

MEMORANDUM OF UNDERSTANDING
Between IBEW Local Union # 659
And
The Oregon Pacific-Cascade Chapter, NECA

Whereas, there exists a continuing and current Residential/Service Agreement dated January 1, **2020** between Local Union # 659 International Brotherhood of Electrical Workers and the Crater Lake Division, Oregon Pacific-Cascade Chapter, National Electrical Contractors Association

And Whereas, the parties determined that they are seeking solutions in regard to getting individuals to man the residential work in the jurisdiction

And Whereas, the LMCC residential sub-committee has met and discussed the need to adopt a pay scale that will more closely match the realities of this marketplace

And Whereas, it is understood that the members may elect to contribute to the Cascade Pension through the 401k provision contained within the current Agreement if they so chose

And Whereas, the parties have agreed that this change will be effective for all current Residential journeymen and those recruited into the IBEW after July 1, 2005

And Whereas, it is agreed that these changes will only apply to journeymen and that all current or future apprentices will remain under the current Agreement wage and fringe package

And Whereas, the parties have agreed that this MOU will be effective for a date of **three years (January 1, 2020 to December 31, 2022)** to see if it has been effective in securing more manpower for the signatory contractors and IBEW Local Union.

		<u>Effective 1-1-2020 – 12-31-2020</u>
<u>Residential</u>		<u>Residential MOU</u>
Journeyman		\$29.43
Jmn Tech	(110% of Jmn Wmn Rate)	\$32.37
Sub Foreman	(110% of Jmn Wmn Rate)	\$32.37
Foreman	(120% of Jmn Wmn Rate)	\$35.32

Fringe benefits shall be as follows:

Health and Welfare **\$8.95 ****
(Contract Opener for 8th District Health and Welfare option only, if and when available.)

**** Effective January 1, 2020 the Employer will pay a maximum of \$0.25 (twenty-five cents) towards any Health and Welfare increase. Any additional increases to Health and Welfare during this year will be split 50/50 between the employer and employee.**

Vacation: In addition to hourly wages, Employers agree to contribute 1% of the gross hourly wage for each hours worked to the IBEW Cascade Federal Credit Union.

Apprenticeship & Training	.25
National Electrical Benefit Fund	3%
Cascade Pension	
Journeyman	\$0.80
Journeyman Tech	\$0.80
Sub Foreman	\$0.80
Foreman	\$0.80

Effective 1-1-2021 – 12-31-2021

<u>Residential</u>	<u>Residential MOU</u>
Journeyman	\$30.39
Jmn Tech (110% of Jmn Wmn Rate)	\$33.43
Sub Foreman (110% of Jmn Wmn Rate)	\$33.43
Foreman (120% of Jmn Wmn Rate)	\$36.47

Fringe benefits shall be as follows:

Health and Welfare **\$8.95 ****
 (Contract Opener for 8th District Health and Welfare option only, if and when available.)

**** Effective January 1, 2021 the Employer will pay a maximum of \$0.25 (twenty-five cents) towards any Health and Welfare increase. Any additional increases to Health and Welfare during this year will be split 50/50 between the employer and employee.**

Vacation: In addition to hourly wages, Employers agree to contribute an additional .5%, for a total of 1.5%, of the gross hourly wage for each hours worked to the IBEW Cascade Federal Credit Union.

Apprenticeship & Training	.25
National Electrical Benefit Fund	3%
Cascade Pension	
Journeyman	\$1.10
Journeyman Tech	\$1.10
Sub Foreman	\$1.10
Foreman	\$1.10

Effective 1-1-2022

Agreement will open for economics only – Wages, Pension, Health and Welfare and Vacation.

Vacation

The employers agree in the year 2020 to contribute 1% in addition to hourly wages, and in the year 2021 to contribute an additional .5% in addition to the hourly wage, for a total of 1.5% of the gross hourly wage for each hour worked by employees under this collective bargaining agreement toward a vacation allowance. All monies shall be forwarded monthly to the NECA office in a form and manner prescribed by the Trustees no later than fifteen (15) calendar days following the last day of the month in which the labor was performed and deposited in the IBEW Cascade Federal Credit Union, P.O. Box 3138, Salem, Oregon 97302, and listed it on the MPR-49 monthly report form. The amount shall be included with wages and be subject to NEBF, federal and state withholding taxes, social security tax, unemployment insurance, etc.

The IBEW Cascade Federal Credit Union shall establish a vacation account for each employee covered by the Agreement and credit each with the percentage of their gross hours wage for each hour worked as reported on monthly reports in the amounts required in the paragraph above.

SIGNED this 20 day of December, 2019

SIGNED FOR THE EMPLOYER

CRATER LAKE DIVISION,
OREGON PACIFIC-CASCADE
CHAPTER, NATIONAL ELECTRICAL
CONTRACTORS ASSOCIATION

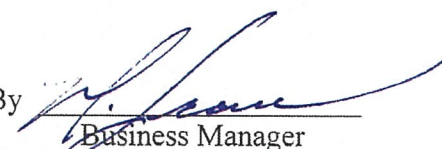
By


Chapter Manager

SIGNED FOR UNION

LOCAL UNION NO. 659,
INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS

By


Business Manager