



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