



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.com

July 2, 2024

Hello Inside Wire Unit Members,

Your Negotiating Team met with Local NECA Chapter Representatives, the National NECA Representative, as well as our International Office Representative yesterday, 7/1/24, in an effort to come to an agreement that we could present to you for ratification.

After much discussion over several topics, IBEW Local 46 presented Union Proposal #42 (included). This offer is for \$15.50 over 3-Years, expanded Parking Zones, language regarding Hazardous Conditions, and Union Proposal #39, which is the MOU regarding developing framework for Paid Holidays or a PTO Fund. This offer will expire at 10:00 am on July 3rd, 2024, unless Tentatively Agreed to by NECA. If NECA chooses not to accept this offer, our position will revert back to our last proposal of \$17.25 over 3-Years, Accrued Sick Time to be paid off at separation of employment, expanded Parking Zones, and the MOU (Union Proposal #39) to develop framework for a PTO Fund or Paid Holidays.

NECA Contractors have not attended a Negotiation Session since the Collective Bargaining Agreement's "Cooling-Off" period expired on June 10th, 2024, and have seen fit to allow their representatives to determine what is communicated to NECA Contractors. We are working every day to bring the Membership an offer that we can endorse, and that the Membership will support.

Our next session is scheduled for July 3rd, 2024.

In Solidarity,

Your Inside Wire Negotiations Small Committee

IBEW LOCAL UNION 46
AND
PUGET SOUND CHAPTER, NECA

INSIDE CONSTRUCTION AGREEMENT NEGOTIATIONS

UNION PROPOSAL #42

Presented on 7/1/2024

THIS PROPOSAL IS VALID THROUGH 10:00 AM ON 7/3/2024

The following values are only valid if all pieces of this Package Proposal are accepted, along with Union Proposal #39.

If the following Package Proposal and Union Proposal #39 is agreed to, IBEW Local 46 agrees to withdraw ALL Union Proposals that have not been previously Tentatively Agreed to.

1). Section 3.08 WAGES AND FRINGE SCHEDULE

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

*August 2, 2024	2, 2024 5, 2024	\$1.50	\$3.00 \$3.00	per hour
February 7, 2025	7, 2025 3, 2025	\$2.75	\$3.50 \$3.50	per hour
August 4, 2025	4, 2025 4, 2025	\$2.00	\$2.50 \$2.50	per hour
February 6, 2026	6, 2026 2, 2026	\$3.25	\$3.00 \$3.00	per hour
August 7, 2026	7, 2026 3, 2026	\$2.50	\$2.50 \$2.50	per hour
February 5, 2027	5, 2027 1, 2027	\$3.50	\$1.00 \$1.00	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). **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, effective August 5, 2024, for any work performed South of NE 12th Street SR-520, North of Main Street Interstate 90, West of 116th 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.

The previous rates and zones shall remain in effect for the Transportation Premium until August 5, 2024.

3). **Section 3.19 HAZARDOUS CONDITIONS:**

(a) **HIGHTIME:** Whenever Employees are working at a distance greater than the fifty (50) foot level or higher from the ground or floor where scaffolding is not practical, they shall be paid at one and one-half (1½) times the regular hourly rate of pay on straight time hours. Whenever Employees are working at a distance greater than an eighty (80) foot level or higher from the ground or floor where scaffolding is not practical, they shall be paid at double the regular hourly rate of pay on straight time hours. On overtime hours, they shall be paid the appropriate overtime rate plus an additional one (1) hour at the regular hourly rate of pay on straight time hours.

(b) **HIGH HEAT EXPOSURE:** Due to the risk of Heat Related Illnesses, the parties agree to consult Local and State Laws during times of high outdoor temperatures in the jurisdiction. All Local and State Laws shall be adhered to.

- When temperatures at or above 90 degrees Fahrenheit exist, Employees have the option to stop work and leave the jobsite, paid only for time worked, with no repercussions. An Employee choosing this option must communicate to their direct supervisor.

(c) **AIR QUALITY HAZARD / WILDFIRE SMOKE EXPOSURE:** Due to the risks of poor Air Quality and Wildfire Smoke Exposure, the parties agree to consult Local and State Laws during times when these conditions exist. All Local and State Laws shall be adhered to.

- When AQI Levels reach 100, Employees exposed to hazardous air quality may stop work and leave the job site, paid only for time worked, with no repercussions. An Employee choosing this option must communicate to their direct supervisor.

(d) **PUBLIC HEALTH EMERGENCY:** Any protective equipment required due to the Public Health Emergency shall be supplied by the Employer.

IBEW Local 46 Members and the Employers understand the difficulties, and logistical issues that come up during a Public Health Emergency, and will work together to better the safety of the electrical industry.

Tentative Agreement

Tentative Agreement

Sean Bagsby
Business Manager / Financial Secretary
IBEW Local 46

Jameson Schwetz
Executive Director
Puget Sound, NECA

Date

Date