



**Memorandum of Understanding  
Between  
IBEW Local 48  
And  
Oregon-Columbia Chapter, NECA**

The Oregon-Columbia Chapter, NECA and Local Union 48, IBEW, agree to this Memorandum of Understanding (MOU) in regard to lunch and breaks in a workday. The purpose of this Letter of Understanding is to establish an optional 10-hour day schedule at POR03 Data Center job site.

If both the Union and employer agree, then with a letter or email to IBEW Local 48 and the Oregon-Columbia Chapter, NECA, an alternative 10-hour day schedule can be as follows. Work three- and-one-half hours and get a 30-minute unpaid lunch. Then work three- and-one-half hours and get a paid 30-minute break. The last segment will be three hours to finish the ten-hour shift. Segments can be adjusted by up to thirty minutes, but no segment of work will be over three-and-one-half hours. If the workday exceeds **10 hours**, a meal will be provided per 3.13 of the Agreement. Lunch and break begin once the employee is seated in the designated Lunch/Break location and will last 30 minutes at which time the employee will get up and return to work,

1. This MOU may be applied to the Inside, Sound & Communication and Material Handler Agreements.
2. This MOU shall expire in 24 months.
3. This MOU may be extended with the Business Manager's approval.
4. This MOU may be terminated by either party with 15-day notice.

Below is an example of what the shift could look like:

- 6:00 AM to 9:30 AM — Morning Shift
- 9:30 AM to 10:00 AM — Lunch in Lunch/Break Tent (Unpaid)
- 10:00 AM to 1:00 PM – Mid day Shift
- 1:00 PM to 1:30 PM — Combined Breaks in Lunch/Break Tent (Paid)
- 1:30 PM to 4:30 PM —Afternoon Shift (Members will be allowed enough time to reach their vehicles by 4:30 PM)

Effective May 1, 2025

**Oregon-Columbia Chapter NECA:**

By:   
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Todd Mustard  
Executive Manager

**IBEW Local Union 48:**

By:   
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Garth Bachman  
Business Manager