



**LETTER OF CLARIFICATION
BETWEEN IBEW LOCAL UNION 48
AND
THE OREGON-COLUMBIA CHAPTER, NECA**

It is agreed that the hourly rates for zone pay in the Inside Collective Bargaining Agreement between the parties are intended to compensate employees for any travel costs they may incur as a result of working in the affected areas.

As such, it is agreed it is in the best interest of the parties to include zone pay as a fringe benefit for purposes of calculation of Davis-Bacon prevailing wage rates for the affected areas.

It is also agreed that as such, NEBF shall not be paid on zone pay, nor shall vacation, market recovery or any other union dues be deducted from zone pay.

It is also agreed that, if as a result of this Letter of Clarification, or for any other reason, the United States Department of Labor, the Oregon Bureau of Labor and Industries or the Washington Labor and Industries Department decide that such exclusion from the above payment or withdrawals as outlined in paragraphs three (3) and four (4) would result in a removal from zone pay from published prevailing wage rates of pay, then such rates will be thereafter recognized as wages and subject to said withdrawals.

For the purpose of calculating fringe benefits, gross wage is defined as pay for hourly work, including premium pay such as overtime and shift pay. It does not include pay for gas, parking, tolls, mileage, subsistence, travel and zone pay.

APPROVED FOR CURRENT AGREEMENTS 2009 AND BEYOND.

DATED this 5 day of May 2021.

OREGON-COLUMBIA CHAPTER, NECA

By: Timothy J. Gauthier

Timothy J. Gauthier
Executive Manager

LOCAL UNION 48, IBEW

By: Garth Bachman

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Business Manager