



International Brotherhood of Electrical Workers Local • 46  
19802 62<sup>nd</sup> Ave S, Suite 105 • Kent, WA 98032  
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www.ibew46.com

June 17, 2024

**ATTENTION LIMITEDE ENERGY UNIT MEMBERS:**

There will be an **All-Hands-on Deck Unit meeting** at the Kent Hall Tomorrow, Tuesday June 18th:

*Breakfast at 7:00am  
Meeting at 8:00am*

It is of the **upmost importance** to have as many members as possible attend this meeting. You must be a Member of the Limited Energy unit and in good standing,  
**Don't forget your dues receipt!**

We have a tentative agreement to discuss please see below:

**IBEW Local 46 Proposal Package 11  
Sound & Communication Addendum  
This Union Proposal is a complete proposal.  
June 17, 2024**

**The Negotiating Committee shall fully endorse and recommend this offer.**

**Section 3.07 TOTAL WAGES/FRINGES PACKAGE INCREASES**

The following wage/fringe increases are approved. Distribution of future increases, not already assigned and indicated herein or in Section 3.08(b) through (f), will be determined by the Union and published prior to the effective date of the increase.

**TOTAL WAGES/FRINGES PACKAGE**

<b><u>Effective Date</u></b>	<b><u>\$12.50 Total Package Increase</u></b>
August 2, 2024	\$1.50/hr
February 3, 2025	\$2.50/hr
August 4, 2025	\$1.50/hr
February 2, 2026	\$2.75/hr
August 3, 2026	\$1.50/hr
February 1, 2027	\$2.75/hr

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.

**\*\*ALL PREVIOUSLY AGREED T/A'S\*\***  
**PENDING RATIFICATION**

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

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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.

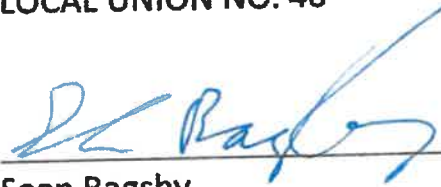
The Committee shall submit their recommendations on or before August 3<sup>rd</sup>, 2026, to both IBEW Local Union No. 46 and Puget Sound Chapter, NECA.

THIS MEMORANDUM IS AGREED TO AND SIGNED ON, JUNE 17, 2024.

PUGET SOUND CHAPTER,  
NATIONAL ELECTRICAL CONTRACTORS

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, ASSOCIATION  
LOCAL UNION NO. 46

  
Jameson Schwetz  
Executive Director Business

  
Sean Bagsby  
Manager and Financial  
Secretary

**\*\* ALL PREVIOUSLY AGREED TO T/A'S\*\***

**PENDING RATIFICATION**

**MEMORANDUM OF UNDERSTANDING**  
**BY AND BETWEEN**  
**IBEW LOCAL UNION NO. 46**  
**AND**  
**PUGET SOUND CHAPTER, NECA**  
**2024 LIMITED ENERGY NEGOTIATIONS/STRIKE**

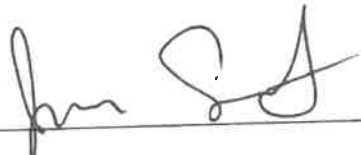
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Puget Sound Chapter, NECA and IBEW L.U. 46 fully agree to the following terms and conditions:

- The IBEW L.U. 46 Limited Energy Strike will be terminated on the evening of Wednesday June 19, 2024.
- 24 hours will be provided for IBEW L.U. 46 to notify their membership that the strike will be ending on June 19<sup>th</sup>. IBEW L.U. 46 will hold informational sessions for their members and the vote will occur no later than Wednesday, June 19<sup>th</sup>.
- IBEW L.U. 46 will bring no further strike actions related to the 2024 Limited Energy Negotiations against Puget Sound Chapter, NECA, regardless of the vote outcome on June 19, 2024. IBEW L.U. 46 will rescind their request for strike sanction from the IBEW International Office upon signature of this MOU.
- At 1:00 PM on Tuesday, June 18, 2024, Employers will begin notifying all employees about their return-to-work status for Thursday, June 20, 2024.

THIS MEMORANDUM IS AGREED TO AND SIGNED ON JUNE 17, 2024.

PUGET SOUND CHAPTER,  
NATIONAL ELECTRICAL CONTRACTORS  
ASSOCIATION



Jameson Schwetz  
Executive Director

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS,  
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Sean Bagsby  
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