

**MEMORANDUM OF UNDERSTANDING
FOR THE SOUTH UTILITY AGREEMENT
2024-2028**

- I. The Parties to this Memorandum of Understanding are the Northeastern Line Constructors Chapter of the National Electrical Contractors Association, Inc. (hereinafter "Northeast Line") and Local Union No. 104 of the International Brotherhood of Electrical Workers (hereinafter "Local 104").
- II. Pursuant to Section 1.03 of the Parties' South 2024-2028 Utility Agreement, Northeast Line and Local 104 mutually agree to change the language of Sections 6.05 and 6.09 in order to reallocate \$1.00 from the Local Union's Market Recovery Fund to the Local Union 104 Occupational Safety, Health and Education Trust Fund.
- III. Section 6.05 (a) is hereby modified effective August 31, 2025 as follows:
- (a) The contribution shall be \$1.00 per hour plus three (3%) of the gross labor payroll.
- IV. Section 6.09 is hereby modified effective August 31, 2025 as follows:
- The Employer agrees to contribute \$0.00 dollars (\$0.00) per hour on all classifications of workers covered by this agreement to the Local Union's Market Recovery Fund.
- V. The Parties agree that this modification is intended to be temporary. Consequently, the Parties agree that Local 104 will have the annual option to give written notice to Northeast Line by June 30 of each year to revert the changes of this Memorandum. If notice is given, the reversion will be effective on the date of the Agreement's annual benefit increase of that same year which the Parties anticipate will be on or around August 31. Notwithstanding the above, the Parties agree that this Memorandum and the changes herein will terminate effective at the time of the expiration of the South 2024-2028 Utility Agreement and at that time the allocation contained herein will be reverted to the language currently in the South 2024-2028 Utility Agreement prior to this Memorandum. It is the intention of the Parties to determine whether to implement an additional memorandum of agreement while negotiating the successor agreement to the South 2024-2028 Utility Agreement.

NORTHEASTERN LINE CONSTRUCTORS
CHAPTER OF THE NATIONAL ELECTRICAL
CONTRACTORS ASSOCIATION

By: Michael Gilchrist
Michael Gilchrist, Chapter Manager

LOCAL UNION NO. 104
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

By: Brian T. Murphy
Brian Murphy, Business Manager

Date: 4.11.25

Date: 04-09-2025