pay Off at Lay Off
- NECA is proposing \$14/3 years and .25 added to existing parking zones.
- NECA asked us to bring their offer to a vote. **We do not endorse NECA's offer. We recommend a NO vote. We are bringing it to members to vote so that your voices are heard directly by NECA.**
- **Expect a vote next week.**
- IBEW's and NECA's formal proposals are included below for your review and comparison.

These are the Tentative Agreements we've reached through bargaining:

- 3 year term of contract
- Fringe Benefit Bond Increase
- Incorporate Rest Period MOU into CBA
- Increased funding to JATC by NECA
- Extend Schools and Small Jobs MOU
- Gender reference revision
- Enhanced training for forepersons
- Increased subsistence/daily stipend
- Update of values in Pension, Healthcare, Annuity, 401(k)

IBEW proposals rejected by NECA:

- Paid Holidays
- Pay off at Lay off of accrued sick leave
- Expanded parking zones
- Hazardous conditions protections for smoke/heat/public health emergencies
- Increase to apprentice percentage rate of pay
- Optional 35 hour work week
- Retro pay

Watch for more information and details soon. Contact Ryan Paddock at Ryan@ibew46.com with questions.

--Your Inside Wire Negotiation Committee

**IBEW LOCAL UNION 46
AND
PUGET SOUND CHAPTER, NECA**

**INSIDE CONSTRUCTION AGREEMENT NEGOTIATIONS
UNION PROPOSAL #38**

Presented on: June 14, 2024

**The following values are only valid if all pieces of this Package Proposal are
accepted.**

1). Section 3.08 WAGES AND FRINGE SCHEDULE

(a) The Journeyman Wireman wage and benefit package will increase on the following dates:

*August 2, 2021	<u>5, 2024</u>	\$1.50	<u>\$5.00</u>	per hour
February 7, 2022	<u>3, 2025</u>	\$2.75	<u>\$5.00</u>	per hour
August 1, 2022	<u>4, 2025</u>	\$2.00	<u>\$2.00</u>	per hour
February 6, 2023	<u>2, 2026</u>	\$3.25	<u>\$3.00</u>	per hour
August 7, 2023	<u>3, 2026</u>	\$2.50	<u>\$1.25</u>	per hour
February 5, 2024	<u>1, 2027</u>	\$3.50	<u>\$1.00</u>	per hour

*Or 2nd Monday after ratification, whichever is later.

Unless otherwise agreed to by the parties to this agreement, in advance of the scheduled increase, all increases shall be allocated at the discretion of the Union.

2). NEW SECTION:

3.08 (o) SICK LEAVE / PAID TIME OFF (PTO) CONTRIBUTIONS: This plan combines the existing Washington State required Sick & Safe Paid Leave Plan with an additional Employer contribution, as allowed under RCW's 49.46.180 through 49.46.210:

1. All existing Sick Leave Plans shall be renamed a Sick Leave / Paid Time Off (PTO) Plan, and any hours accrued may be used for any purpose.
2. There shall be no maximum of PTO Hours an Employee will be able to accrue.
3. Employees shall be able to carry over the full amount of their accrued Paid Time Off (PTO) hours from year-to-year.
4. Employees shall be paid for their accrued PTO hours at separation of employment.

3).

**MEMORANDUM OF UNDERSTANDING BY AND
BETWEEN
IBEW LOCAL UNION NO. 46 AND
PUGET SOUND CHAPTER, NECA
PAID TIME OFF AND PAID HOLIDAYS REVIEW COMMITTEE**

IBEW Local Union No. 46 and Puget Sound Chapter, NECA agree to form a committee to meet, beginning no later than August 31, 2024, to explore all facets of the costs, impacts and feasibility of NECA and IBEW implementing a program which may include Paid Time Off (PTO) and Paid Holidays.

Each Party will assign 3 members to this Committee. The Committee shall meet at least once a month, until such time as all information on these subjects has been obtained, reviewed and discussed.

The Committee shall submit their recommendations on or before August 3rd, 2026, to both IBEW Local Union No. 46 and Puget Sound Chapter, NECA.

THIS MEMORANDUM IS AGREED TO AND SIGNED ON, _____ 2024.

