

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

IBEW LOCAL 46

AND

PUGET SOUND CHAPTER, NECA

SNOQUALMIE CASINO EXPANSION

PROJECT

INTENT

It is the intent of IBEW Local 46 and Puget Sound Chapter, NECA to set a standard policy that will allow IBEW / NECA signatory contractors to work on the Snoqualmie Casino Expansion Project, on Snoqualmie Tribal Property, and remain in compliance with the Snoqualmie Tribe TERO Policies. The Parties also agree to engage with the Snoqualmie Tribe in order to build a relationship that will benefit Tribal Members, the IBEW, and NECA Contractors.

STANDARDS

Whereas, the Employer, Prime Electric, has been awarded the contract to perform work on the Snoqualmie Casino Expansion Project (“Snoqualmie Project”);

Whereas, the Snoqualmie Project is governed under the Snoqualmie Tribal Employment Rights Ordinance (“TERO”);

Whereas, the Employer’s Representative and the Union understand and agree that the TERO requires certain changes to the Parties’ collective bargaining agreement while working on the Snoqualmie Project; and,

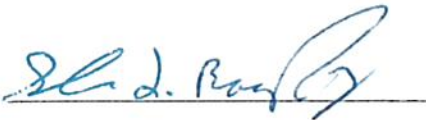
NOW, THEREFORE, the parties agree as follows:

1. The Parties understand that they are required to comply with the TERO while working on the Snoqualmie Project. (TERO, Section 6.0, (f)(1)(h).)
2. The Parties agree that they will cooperate with the Commission and the TERO Manager and assist in the compliance and enforcement of the TERO. (TERO, Section 11.0(D)(2)(a).)
3. The Union agrees that it will establish a mechanism to allow Indians to register for job referral lists in-person or by email, in compliance with the existing IBEW Local 46 Referral Procedures. (TERO, Section 11.0(D)(2)(b).)
4. The Union will give preference to Indians for all Construction Units, irrespective of the Union's own use of internal job referral lists. (TERO, Section 11.0(D)(2)(c).)
5. The Union will grant temporary work permits to Indians who do not wish to join the Union and that any Union dues will be waived with respect to those Indians. (TERO, Section 11.0(D)(2)(e).)
6. Employees, including Tribal Members, working on the project must be certified for their applicable position, if required by Washington State, to better ensure the safety of persons and property.
7. The Union will establish entry procedures into apprenticeship programs for Indians, and that hours worked will be credited to the apprenticeship in compliance with the Apprenticeship Program Standards currently on file with the Washington State Department of Labor & Industries. (TERO, Section 11.0(D)(2)(d).)

8. The parties agree to apply Indian Preference, as defined by the TERO, to Snoqualmie Project apprentices. The Parties agree to make available apprenticeship positions subject to Priority Hire Standards for Indian Preference applicants. (TERO, Section 11.0(B)(3).)
9. The Parties agree that nothing in this Agreement shall be construed as the Tribe officially recognizing or endorsing any union or union activity. (TERO, Section 11.0(D)(2)(g).)
10. The Parties understand and agree that the Commission may provide a model union agreement to be used by the Parties that may alter, amend, or revise this agreement. (TERO, Section 11.0(D)(2)(f).)


Dated: 10/30/2023

IBEW Local 46



Title: BUSINESS MANAGER

Puget Sound Chapter, NECA



Title: EXECUTIVE DIRECTOR