NECA IBEW
OREGON-COLUMBIA LOCAL 48
LEADING THE ELECTRICAL INDUSTRY

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

The International Brotherhood of Electrical Workers, Local 48 (Local 48) and the Oregon-Columbia Chapter, National Electrical Contractors Association, (NECA) have agreed to change the vacation allowance (withholding of 4% from the gross hourly wage) from mandatory to optional, effective January 1, 2027. This applies to the Commercial/Industrial, Sound and Communications, Residential, and Inside Construction Support Staff (Material Handler) Solar Agreements. The terms of this Memorandum of Understanding (MOU) address how this change will be implemented.

- An employee hired on or after January 1, 2027, may elect to opt out of the vacation allowance withholding at the time of initial employment by completing the designated form provided at time of dispatch from Local 48. Wages shall be paid to that employee without withholding 4% of the employee's hourly wage.

- If an employee hired on or after January 1, 2027, does not complete and turn in the designated form at the time of initial hire, that employee will automatically be enrolled and participate in the vacation allowance withholding.

- Employees enrolled in the vacation allowance prior to January 1, 2027, will remain enrolled unless they opt to make a change during one of the election periods listed below.

- In 2027, all employees will have two (2) opportunities to change participation in the vacation allowance; elections must be made during the following periods:

    - March 1st through March 31st, 2027
    - November 1st through November 30th, 2027

  All elections must be made in writing using the designated form. Existing employees must request this form from their employer and have it returned to that employer prior to the closing of the election period.

- After 2027, elections for the vacation allowance will only be available for employees at the point of initial hire or during each year from November 1st through November 30th.

- A change made during one of the election periods listed above will remain in effect until the employee makes a change during a subsequent election period or when the employee

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separates from employment with that Employer. If an employee is separated from employment and then subsequently rehired by a prior Employer, that employee will be treated as a newly hired employee for the purpose of making a vacation allowance election.

- Vacation allowance elections apply prospectively only, and will not require any adjustment, refund, or recalculation of any funds previously withheld.

Dated this 12th day of November, 2026.

Oregon-Columbia Chapter, NECA:

By: Todd Mustard
Todd Mustard
Executive Manager

IBEW Local Union 48:

By:
Garth Bachman
Business Manager