



International Brotherhood of Electrical Workers Local • 46
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Hello from IBEW Local 46!

We are here today to give our Membership a general update on the work picture and Local status.

The Inside Wire books are stacked with more than 845 members, and it is taking more than a year to get out on a standard call. Many have opted to travel to another Local and we have been encouraging them to do so. Salting is also an option, but the Local is unable to offer any supplement of benefits at this time for members that choose to Salt.

If you choose one of these options, be sure to check in with the Hall as soon as your employment ends. You risk losing your number on the books if you delay.

The big jobs we currently have are the Port Townsend Hospital, Silverdale Hospital, and a couple pending on the Navy Bases. We do not see the work picture turning around anytime soon. With the recent executive action, we do not expect any more PLA contracts on the Navy bases. The last administration mandated that anything over \$35 million would be done on a PLA. The new administration ended that executive order and immediately took away the PLA language that assisted Local 46 contractors in securing work on Federal installations.

At a total market share on the Peninsula of 21%, our market share is **low**, and we continue to see members dropping out to start their own shops. There are currently 93 electrical companies on the Kitsap and Olympic Peninsulas. 9 of them are Union and 84 are Non-Union. Of those 84, forty of them were started or are owned by our ex-members which is nearly half! With the Non-Union paying 01 JW between \$36- \$60 and hour with little to no benefit package, our contractors struggle to be competitive. How do we fix this? Well, we have a few options that would help level the playing field.

One of them would be to allow for a combination dispatch call. This call would allow an 01 to be utilized on residential projects, at residential scale intermittently. This will help members and contractors. We sent out a survey to Membership last year and found that nearly 80% of respondents support the use of a combination dispatch and would take one of those calls. We have not yet been able to institute it but hope to soon!

A second option to help combat our low market share would be to create an alumni agreement within our Trust. This would allow members to become owners and continue to pay into the trust on their behalf. This would help with dropped membership, market share, and help strengthen the relationship between membership and the companies we work for allowing contractors to keep their Membership

Our survey also measured support for use of unfunded Market Recovery in targeted markets. This would only be used in markets where we have little, or no work being performed by signatory contractors. We have crafted a reduced scale wage chart to be

used on these projects to assist our contractors in securing Local work. This is work that **WE DO NOT HAVE** and will not have unless we adjust to the market. These calls are optional and you do not have to take them. Local 46 has implemented tools like these in the past. When the work picture improves, these calls naturally go unfilled, except in markets where the Union struggles to be competitive. This option can be controversial, but we have members salting, traveling to other locals, or dropping membership, all to work at a lower wage. Why would we not give them the option to work close to home within Local 46 jurisdiction. This tool will take form as a “**Small Works Agreement**”. I have attached the Small Works wage chart and associated guidelines. This option will be rolling out this month.

The Market Recovery Program is still successfully helping contractors secure work. Funding has been tighter in recent years, at a time where we need it the most. With less Market Recovery money available, we have to turn to unfunded Market Recovery to fill the gap.

Our goal is to create more options for our Members on the Peninsula. Be on the lookout for more information on the rollout of these tools.

If you have any questions, contact Neal Holm, Mark Davis, or Sean Bagsby.

Mark Davis
IBEW 46 Business Representative
253-656-2762

****If this project requires additional hours than those listed above, a new grant relief request must be applied for and approved.***

- This grant is contingent upon the determination that this project is **NOT prevailing wage, NOT covered by any PLA/CWA or financed by Union Pension Funds.**
- An agreement will only be approved on projects belonging to a category where the union marketshare is thirty percent (30%) or less, based on the last quarterly report.
- Contractors are responsible to provide a list of the non-union competitors bidding on projects. All attempts to provide verifiable documentation shall be made.
- **Unfunded Small works and funded market recovery grants are allocated on the basis that a non-union competitor exists.**
- There shall be no shift work premium on this project.
- Any employee may refuse a transfer to this project without question.
- ALL employees dispatched to this project MAY be transferred to another under scale WRP Project.
- **After 500 hours on under scale small works agreement projects**, as reported on the healthcare benefit report, an employee may be transferred with employees consent to a full-scale project. The employer must notify dispatch before the transfer. The employee will forfeit their registration number upon transfer.
- Any employee dispatched to this under scale small works agreement project who **quits** during the first 3 months, without approval from the business manager, shall lose his/her registration number. This rule shall not apply if the employee is working less than 40 hours per week. Any employee who asks for a layoff on this project after three months shall be given one without question or retribution.
- Section 5.21(a) (reverse layoff) of the inside CBA shall **not** apply to this project.
- Foreperson calls by name will be paid at the normal CBA rate
- All pension contributions paid through this agreement shall be accruing
- If it is found that this project IS any of the previously mentioned, the terms and conditions of this grant are null and void.

