



International Brotherhood of Electrical Workers • Local 46  
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February 21, 2025

**RESIDENTIAL UNIT NEGOTIATIONS UPDATE:**

**Attention Residential Unit Members:**

IBEW Local 46 has presented Puget Sound Chapter, NECA with our Union Proposal #20 on behalf of the Residential Unit. This Proposal is attached for your review.

Your Business Manager, Sean Bagsby, has been in continual contact with his counterpart at Puget Sound, NECA, as well as our International Office Representatives in an effort to reach an acceptable agreement for the Residential Unit. In discussions today, NECA assured Sean that they are working with the Contractors to complete these negotiations as soon as possible, and that our Proposal is a move in the right direction.

While the negotiations are not complete yet, your team feels we are nearing common ground.

Once Local 46 and Puget Sound NECA have tentatively agreed to a final proposal, your Union Negotiating Team will reach out to the Unit immediately with a schedule for an in-person Informational Meeting that will occur within one week of the Tentative Agreement being reached. Within one week of the Informational Meeting, the Contract Vote will take place. Your contract will not be approved by IBEW Local 46 until the Unit ratifies it with your vote!

If you have any questions regarding the Residential Contract Negotiations, or any other Union matter, please contact Brian "Mickey" Mikolajczyk or myself. Our Contact Information can be found on the Local 46 website or mobile app.

In Solidarity,

A handwritten signature in black ink that reads 'Ryan Paddock'.

Ryan Paddock  
Assistant Business Manager  
IBEW Local 46  
Seattle, Washington

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

**RESIDENTIAL WIRE AGREEMENT NEGOTIATIONS**  
**UNION PROPOSAL #20**

Presented on 2/7/2025

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

1. When calculating a base wage for apprentices, a Journey Level Residential Wiremen Employee base rate of ~~\$34.00~~ \$36.50/hr. shall be used as a minimum.

**Future Base Wage Rates shall be as follows:**

- |                              |   |                |
|------------------------------|---|----------------|
| • <u>2/7/2022</u> \$34.00/hr | <u>2<sup>nd</sup> Monday After Ratification</u> | <u>\$41.50</u> |
| • <u>2/6/2023</u> \$35.50/hr | <u>2/2/2026</u>                                 | <u>\$45.00</u> |
| • <u>2/5/2024</u> \$36.50/hr | <u>2/1/2027</u>                                 | <u>\$48.50</u> |

2. Future Healthcare Benefit Rates shall increase as follows:

5/5/2025 - \$0.20

3. All contract language previously Tentatively Agreed to will be included.

Tentative Agreement

Tentative Agreement

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Sean Bagsby  
Business Manager/Financial Secretary  
IBEW Local 46

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Jameson Schwetz  
Executive Director  
Puget Sound, NECA

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Date

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Date