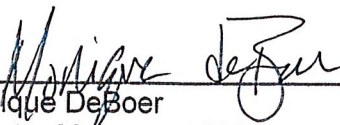


IBEW LOCAL UNION 932

DIRECT HIRE MEMORANDUM OF UNDERSTANDING

- 1) Whereas it is in the interest of IBEW Local 932 to recapture and maintain our market share in the Electrical Industry.
- 2) And whereas there is a need for a pool of skilled electrical workers for the foreseeable future,
- 3) Therefore, be it resolved, that for a period of six (6) months commencing July 1st, 2019, employers signatory to the Local 932 Inside Collective Bargaining Agreement shall have the right to direct hire General Journeyman Electrician employees from any non-signatory employer performing work within 932's jurisdiction of Coos and Douglas Counties. These employees shall be evaluated and classified per the IBEW Constitution and the Local Union Bylaws. The employer will notify the Union within forty-eight (48) hours of hiring an employee under the provisions of this policy.
- 4) Any Journeyman hired under this memorandum shall become and maintain membership within 30 calendar days from their initial hiring date.
- 5) Article II.10 (a) of the Inside Agreement shall apply to all provisions of this memorandum.
- 6) This policy is intended to allow for the capture of market share and not to displace existing members of IBEW Local 932. In the event unemployment reaches 10% for a period of at least fourteen (14) consecutive days at any time during the life of this document, the policy shall be suspended until unemployment decreases to below 10%.
- 7) This memorandum shall terminate on December 31st, 2019, or upon 30 days written notice by either party.

By: 
Monique DeBoer
Chapter Manager, NECA

By: 
Robert Westerman
Business Manager, IBEW Local 932