Sunsets 12/31/25 *Pending extention	WAGE & BENEFITS PACKAGE (PREVAILING WAGE / EMPLOYER CONTRIBUTION)								ADDITIONAL EMPLOYER CONTRIBUTIONS				TOTAL	WAGE DEDUCTION FOR VACATION
	WAGE	NEBF	MEDICAL PLAN 1	MEDICAL PLAN 2	PENSION	401K	JATC	SUBTOTAL	LMCC	NLMCC	SAP	AMF (EMPLOYER FEES PAID TO NECA)		
WIREMAN GEN FOREMAN (120%)	\$80.40	\$2.41	\$10.34	N/A	\$8.00	\$2.00	\$0.97	\$104.12	\$0.10	\$0.01	\$0.05	\$0.65	\$104.93	6%
WIREMAN FOREMAN (110%)	\$73.70	\$2.21	\$10.34	N/A	\$8.00	\$2.00	\$0.97	\$97.22	\$0.10	\$0.01	\$0.05	\$0.59	\$97.97	6%
CABLE SPLICER (110%)	\$73.70	\$2.21	\$10.34	N/A	\$8.00	\$2.00	\$0.97	\$97.22	\$0.10	\$0.01	\$0.05	\$0.59	\$97.97	6%
TUNNEL PAY (110%)	\$73.70	\$2.21	\$10.34	N/A	\$8.00	\$2.00	\$0.97	\$97.22	\$0.10	\$0.01	\$0.05	\$0.59	\$97.97	6%
WELDER (105%)	\$70.35	\$2.11	\$10.34	N/A	\$8.00	\$2.00	\$0.97	\$93.77	\$0.10	\$0.01	\$0.05	\$0.57	\$94.50	6%
JOURNEY WIREMAN	\$67.00	\$2.01	\$11.34	N/A	\$8.00	\$2.00	\$0.97	\$91.32	\$0.10	\$0.01	\$0.05	\$0.56	\$92.04	6%
APP WIRE 6TH PERIOD 6501-8000 Hours (85%)	\$63.70	\$1.91	\$13.02	N/A	\$10.91	\$2.91	\$0.97	\$93.42	\$0.10	\$0.01	\$0.05	\$0.48	\$94.06	6%
APP WIRE 5TH PERIOD 5,001-6,500 (75%)	\$56.21	\$1.69	\$13.02	N/A	\$9.63	\$2.57	\$0.97	\$84.09	\$0.10	\$0.01	\$0.05	\$0.42	\$84.67	6%
APP WIRE 4TH PERIOD 3,501-5,000 Hours (65%)	\$48.71	\$1.46	\$13.02	N/A	\$8.35	\$2.22	\$0.97	\$74.73	\$0.10	\$0.01	\$0.05	\$0.37	\$75.26	6%
APP WIRE 3RD PERIOD 2,001-3,500 Hours (52%)	\$38.97	\$1.17	\$13.02	N/A	\$6.68	\$1.78	\$0.97	\$62.59	\$0.10	\$0.01	\$0.05	\$0.29	\$63.04	6%
APP WIRE 2ND PERIOD 1,001-2,000 HRS (47%)	\$35.22	\$1.06	\$13.02	N/A	\$0.25	\$0.25	\$0.97	\$50.77	\$0.10	\$0.01	\$0.05	\$0.26	\$51.19	6%
APP WIRE 1ST PERIOD 0-1,000 HRS (42%)	\$31.47	\$0.94	\$13.02	N/A	\$0.25	\$0.25	\$0.97	\$46.90	\$0.10	\$0.01	\$0.05	\$0.24	\$47.30	6%

*Apprentice rate shall meet the current CBA rate. No Apprentice will receive a rate of pay that is lower than the rate specified above.

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