



**MEMORANDUM OF UNDERSTANDING  
BETWEEN IBEW LOCAL 48  
AND  
THE OREGON-COLUMBIA CHAPTER, NECA**

IBEW Local 48 and the Oregon-Columbia Chapter, NECA (the parties) agree to this Memorandum of Understanding (MOU) regarding Foreman Call By Names. This MOU will take precedence over the Foreman Call By Name language in the Commercial/Industrial Agreement, and the Sound and Communication Agreement for the duration of this MOU.

The Foreman Call By Name Language is as follows:

The Employer shall have the right to call foremen by name provided:

1. The employee has not quit from their previous employer within the past three weeks.
2. The Employer shall notify the Business Manager and/or Dispatcher in writing via e-mail of the name of the individual who is to be requested for employment as a Foreman. Upon such request, the Business Manager shall refer said foreman provided the name appears **in the top half** of the Commercial/Industrial and Sound & Communication Book I Out of Work List on the day that the request is submitted. If the Commercial/Industrial Book I Out of Work List has less than 500 members, the Business Manager shall refer said foreman provided the name appears on the Book I Out of Work List. For Foreman Call By Names on the Sound and Communications Book I the member's name must be in the top half of that book regardless of the number of members that are on the Sound and Communications Book I.
3. When an employee is called as a foreman, they must remain as a Foreman for (1) year or must receive a termination slip.

This MOU becomes effective (15) calendar days after both parties sign due to the requirement of Hiring Hall Rule changes being posted for (15) calendar days prior to changes taking effect. This MOU expires at 11:59 PM December 31, 2026.

DATED this 27<sup>th</sup> day of April 2026.

**OREGON-COLUMBIA CHAPTER, NECA**

**LOCAL UNION 48, IBEW**

By:   
Todd Mustard  
Executive Manager

By:   
Garth Bachman  
Business Manager