



International Brotherhood of Electrical Workers • Local 46
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January 16, 2026

Hello Stockperson Unit,

The Wage Allocation Vote has concluded, and the Members voted in favor of the Membership Average from the Wage Allocation Survey. The vote results are as follows:

Option 1 (Membership Average)	37	(57.81%)
Option 2 (Trustee Recommendation)	27	(42.19%)
Total Voters	64	
Total Ballots Sent	146	

43.80% of the eligible voters returned a ballot for this vote.

This means that the \$2.75 per hour raise, effective February 2, 2026, will be divided up among the different categories as below:

Wages (3% NEBF will be deducted from this amount)	\$0.87
Healthcare (Mandatory \$0.80 plus additional \$0.30)	\$1.10
Retiree Healthcare	\$0.00
Pension	\$0.38
Annuity (Employer Contribution)	\$0.40

I would like to thank all of the Members who participated in this vote!

Your Vote is Your Voice!

New Wage Charts will be posted to the Website and Mobile App as soon as they are completed.

In Solidarity,

A handwritten signature in blue ink that reads "Ryan Paddock".

Ryan Paddock
Assistant Business Manager
IBEW Local 46
Seattle, Washington