



IBEW 280 and Oregon Pacific-Cascade Chapter NECA Negotiations

Sound and Communications

COLLECTIVE BARGAINING AGREEMENT

Settlement – October 29th, 2024

This proposal is for a complete settlement of negotiations, and is contingent on acceptance of all its' terms, and upon the parties' mutual agreement for a new contract. All offers are made as a total package offers, inclusive of wage and benefits (including NEBF and A&T Increase). Upon mutual acceptance of this agreement both parties agree to recommend all terms of settlement for ratification by their respective memberships

1. Article III (Wages & Benefits) \$(including NEBF and A&T Increase)

Total package increases to be allocated by labor (\$0.25 will be put towards Market Recovery Program each year, 2025, 2026 and 2027)

a) January. 1, 2025 – \$2.62 total package increase.

\$0.25 will be allocated into Health and Welfare to cover the 2025 increase.

b) January. 1, 2026 – \$2.62 total package increase.

If there is an increase in Health and Welfare in 2026, labor will cover up to \$0.25 and anything over \$0.25 will be split 50/50 between labor and management.

c) January. 1, 2027 – \$2.62 total package increase.

If there is an increase in Health and Welfare in 2027, labor will cover up to \$0.25 and anything over \$0.25 will be split 50/50 between labor and management.

2. OUTSIDE RATE OF PAY:

When an employee travels into another jurisdiction, the employee shall be paid the highest base wage per their classification between the home local union and the local union the employee is traveling into. In addition, the employee's total compensation will be a minimum of the total base wage fringe benefit of the jurisdiction in which the employee is working.

3. PAY PERIOD:

Wages shall be paid weekly no later than the following Friday not later than quitting time. Special dispensation may be arranged for between the employer and the Business Manager to designate a day other than Friday for the payment of weekly wages see III.3 (a) for payment of wages required on 4-10's work schedules. Employees laid off or terminated shall be notified within sufficient time to pick up their tools. Employees shall be required to complete time cards as directed by the employer on each job daily. It is understood the time spent filling out these cards will be charged to the employer.

The employer shall furnish a weekly payroll accounting to the employee, showing hours worked, travel, subsistence, and all authorized deductions.

With written authorization from the employee, the employer may make a direct deposit of wages into the employee's personal bank account. These funds shall be deposited into the employees account and available no later than quitting time on the last regular work day of the week. The employer shall provide the employee with an itemized wage statement prior to the end of the workweek.



When an employer has been notified 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 a one working day of the employee's gross wage, the employer shall pay the employee the unpaid amount no later than the next regular payday. If the unpaid amount is more than one working day of the employee's gross wages, 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 a \$100 per day will be paid by the employer until the employee is made whole. This penalty shall not exceed the amount owed by the employer. Mistakes made at no fault of the employer will be paid on the next regular scheduled payday.

4. SCOPE:

FIRE ALARM & LIFE SAFETY SYSTEMS, ERRCS/DAS, & AOR SYSTEMS INCLUDING INSTALLATION, WIRE PULLING, AND PROGRAMMING & TESTING WITH THE FOLLOWING CONDITIONS: This is to establish that in the area of LU 280 the above named systems have historically been performed by LEA licensed technicians, the above named Installations may be performed under the terms of this Agreement at the current local 280 collective bargaining Low Voltage wage and fringe benefit rates regardless of building installation type for all new construction or major remodel building trades projects.

It shall be the responsibility of each individual Local Union/NECA Chapter jurisdiction to make the results of the local determination available to the International Office of the IBEW and to affected employers prior to the effective date of this Agreement.

5. BREAK LANGUAGE:

There shall be a minimum of one (1) ten-minute break in the morning and one ten-minute break in the afternoon in an agreed upon area. Required break periods may be combined to create a single 20-minute break period, when established at the beginning of the job. However, periods between breaks shall not be longer than 3 hours.

Date: 11/13/2024

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X 

X 

IBEW 280 Business Manager

OR PAC-NECA Chapter Manager