



International Brotherhood of Electrical Workers Local • 46  
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August 29, 2024

Attention Residential Wire Unit Members:

IBEW Local 46 and Puget Sound Chapter, NECA are continuing to negotiate towards your new contract. The last wage offer from NECA consisted of a raise to \$38.50 in February of 2025, a raise to \$40.50 in February 2026, and up to \$42.75 in February 2027.

Our counterproposal for wages to NECA was as follows:

When calculating a base wage for apprentices, a Journey Level Residential Wiremen Employee base rate of \$31.00 \$40.00/hr. shall be used as a minimum effective 10/1/2024.

**Future Wage/Fringe Benefit Increases shall be as follows:**

- 2/7/2022 \$34.00/hr                      2/3/2025 \$3.00/hr
- 2/6/2023 \$35.50/hr                      8/4/2025 \$3.00/hr
- 2/5/2024 \$36.50/hr                      2/2/2026 \$3.00/hr
- 8/3/2026 \$3.00/hr
- 2/1/2027 \$2.50/hr
  
- **Distribution of Wage/Fringe Benefit Increases shall be at the discretion of the Union.**

The existing contract was once again extended through September 6, 2023, as the NECA Executive Director is currently on Vacation.

IBEW Local 46 and NECA have agreed to several language additions to the contract which will add more clarity on working conditions for both Employee and Employer. All items that have been tentatively agreed to will be presented to the Membership once negotiations have concluded, and the items are ready to vote on.

If you have any questions regarding the negotiations, please contact me at (253) 499-3655, or via email at [ryan@ibew46.com](mailto:ryan@ibew46.com).

Thank you,

Ryan Paddock  
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IBEW Local 46  
Seattle, Washington