

**LETTER OF UNDERSTANDING  
BACKGROUND CHECKS**

This Letter of Understanding is between the Oregon-Columbia Chapter, NECA and IBEW Local Union 48 as it pertains to background checks performed by signatory employers with Local Union 48 IBEW.

In support of management's rights to execute background checks, the Labor Management Committee agrees that background checks of all employees and prospective employees will be authorized for consideration of employment for all NECA/IBEW employers under all collective bargaining agreements between Local 48 and the Oregon-Columbia Chapter, NECA.

Employers will be able to do social security, state and federal criminal checks as long as they are conducted in accordance with Oregon and Washington laws.

DATED this 28 day of February, 2011

**OREGON-COLUMBIA CHAPTER, NECA**

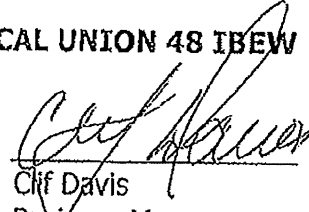
By:



Timothy J. Gauthler  
Executive Manager

**LOCAL UNION 48 IBEW**

By:



Cliff Davis  
Business Manager