

MEMORANDUM OF UNDERSTANDING

For the 2016-2019 Master Labor Agreement

Between

Oregon-Columbia Chapter
The Associated General Contractors of America, Inc.

And
Operative Plasters and Cement Masons
International Locals 555

EXHIBIT "A"
Building Construction Work
And
Heavy & Highway Construction Work

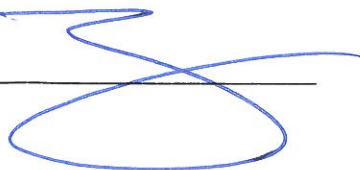
This memorandum, effective May 31, 2016, is by and between the following parties: Contractors signatory to the Oregon-Columbia Chapter of the Associated General Contractors of America Master Labor Agreement ("Agreement") hereinafter referred to as the "Employer" and the Operative Plasters and Cement Masons International Locals 555 and Bricklayers Allied Craft workers, International Union, Local 1 (Cement Masons Only) hereinafter referred to as the "Union".

The purpose of this memorandum is to provide the Employer's and Union's mutual intent of the changes in the Agreement relating to Travel Pay as specified in Exhibit "A" of the Agreement.

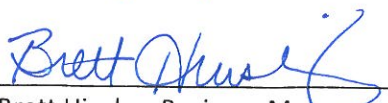
Under the Travel Pay, Toll Fees, and Parking section of Exhibit "A" of the Agreement, part A.1a, the term "contractor's place of business" shall include not only contractor's principal place of business but also contractor's area office(s) that support contractor's operations in a geographical region. Such area office(s) shall not include project office(s) established for the duration of a particular project.

The intent of the changes in the Agreement related to Travel Pay in part A.1a, referenced above, is to compensate current employees for traveling to projects located away from areas in which the current employees were hired and live. Consequently, if a current employee lives nearer to a Reference City that is located closer to the project than is the Reference city located closest to the contractor's place of business, Zone Pay shall be calculated using the Reference City located nearer to the current employee's residence.

Dated 9/19/16



Dated 9/14/16


Brett Hinsley, Business Manager
Cement Masons, Local 555