

**MEMORANDUM OF UNDERSTANDING TO THE
INDUSTRY SUPPORT AGREEMENT
FOR M2 INTEGRATION**

As there currently exists the Industry Support Agreement between the **Oregon-Columbia Chapter, NECA and IBEW Local Union 48**, this Memorandum of Understanding (MOU) will allow **M2 Integration** to utilize all provisions within the Industry Support Agreement for projects identified as OEM (Original Equipment Manufacturer) with M2 Integration.

The parties to the Agreement agree M2 Integration will be able to utilize all classifications as outlined in the Industry Support Agreement, Provisional through Support Tech 1 noting the classifications will be deemed "OEM technicians".

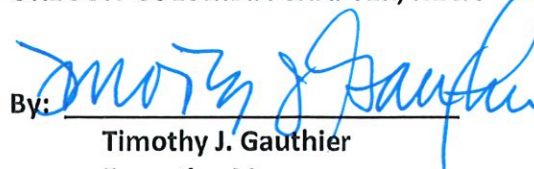
The parties further agree on the following provisions:

- The provisional classification will be allowed to work up to 450 hours for assistance for mechanical setup for such items as handrails, seats, windows, etc. to familiarize new employees with the work and the nuances for OEM projects.
- It is agreed the work week will consist of any five consecutive days, Sunday thru Saturday, with overtime being paid after 10 hrs in a day and 40 hrs in a week." The sixth day will be paid at time and one half and the seventh day at double time.
- The shift premium shall be 10% for the second shift and 20% premium for the third shift.
- The ratio of employees shall be one journeyman inside wireman up to eight industry support techs in each crew, with a journeyman inside wireman present at all times.
- OEM Technicians will not be allowed to do any energized testing or terminations.
- M2 Integration shall have the right to direct hire, with the employee joining IBEW Local 48 within 8 days of employment, or call-by-name from the Material Handler out of work book.
- This MOU shall have the same anniversary date as the Industry Support Agreement.

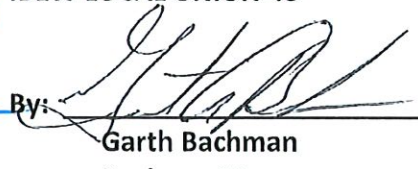
This MOU is effective this 20th day of February, 2023.

OREGON-COLUMBIA CHAPTER, NECA

IBEW LOCAL UNION 48

By: 

Timothy J. Gauthier
Executive Manager

By: 

Garth Bachman
Business Manager