



**Letter of Understanding
In Reference to the Commercial/Industrial Agreement**

IBEW Local Union 48 and Oregon-Columbia Chapter, NECA ("Parties") hereby agree that Hamer Electric, Inc., is authorized to pay per the terms set forth herein for work performed regarding maintenance at Cascade Tissue, 1300 Kaster Road, St. Helens, OR 97051.

Pay agreement for the shifts defined below:

Work shift: Rotating 4 days on, 4 days off with two 12-hour day shifts followed by 24 hours off, then two 12-hour night shifts followed by 4 days off.

Day Shift 6:30 AM to 6:30 PM

Hours 1-10 straight time per the Commercial/Industrial Agreement wages and benefits

Hours 11-12 at time and one half

Hours on Saturday time and one half

Hours on Sunday and Holidays double time

Night Shift 6:30 PM to 6:30 AM

Hours 1-10 straight time pay + 17.3% per the Commercial/Industrial Agreement wages and benefits

Hours 11-12 at time and one half +17.3% Hours

on Saturday time and one half +17.3% Hours on

Sunday and Holidays double time

This Letter of Understanding shall not be precedent-setting nor used in any negotiations in the future. The Parties agree that this modification of the Commercial/Industrial Agreement is limited to the above-mentioned jobsite, and that this modification will expire December 31, 2023, unless the Parties mutually agreed to extend or with 30 days notice or at the termination of the project.

Dated this 21st day of December 2022.

OREGON-COLUMBIA CHAPTER, NECA

By: 
Timothy J. Gauthier
Executive Manager

LOCAL UNION 48, IBEW

By: 
Garth Bachman
Business Manager