



# IBEW LOCAL 46 SALTING AGREEMENT

\_\_\_\_\_ (Member/Applicant for Membership)  
and IBEW Local 46 (Union) agrees as follows:

1. The Member/Applicant agrees to make himself/herself available for employment at: \_\_\_\_\_ (non-union employer).
2. This Agreement covers such work when approved in writing by the Union's Business Manager.
3. The Member/Applicant understands that he/she is representing the IBEW and as such will conduct himself/herself in a professional manner at all times. This includes showing up for work every day and being on time. If, for some unforeseen reason, the Member/Applicant will not be at work on a given day, the Member/Applicant will not only notify the employer but the Local #46 Organizer as well. Member/Applicant will exert his/her best efforts when performing electrical work for the contractor. During paid work time, the Member/Applicant will not engage in any Union organizational activities.
4. During non-paid breaks and outside of scheduled work hours, the Member/Applicant will attempt to educate non-union electricians employed by the firm, of the benefits of Union membership. However, the Member/Applicant will make no overtures to any individuals employed by the firm without first speaking with the Local #46 Organizer. The Member/Applicant will, at all times, refrain from engaging in any abusive or threatening conduct.
5. If the Member/Applicant who is signed to Classification: \_\_\_\_\_, BOOK 1  2  3  4  Registration # \_\_\_\_\_, is hired by the Contractor, the Union may pay to, or on behalf of, the Member/Applicant wages and benefits representing the difference between those wages and benefits paid by the Contractor and those wages and benefits set forth in the IBEW Local 46 Agreement for which out-of-work list the Member/Applicant is signed to. The Business Manager will determine on which projects a wage subsidy will be paid and the beginning and ending date of any such subsidy. There will be no wage subsidy on Prevailing Wage jobs due to IRS requirements.
6. No charges will be processed against the Member/Applicant on account of his/her employment by the Contractor provided, however, that the Member/Applicant will terminate such employment effective upon the fifteenth (15<sup>th</sup>) calendar day after notice from the Union. This Agreement may be terminated by either party upon fifteen (15) calendar days notice.
7. This Agreement will be reviewed monthly by the Business Manager to determine both eligibility and if the subsidy is to be continued for organizing.
8. **The Member/Applicant will return to the Local Union 46 Dispatch Office within three (3) days after ceasing employment and will present their final check stub from the non-Union employer.**

\_\_\_\_\_  
Member's Signature

\_\_\_\_\_  
Organizer's Signature

\_\_\_\_\_  
Union Card #

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

**PLEASE COMPLETE BOTH SIDES**

**PRINT LEGIBLY**

FIRST NAME	MI	LAST NAME	NICKNAME

YOUR HOME LOCAL

UNION CLASSIFICATION (JOURNEY WIREMAN, JOURNEY TECHNICIAN, ETC.)

WASHINGTON STATE ELECTRICAL LICENSE? YES / NO  
TYPE   
#

HOME PHONE  CELL PHONE

WORK PHONE  FAX#

EMAIL ADDRESS

MAILING ADDRESS

CITY  STATE  ZIP CODE

BIRTH DATE  SSN

HAVE YOU BEEN TO A COMET CLASS? YES NO

WHEN / WHERE

**PLEASE SUBMIT A PHOTOCOPY OF YOUR DRIVER'S LICENSE, ELECTRICAL LICENSE, AND YOUR DUES RECEIPT.**

**PLEASE COMPLETE BOTH SIDES**