



International Brotherhood of Electrical Workers • Local 46  
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April 14, 2025

Attention Residential Unit Members:

Puget Sound Chapter, NECA, has presented their latest contract offer on 3/25/2025. The difference between the prior NECA Proposal and the most current is \$0.25 cents on wages, bringing the wage in 2025 to \$39.25, with the top wage in 2027 remaining at \$44.25. This \$0.25 cent increase to the wages was moved from the Healthcare funding, resulting in a proposal from NECA that did not include any additional money above their prior proposal.

IBEW Local 46 offered a counterproposal on 4/1/2025 to NECA's offer. The Union's counter remained the same as our previous offer for the years 2025 and 2026, and we reduced the wage in 2027 to \$48.00. While we still believe that NECA's offer is below market value and our counter proposal reflects the true rate of where it should be, we are also working to get the best contract possible. IBEW Local 46 is in constant communications with the International Office, and we are all resolute in working towards the best for the Residential Unit.

The proposals were reviewed and discussed at April's Residential Unit Meeting.

When we receive a proposal that will require a vote, that proposal will be sent to all Unit members for review, and a special meeting will be held for discussion. Business Manager Sean Bagsby has weekly meetings with NECA Executive Director Jameson Schwetz to try and reach the best possible agreement for the Residential Unit. We ask for all members to attend each unit meeting.

If you have any questions regarding this update, please contact me at (253) 518-4015, or via email at [mickey@ibew46.com](mailto:mickey@ibew46.com).

In Solidarity,

*Brian J. Mikolajczyk*

*"Mickey"*

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**RESIDENTIAL NEGOTIATIONS  
NECA PACKAGE PROPOSAL #5  
Wage/Healthcare Proposal  
3-25-25**

**HOURS – WAGES – WORKING CONDITIONS**

The first forty (40) hours, Monday through Saturday, shall constitute a regular workweek. All time worked after forty (40) hours in a week shall be paid one and one-half (1 ½) times the straight time rate of pay. All time worked on Sundays or Holidays shall be one and one-half (1 ½) times the straight time rate of pay. All work performed on the following Holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day or days celebrated as such shall be paid for at one and one-half (1 ½) times the straight time rate of pay.

Wages shall be paid no later than quitting time on Friday and not more than five (5) days of wages may be withheld at any time. All fringe benefit payments shall be paid to the Trust no later than the fifteenth (15<sup>th</sup>) day of the following month held.

Nothing in this Agreement prohibits the Employer from implementing a high volume installation incentive plan.

**Journeyman Residential Wage Rates:**

Wages for Journey level employees shall be based on the employee's skills and ability as determined by the contractor with consultation by the Union. All wages shall comply with state and federal laws and regulations.

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

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

- ~~2/7/2022 \$34.00/hr~~ \*2/3/2025 \$39.25
- ~~2/6/2023 \$35.50/hr~~ 2/2/2026 \$41.50
- ~~2/5/2024 \$36.50/hr~~ 2/1/2027 \$44.25

No current Employee shall receive a reduction in pay as a result of this Agreement.

Employers may elect to pay top performing apprentices more than the minimum required by this Agreement.

\*Or 2<sup>nd</sup> Monday after ratification, whichever is later.

## FOREMAN

Individuals designated as a foreman by employer shall receive 10% above Residential Journeyman base wage listed.

<u>Journey Benefit Rates</u>	<u>Current Rates</u>
Healthcare Plan 1	<del>\$6.60</del> \$7.75 (effective 5/26/2025)
Pension	\$3.95
401K	\$1.80
JATC	\$0.10
NEBF	3% gross wages

~~Effective 2/7/2022, fringe increase for Residential Wireman only of \$1.00/hr~~  
~~Effective 2/6/2023, fringe increase for Residential Wireman only of \$1.00/hr~~  
~~Effective 2/5/2024, fringe increase for Residential Wireman only of \$1.00/hr~~

- Distribution of fringe increases shall be at the discretion of the Union.

When Residential workers are directed to report to the job and are ordered not to start work due to weather conditions, lack of materials, or causes beyond their control, they shall receive not less than two (2) hours pay.

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<u>Apprentice Benefit Rates</u>	<u>Effective</u>
Healthcare Plan 2	<del>\$5.00</del> \$6.50 (effective 5/26/2025)
Pension	\$0.10
401K	\$0.10
JATC	\$0.10
NEBF	3% gross wage

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

**RESIDENTIAL WIRE AGREEMENT NEGOTIATIONS**  
**UNION PROPOSAL #21**

Presented on 4/1/2025

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

***This Proposal has the Full Endorsement of IBEW Local 46, and will be recommended for approval to the Residential Unit Membership***

1. When calculating a base wage for apprentices, a Journey Level Residential Wiremen Employee base rate of ~~\$31.00~~ \$36.50/hr. shall be used as a minimum.

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

• <del>2/7/2022</del> \$34.00/hr	<u>2<sup>nd</sup> Monday After Ratification</u>	<u>\$41.50</u>
• <del>2/6/2023</del> \$35.50/hr	<u>2/2/2026</u>	<u>\$45.00</u>
• <del>2/5/2024</del> \$36.50/hr	<u>2/1/2027</u>	<u>\$48.00</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