



International Brotherhood of Electrical Workers Local • 46
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January 7, 2026

ATTN: **Limited Energy (LE)** Unit Wage Allocation Survey:

The initial survey to determine the averages of member input began at 8:30 am (PLEASE DISREGARD THE FIRST SURVEY, an updated version has been sent out) today January 7, 2026, and shall run through 8:00 am on Saturday, January 10, 2026.

The vote between the averages of Member input and the Trustee Recommendations shall begin at 8:00 am Monday, January 12, 2026, and end at 8:00am on Thursday, January 15, 2026.

The **Pension Trustees** have not made a recommendation for a specific amount, what they have done is indicate \$0.31 would align with the decision we made at the last raise. The Pension Fund is currently funded at 105%; the fund is healthy.

The **401k Trustees** have not made a recommendation (since individual Members can self-contribute).

The **Healthcare Trustees** have determined the minimum Healthcare Fund contribution for this wage allocation shall be \$0.80 out of the \$2.75 raise.

Medical Plan 2 funding:

Limited Energy Medical Plan 2 is fully funded by contributions from our unit; we have consistently followed Trust recommendations and the last allocation voted to exceed the recommended level.

JATC contributions are predetermined and made per Section 3.08(c) of the Limited Energy Construction Agreement.

With this information, this survey is for the Membership to present their recommendations on how the remaining \$1.95 should be divided among the various Fringe Benefit Funds and Wages / NEBF. The Healthcare Fund will automatically be allocated the minimum amount the Trustees have determined.

The average amount of money sent by the Membership from this survey will be one of the options for the Vote.

The other option for the Vote will be the Trustees' recommendations.

Please let us know how you would like to allocate the \$1.95 across these options:

- a. Wages / NEBF (additional NEBF Contributions will be automatically deducted from Wages)
- b. Healthcare (in addition to the predetermined \$0.80)
- c. Retiree Healthcare Subsidy (currently at \$.30 per hour)
- d. Pension
- e. 401K (Employer Contribution)

If you have any questions regarding this Limited Energy Wage Allocation Survey, please contact either:

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