



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

The Oregon-Columbia Chapter, NECA and IBEW Local 48, (the Parties), agree to this Memorandum of Understanding (MOU) regarding vehicle monitoring devices.

The purpose of this MOU is to support safety, asset protection, and incident investigation, while ensuring that employee privacy and contractual rights are maintained.

IBEW Local 48 and the Oregon-Columbia Chapter, NECA, as parties to the IBEW/NECA Construction Agreements, hereby agree as follows:

Employers' signatory to any or all of the Oregon-Columbia Chapter NECA/IBEW Local 48 Construction Agreements may install and utilize vehicle monitoring devices, including GPS, dash cameras, and other video recording equipment, with audio capabilities disabled, in Employer-owned vehicles at the Employer's sole discretion. For cameras mounted in or on Employer vehicles, cameras may be outward-facing, inward-facing, or both. All audio recording capabilities on monitoring devices, including cameras, must be fully disabled prior to usage by an employee working under a Construction Agreement.

For cameras mounted in or on Employer vehicles, such cameras may or may not include outward-facing, inward-facing, or both but will disable audio capabilities inside the vehicle.

Vehicles with such systems will be identified as containing monitoring equipment in a conspicuous location visible from the driver's door. Employees will be notified prior to installation. In situations where an employee is not requested to operate an Employer-owned vehicle for work, the employee may choose to not utilize an Employer-owned vehicle due to the installation of a monitoring system. Said employee will not face demotion, termination, or any other form of retaliation for exercising that choice.

Vehicle monitoring systems shall be operated in a manner that is consistent with the stated purpose of protecting employees, company assets, vehicle recovery, and ensuring vehicle safety. Cameras will not be used to monitor employees' behavior, except in circumstances where there is reasonable suspicion of misconduct, violation of company policy, or when necessary to investigate an incident.

If vehicle monitoring data includes any audio, none of the data can be utilized to discipline an employee due to the inherent violation of this MOU.

Upon written request, Employers will provide access to relevant monitoring data if discipline is required to IBEW Local 48, unless it is prohibited by law, technical limitations, or contractual obligations. A non-disclosure agreement (NDA) may be required to provide access to the relevant footage.

Employers acknowledge the importance of employee privacy and will ensure that the use of vehicle monitoring data does not infringe on this right beyond what is necessary for legitimate business purposes.

Employees who believe that vehicle monitoring systems have been used inappropriately or that their privacy rights have been violated may file a grievance through the established grievance procedure.

Employees have the option to cover the inward facing vehicle camera when they are not “on-the-clock” – during their normal commute to/from the jobsite, on break, or at lunch.

When submitting a job referral request to IBEW Local 48 that may require the employee to drive an employer-owned vehicle that has monitoring capabilities, the job request must state that in the job description. This MOU expires at 11:59 PM December 31, 2026.

DATED this 27th day of April 2026.

OREGON-COLUMBIA CHAPTER, NECA

LOCAL UNION 48, IBEW

By: 

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By: 

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