4). **Section 3.20 SUBSISTENCE/TRAVEL TIME/BUSSING/MILEAGE:**

(e) **TRANSPORTATION PREMIUM:** Effective August 4 ~~5~~, 2019 **2024**, for any work performed South of ~~N. 85th Street, Mercer Street,~~ North of Royal Brougham ~~Spokane Street,~~ and West of I-5 ~~Lake Washington~~ to Elliot Bay there shall be a ~~\$1.50~~ **\$2.00** per hour premium for all classifications to compensate for additional transportation costs in the ~~Downtown~~

Seattle Core Area. ~~Effective February 7, 2022, there shall be a \$2.00 per hour premium for this area.~~

~~Additionally, any work performed South of N. 40th Street, West of I-5, East of Highway 99 (Aurora) and North of Mercer Street shall include the \$1.50 per hour premium for all classifications. Effective February 7, 2022, there shall be a \$2.00 per hour premium for this area.~~

Effective February 7, 2022, for **Additionally, for** any work performed South of NE 12th Street **SR-520**, North of Main Street **Interstate 90**, West of 416th Avenue NE **Lake Sammamish**, and East of 400th Avenue NE **Lake Washington**, there shall be a \$2.00 per hour premium paid for all classifications to compensate for additional transportation costs in the **Downtown-Bellevue Eastside** Core Area.

The premium listed in this section will not apply for employees working in the above designated areas where there is free and ample parking or when paid parking is provided.

Tentative Agreement

Tentative Agreement

Sean Bagsby
Business Manager / Financial Secretary
IBEW Local 46

Jameson Schwetz
Executive Director
Puget Sound, NECA

Date

Date

**INSIDE CONSTRUCTION NEGOTIATIONS
NECA PACKAGE PROPOSAL #1
Section 3.08(a)
Section 3.20(e)
PTO MOU
6-12-2024**

This package proposal includes the economic package below, transportation premium change, and MOU as attached on the following pages.

Section 3.08 WAGES AND FRINGE SCHEDULE

(a) The Journeyman Wireman wage and benefit package will increase on the following dates:

*August 5, 2024:	\$1.25
February 3, 2025:	\$2.75
August 4, 2025:	\$1.50
February 2, 2026:	\$3.50
August 3, 2026:	\$1.50
February 1, 2027:	\$3.50

*Or 2nd Monday after ratification, whichever is later.

Section 3.20(e) TRANSPORTATION PREMIUM: ~~Effective August 1, 2019, for any work~~ For work performed South of Mercer Street, North of Royal Brougham and West of I-5 to Elliot Bay, there shall be a ~~\$1.50~~ \$2.00 per hour premium for all classifications to compensate for additional transportation costs in the Downtown Seattle Core Area. ~~Effective February 7, 2022~~ February 3, 2025, there shall be a ~~\$2.00~~ \$2.25 per hour premium for this area.

Additionally, any work performed South of N. 40th Street, West of I-5, East of Highway 99 (Aurora) and North of Mercer Street shall include the ~~\$1.50~~ 2.00 per hour premium for all classifications. ~~Effective February 7, 2022~~ February 3, 2025, there shall be a ~~\$2.00~~ \$2.25 per hour premium for this area.

~~Effective February 7, 2022, for any work~~ For work performed South of NE 12th Street, North of Main Street, West of 116th Avenue NE, and East of 100th Avenue NE, there shall be a \$2.00 per hour premium paid for all classifications to compensate for additional transportation costs in the Downtown Bellevue Core Area. Effective February 3, 2025, there shall be a \$2.25 per hour premium for this area.

The premium listed in this section will not apply for employees working in the above designated areas where there is free and ample parking or when paid parking is provided.

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

IBEW LOCAL UNION NO. 46

AND

PUGET SOUND CHAPTER, NECA

PAID TIME OFF AND PAID HOLIDAYS REVIEW COMMITTEE

IBEW Local Union No. 46 and Puget Sound Chapter, NECA agree to form a Committee to meet, beginning no later than August 31, 2024, to explore all facets of the costs, impacts and feasibility of NECA and IBEW implementing a program which may include Paid Time Off (PTO) and Paid Holidays.

Each Party will assign 3 members to this Committee. The Committee shall meet at least once a month, until such time as all information on these subjects has been obtained, reviewed, and discussed.

The Committee shall submit their recommendations on or before August 3, 2026, to both IBEW Local Union No. 46 and Puget Sound Chapter, NECA.

THIS MEMORANDUM IS AGREED TO AND SIGNED ON _____, 2024.

PUGET SOUND CHAPTER,
NATIONAL ELECTRICAL CONTRACTORS
ASSOCIATION

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS,
LOCAL UNION NO. 46

Jameson Schwetz
Executive Director

Sean Bagsby
Business Manager and Financial
Secretary