



International Brotherhood of Electrical Workers Local • 46
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January 6, 2026

Greetings Union Family,

It's that time of year—we will soon be voting on how to allocate the **February wage increase of \$2.75**. While the Trustees provide important recommendations to help protect and strengthen our benefits, **the final decision belongs to the membership**. Your voice matters, so please be sure to vote. We've consistently had strong turnout, and it's critical that we keep that momentum going.

Healthcare Trustees' Recommendation:

The Healthcare Trustees recommend allocating a **minimum of \$0.80** toward healthcare for the Limited Energy unit. This recommendation is intended to:

- Stabilize benefits
- Rebuild the Reserve Fund
- Move our unit closer to **Plan 1**

Medical Plan 2 Funding:

Limited Energy Medical Plan 2 is **fully funded** by contributions from our unit. We have consistently followed Trust recommendations and recently voted to exceed the recommended funding level.

Pension Contribution:

If the membership wishes to keep pension contributions aligned with wage increases, the required contribution from the February raise would be:

- **11.3% of \$2.75 = \$0.31**

Local 46 Trustees also encourage members who are interested in increasing their retirement savings to do so through individual 401(k) wage deferrals.

Trustees' Recommended Allocation:

- **Healthcare: \$0.80**
- **Pension: \$0.31**
- **401(k): Members may voluntarily elect to contribute up to \$10 per hour**

Member Survey:

A survey will be sent out shortly to gather member input on allocation priorities.

Action Needed:

Please complete the survey when it arrives and make your voice heard.

In solidarity,

Trina Chapa-Limited Energy Business representative