

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
IBEW LOCAL UNION 48  
AND  
OREGON-COLUMBIA CHAPTER, NECA  
(Inside Commercial Agreement)**

**WHEREAS**, bargaining unit employees may only be obtained through dispatch from Local 48, and

**WHEREAS**, NECA and Local 48 recognize that estimators and project managers may at times perform bargaining unit work, and

**WHEREAS**, employers may hire estimators or project managers either off the street or from the exclusive hiring hall, and

**WHEREAS**, employers may currently hire estimators or project managers by transferring employees already dispatched, and

**WHEREAS**, employers desire to be able to hire estimators or project managers directly into the bargaining unit in a manner that complies with all applicable laws, specifically including ERISA,

**NOW THEREFORE**, IBEW Local Union No. 48 and the Oregon-Columbia Chapter, NECA, hereby agree as follows:

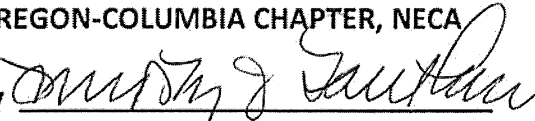
- The Union shall remain the sole and exclusive source of referral of applicants for employment as a bargaining unit employee.
- The employer may hire estimators and project managers either off the street or through the union.
- If the employer hires an estimator or project manager off the street, then such individual is not eligible to participate in any union fringe benefit unless it is an alumni or Category II. Such individuals are not eligible to perform bargaining unit work of any sort.
- If the employer wants to hire an estimator or project manager and keep him or her in the bargaining unit, there are two ways to do it:
  - Re-classify with the IBEW Local Union 48 office the individual who has already been dispatched, or
  - Put in a job referral order for a Journeyman with estimator or project manager skills, they must work a minimum of 60 days as Project Manager/Estimator prior to being transferred to work with the tools.
- If the individual is to be transferred into the office as an estimator or project manager, the employer must notify the Union of the transfer no later than the first day of

employment in the new position at which time Local 48 will notify the employee of the change in status.

- The Union and NECA have agreed to the following wage and benefit schedule for estimators and project managers:
  - Hourly wages shall be paid to the employee in an amount agreed to by the employee and the employer. However, in no event shall such wage be less than the hourly wage payable to journeymen wiremen under the Inside Agreement.
  - Health benefits at 160 hours per month
  - All other benefits and local union dues shall be based on actual hours worked.
- If the employee works with the tools, then benefits shall be paid for each hour worked as an inside wireman.
- If any employee is transferred out of the Inside Agreement into the office to work as an estimator or project manager, but not through the process outlined herein, then he or she is not eligible to transfer directly back into the bargaining unit.
- This Agreement has no impact on the current practice of employers being able to offer "light duty" positions to injured workers.

**OREGON-COLUMBIA CHAPTER, NECA**

By

  
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Timothy J. Gauthier, Executive Manager

**IBEW LOCAL UNION 48**

By

  
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Clif Davis, Business Manager &  
Financial Secretary