

INSIDE NEGOTIATIONS

August 6, 2026

Tool List

Section 2.16

All employees shall ONLY provide themselves with a basic set of hand tools in good repair as follows:

- 1 pair side cutting pliers
- 1 pair diagonal cutting pliers
- 1 claw hammer
- 2 pair Channel Lock pliers (420/430 or equal)
- 1 small-tip flat screwdriver
- 1 medium-tip flat screwdriver
- 1 large-tip flat screwdriver
- 1 knife
- 2 stubby screwdrivers - flat & Phillips
- 3 Phillips screwdrivers (#1, #2, and #3)
- 1 torpedo level
- 1 center punch or awl
- 1 10" adjustable wrench (Crescent or equal)
- 1 pair long nose pliers
- 1 tool container (pouch, box, bucket, bag, etc.)
- 1 steel tape measure (12' minimum)
- 1 hacksaw frame (adjustable)
- 1 wire stripper
- 1 UL approved, CAT rated voltage tester. While not required, the tester may include continuity and amperage testing features not to exceed 100 amps
- Allen wrenches (1 each - 3/8", 5/16", 1/4")
- 1 set nut drivers or 1/4" socket set
- 1 pair gloves
- Combination wrenches (3/8", 7/16", 1/2", 9/16")

~~No employee shall furnish the following:~~

~~Any hole cutting punches or saws of any size.~~

Payday

Section 3.04(a)

Wages shall be paid weekly by check or by direct deposit on Friday of each week with itemized deductions listed and not more than ~~five (5)~~ seven (7) days' wages withheld at any time. Pay day for a Monday through Thursday, 4-10 work week shall be Thursday. If a bank holiday or contract holiday falls on a Thursday or Friday payday will be the Wednesday or Thursday before.

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Employees shall receive their checks on the job no later than one (1) hour before quitting time on Friday following the previous week worked. If check is not received by one (1) hour before quitting time on Friday, the employee may report to receive their check. If employee elects, their check will be mailed to their home address no later than closing time on Wednesday.

Employees may voluntarily allow for direct electronic deposit of wages on a weekly basis to the bank or credit union of the employee's choice. This manner of payment, once adopted, may not be changed except upon 14-day advance written notification between the employee and Employer with notification copied to the Union-. Exceptions shall be made for extenuating circumstances.

Per Oregon State Law, when an employer has notice that an employee has not been paid in full on a regular pay day and there is no dispute between the employer and the employee regarding the amount of the unpaid wages and the amount is less than 5% of the employee's gross wage, the employer shall pay the employee the unpaid amount no later than the next regular payday, or if the unpaid amount is 5% or more of the employee's gross wage, the employer shall pay the employee the unpaid amount within two business days. If the unpaid amount is not paid in full within two business days, a penalty of \$100 per day will be paid by the employer until the employee is made whole.

Section 3.06(c)

Any worker performing work in the metered or permitted street public parking area of Local Union 48 shall receive ~~\$13.00 per day~~ reimbursement for parking and/or transportation including mass transit passes, tickets or permits with proof of payment receipt submitted weekly with time card and paid weekly, capped at 4.5% of the current journeyman hourly rate based on 8 hours per day. ~~Eliminate parking compensation when contractor provides transportation or parking with mutual consent of the Local Union.~~ When an employee operates a company vehicle, the employer shall provide all parking costs.

When an employer/customer requires a worker to park their vehicle in a designated area, and that employee is subject to termination for not following stated parking policy and if damages to an employee's vehicle result from following stated parking requirements, the employer and NECA will make every reasonable effort in a timely manner to investigate and determine the responsible party so a proper settlement can be made.