

**MASTER SUBCONTRACT AGREEMENT
STANDARD COLLECTIVE BARGAINING AGREEMENTS**
November 22, 2019

Reference is made to Article 17 of the MSA. Subcontractor acknowledges that Contractor has entered into labor agreements covering certain work at its Project Sites with certain labor unions. A list of relevant labor agreements can be found here: <http://www.swinerton.com/subcontractors>. If Subcontractor's Work involves any work within the jurisdiction of the unions listed, Subcontractor hereby expressly agrees to comply with all the terms and conditions of the applicable labor agreements as if it were a party to said agreements including signatory status if required, and with those requirements further listed below.

Subcontractor further agrees to pay the wage rates, make the required trust fund payments into the respective labor trust funds and observe the hours and all other terms and conditions set forth in the respective labor agreements references below. Subcontractor agrees to comply with the terms and provisions of said agreements setting forth the grievance and arbitration provisions. Furthermore, Subcontractor agrees to comply with the terms and provisions of said agreements setting forth the jurisdiction and scope of work therein for resolution of jurisdictional disputes. In the absence of any such procedure of if such procedure fails to promptly resolve the jurisdictional dispute, Subcontractor agrees, at its own cost and expense and upon request by Contractor, to take any and all lawful steps to secure a binding and final determination of said jurisdictional dispute by the National Labor Relations Board.

Subcontractor further promises and agrees that it will bind and require all of its subcontractors and their subcontractors performing jobsite work of the type covered by any of the labor agreements specified to agree to all of the foregoing promises and undertakings, to the same effect as herein provided with respect to Subcontractor.

In the event that a Project Labor Agreement ("PLA") has been adopted and implemented for a specific Project, the terms and conditions of such PLA shall prevail in the instance of any conflict between the Subcontract Documents and the PLA.

Subcontractor acknowledges that the terms and conditions of Contractor's labor agreements may require that Subcontractor comply with additional labor agreements with unions affiliated with the listed unions. When the terms and conditions of the referenced labor agreements so require, Subcontractor shall perform its jobsite work pursuant to all terms and conditions of an appropriate labor agreement with a union affiliated with the listed unions.