

Memorandum of Understanding
Regarding Subcontracting at the Facebook Data Center in Prineville, Oregon

This Memorandum of Understanding (hereafter "MOU") is entered into between Oregon Pacific-Cascade Chapter, NECA and International Brotherhood of Electrical Workers, Local 280 ("Local 280"). This MOU constitutes a modification to the 9th District Sound and Communications Agreement Between the International Brotherhood of Electrical Workers and the National Electrical Contractors Association ("Master Agreement"), as well as the Southwest Oregon Addendum and the 3A Addendum. This MOU is applicable solely on the Facebook Data Center Project in Prineville, Oregon ("Facebook Project").

The Employer is bound to the Master Agreement covering Sound and Communications work, as well as the two addenda noted above. In an effort to ensure the Employer's manpower needs are met on the Facebook Project, the parties agree to a limited exception to the parties' subcontracting clause, Article 2.13 the Master Agreement, solely for the Facebook Project. Addition sites may utilize this exception when agreed upon in writing between IBEW 280 and Oregon Pacific-Cascade Chapter NECA.

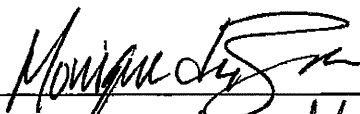
Specifically, the Employer may use a non-signatory subcontractor to perform installation, termination, and testing of fiberoptic systems covered by the Master Agreement, provided that the subcontractor agrees to pay all employees on the project no less than \$31.17 per hour or the total package amount for a created Non-Licensed Sound and Communications Support Tech, whichever is greater.

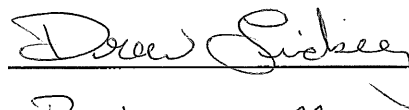
Whereas, the contractor utilizing this MOU, shall be moving towards the goal of fully self-performing and/or using signatory subcontractors in an effort that all identified work under this MOU will be performed under a collective bargaining agreement.

This agreement will automatically terminate no later than December 31, 2019, unless an extension is mutually agreed to by both parties in writing.

Oregon Pacific-Cascade Chapter, NECA

International Brotherhood of Electrical Workers, Local 280

By: 
Title: Executive Manager
Date: 8/6/18

By: 
Title: Business Manager
Date: 8/7/18