

**Memorandum of Understanding**  
**Non-Licensed Support Tech Classification**

This Memorandum of Understanding (hereafter "MOU") is entered into between the Oregon Pacific-Cascade Chapter, NECA and the International Brotherhood of Electrical Workers, Local 280 ("Local 280"). This MOU is applicable solely on the Data Center Projects in Prineville, Oregon ("Data Center Projects"). Additional sites may utilize this exception when agreed upon in writing between IBEW 280 and Oregon Pacific-Cascade Chapter NECA.

The Employer is bound to the 9th District Sound and Communications, the Southwest Oregon Addendum and the Local 280 3A Addendum. To overcome manpower shortages on these Projects, the parties agree to create a Non-Licensed Support Tech classification. The scope of work for the Non-Licensed Support Tech classification will include, but not be limited to tasks such as labeling, installation of patch cords, testing, securing of cabling assemblies, installation, and testing of fiberoptic systems and other tasks where an electrical license is not required by Oregon Statute.

The Employer shall secure applicants using the Referral Procedure through the local 280 hiring hall rules for the Material Handler book. When such applicants are hired the employer shall notify the Union within seven (7) days after hiring. Submit to the Union the same information within twenty-four (24) hours of the date of termination of such workmen. If the Employer does not advise the Union within the (7) days, the Employer will pay a \$100.00 per week penalty.

**Foreman/General Foreman**

Support Technicians shall follow 3.03(f) in the 280 Sound and Communications Agreement, as prescribed for supervision ratios for support technician. Support Technicians can supervise Support Technicians using the same ratios as licensed LEA's.

A Support Technician (SCST) may be classified as a foreman by the Employer. The hourly rate for a SCST foreman shall follow the LEA/LEB pay scale parameters as noted in article 3.03(a) of the 280 Sound and Communications agreement and be set at 110% of the base SCST rate. General Foreman shall be set at 120% of the base SCST rates. Any SCST foreman shall be counted toward the ratios noted in article 3.03(f) of the 280 Sound and Communications agreement. A designated SCST foreman may supervise the work of other SCSTs and LEA/LEB technicians, provided the scope of work is deemed to be unlicensed per the State of Oregon. At no time may a SCST supervise the work of an apprentice.

Tools: All employees shall provide the following tools. Tool apron, tool container, 1/4" combination wrench set, multi tip screwdriver, 8" torpedo level, 8m 26' tape measure, electrician's scissors.

The wage increase shall be calculated using the following formula. The overall increase (\$2.62 for 2025, 2026, and 2027) minus any health and welfare increase paid by labor and pension allocations which gives total the new wage increase multiplied by 65% to equal the amount to add to the previous year's Support Tech wage minus the amount for NEBF.

Below is an example for 2025 the Support Tech wage increase:

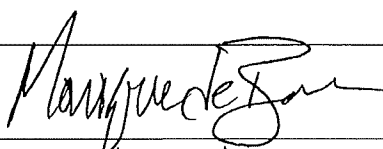
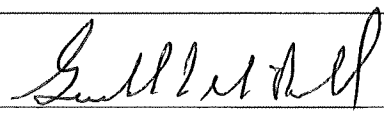
\$2.62  
 -\$0.25 (health and welfare increase)  
 -\$0.30 (pension increases)  
 \$2.07  
 x .65  
 \$1.35 x .03 (NEBF) =  
 \$0.04  
\$1.31 total raise for 2025

All other terms and conditions of employment for such members shall be covered by the Master Agreement.

As of January 1, 2025	
Base Wage	\$27.99
NEBF	\$0.84
*Cascade Pension (an additional \$.30 for 2025)	\$2.65
Health and Welfare	\$9.40

\*Increased Cascade pension by \$.30 which is 100% of the pension increase for S&C JW.

This MOU will automatically terminate no later than December 31, 2025, unless an extension is mutually agreed to by both parties in writing.

	Oregon Pacific-Cascade Chapter, NECA	International Brotherhood of Electrical Workers, Local 280
Signature:		
Title:	Executive Manager	Business Manager
Date:	12/6/2024	12/6/2024