

MEMORANDUM OF UNDERSTANDING

by and between the

**INTERNATIONAL UNION OF OPERATING ENGINEERS
Local 701**

And

**OREGON-COLUMBIA CHAPTER
ASSOCIATED GENERAL CONTRACTORS OF AMERICA, INC.**

This Memorandum of Understanding supplements and is made part of the terms and conditions of the Operating Engineers Local 701 Master Labor Agreement executed by and between Local 701 of the International Union of Operating Engineers (Union), and the Oregon-Columbia Chapter, Associated General Contractors of America, Inc. and shall be made effective on

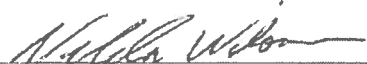
02/26/15.

Further, we agree that the terms of the Master Labor Agreement shall be modified by the following:

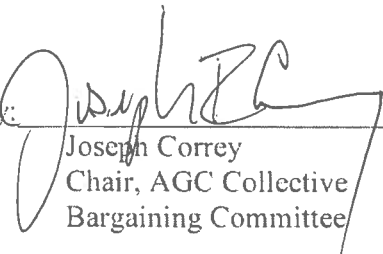
In accordance with current practices, and in order to clarify the provisions currently in effect for two-shift operation and applicable to Employers desiring to establish a three (3) shift operation, the parties agree to amend Article 12, HOURS OF WORK AND TRANSPORTATION, Paragraph 12.4 – Three-Shift Operations, 12.4.2 to read:

12.4.2 On a three (3) shift operation the first shift shall start between the hours of 6:00 a.m. and not later than 8:00 a.m. and eight (8) consecutive hours (exclusive of a ½ hour meal period), shall constitute the first shift for which eight (8) hours shall be paid. The second shift shall work seven and one-half (7½) consecutive hours (exclusive of a one-half (½) hour meal period), for which eight (8) hours shall be paid. The third shift shall work seven (7) consecutive hours (exclusive of a one-half (½) hour meal period), for which eight (8) hours shall be paid, **or for scheduled eight (8) hours of work on three-shift operations the applicable hourly wage rate plus five percent (5%) shall be paid to all second shift Employees for all hours worked, and the applicable hourly wage rate plus ten percent (10%) shall be paid to all third shift Employees for all hours worked.**

FOR THE UNION:

By: 
Nelda Wilson,
Business Manager &
Financial Secretary

FOR THE ASSOCIATION:

By: 
Joseph Correy
Chair, AGC Collective
Bargaining Committee