



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

The Oregon-Columbia Chapter, NECA and Local Union 48, IBEW (the Parties), agree to this Memorandum of Understanding (MOU) regarding per diem compensation under the Sound & Communication Agreement, Section 3.09 (i). This MOU will go into effect on July 1, 2025.

The purpose of this MOU is to ensure that bargaining unit members are reimbursed at the correct rates for accommodations, meals, and other appropriate incidental expenses while on official travel under the Sound & Communication Agreement.

Per diem rates will be determined by the United States General Services Administration (GSA) by the location of the jobsite(s). Rates can be found at: <https://www.gsa.gov/travel/plan-book/per-diem-rates>.

Per diem is taxable when a flat rate is given to the employee/bargaining unit member and no expense report is filed with the employer/NECA contractor. Per diem rates are paid for each day starting on the first day of departure through the last day of travel.

Contractors have two options when paying their employees/IBEW members per diem: 1) full upfront payment; or 2) partial upfront payment if it's mutually agreed upon and in writing. If partial upfront payment is agreed upon and in writing, the upfront partial payment shall be for at least half (1/2) of the total per diem amount and the remaining balance is due to the employee/bargaining unit member no later than the first paycheck after the applicable per diem period ends.

The Parties agree that this MOU will automatically be added to the Sound & Communication Agreement during negotiations for the successor Agreement without the need for additional bargaining.

DATED this 17th day of February 2025

OREGON-COLUMBIA CHAPTER, NECA

By: _____

Todd Mustard
Executive Manager

LOCAL UNION 48, IBEW

By: _____

Garth Bachman
Business Manager