

INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION NO. 932

BAY AREA LABOR CENTER
3427 NEWMARK & ASH
NORTH BEND, OREGON 97459



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February 10, 2020

Memorandum of Understanding

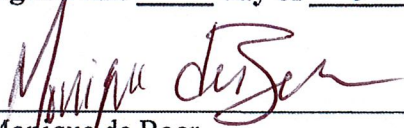
Breast Milk Expression

The parties agree that the following will apply to all contractors and affected bargaining unit members who need to express breast milk.

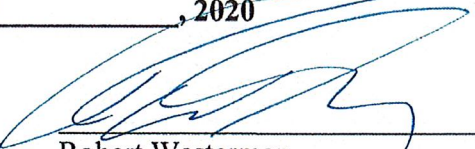
Employees will be allowed sufficient time during normal break periods to express breast milk. These break periods shall be at least 30 minutes. A location to express breast milk shall be provided. The location shall be a private location within close proximity to the employees work area. It shall be lockable, concealed from view, and without intrusion by other employees or the public. Such locations shall not be a toilet.

This Memorandum shall go into effect January 1st, 2020 and remain in effect until December 31st, 2021.

Signed this 1st day of JANUARY, 2020



Monique de Boer
Executive Manager
Oregon Pacific-Cascade Chapter, NECA



Robert Westerman
Business Manager
Local Union # 932, IBEW