

MEMORANDUM OF UNDERSTANDING
BETWEEN
IBEW LOCAL UNIONS 280, 659 and 932
AND THE
OREGON PACIFIC-CASCADE CHAPTER, NECA

OWNERS WORKING WITH THE TOOLS

- Whereas, IBEW Local Unions 280, 659, and 932 and the Oregon Pacific Cascade Chapter, NECA have identified a need for uniform and consistent guidelines on fringe benefit payments by and for owners working with the tools; and
- Whereas, The costs associated with fringe benefit payments are often the reason individuals who may be considering starting an electrical contracting business choose not to be signatory to a collective bargaining agreement; and
- Whereas, It is in the best interest of all parties to ensure that new and existing electrical contractors become and remain signatory to our collective bargaining agreements, thereby increasing our market share; therefore be it
- Resolved, Effective January 1, 2020, Owners, including owners who are also alumni, of signatory electrical contracting companies shall be allowed to work with the tools and make fringe benefit contributions on behalf of themselves as they see fit, with the following conditions and exceptions.

Owners shall be defined as those individuals with at least 10% ownership interest in the company.

Owners may choose to classify themselves as journeymen for fringe benefit reporting, or to remain classified as exempt non-bargained employees, but no more than two owners may be exempted under this memorandum of understanding.

NLMCC is not optional and shall be paid as per the collective bargaining agreement for all hours reported when the owners choose to treat themselves as bargaining unit employees.

Owners covered by this memorandum may choose to make Category II contributions on behalf of themselves pursuant to participation agreements with those fringe benefit funds that allow category II contributions in accordance with that trust fund's rules. Once a category II agreement is signed with each trust fund, it must be followed on a monthly basis.

Owners covered by this memorandum may choose to elect to participate in the National Electrical Benefit Fund (NEBF) on behalf of themselves provided a

participation agreement has been signed with NEBF and the funds are paid in accordance with the rules of NEBF.

Owners electing to make fringe benefit payments on behalf of themselves as journeymen must do so for a period of at least one (1) calendar year.

Owners reporting themselves either as journeymen or as Category II participants shall keep adequate time records to demonstrate hours on which they contributed or were required to be contribute for themselves under the rules of each trust in which they participate.

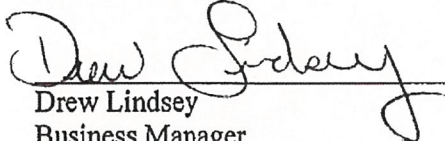
Any dispute as to the application of this memorandum shall be referred to a labor management committee consisting of one representative from each local union and three representatives chosen by the chapter.

This agreement shall supersede any prior agreements or memorandums on owners working with the tools.

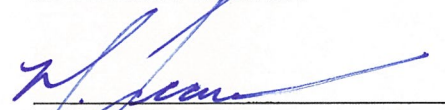
This agreement shall terminate on December 31, 2021, unless it is renewed by mutual agreement.

Signed this 6th day of January, 2020.

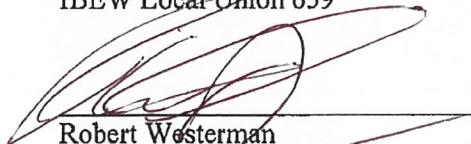
IBEW:



Drew Lindsey
Business Manager
IBEW Local Union 280

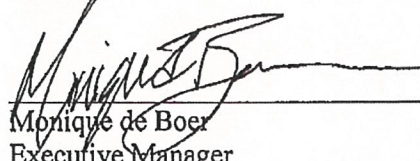


Mike Scarminach
Business Manager
IBEW Local Union 659



Robert Westerman
Business Manager
IBEW Local Union 932

NECA:



Monique de Boer
Executive Manager
Oregon Pacific-Cascade, NECA