

## EXHIBIT D, ATTACHMENT NO. 3

### Project Labor Agreements

#### TERMS AND CONDITIONS FOR SUBCONTRACTING WORK PERFORMED UNDER PROJECT LABOR AGREEMENTS FOR MSTs

OCTOBER 1, 2020 - SEPTEMBER 30, 2025

#### COMPLIANCE WITH LABOR AGREEMENTS

The Subcontractor agrees to comply fully with the terms and provisions stated in Article 13 - Subcontracting, of the applicable Project Labor Agreement(s) (PLA) between MSTs and the [UNIONS](#), as stated below:

#### CONSTRUCTION

##### ARTICLE 13 - SUBCONTRACTING

SECTION 1. The Employer agrees that neither they nor any of their contractors or lower tier contractors will subcontract any work to be performed as outlined in the Preamble of this Agreement except to a person, firm, or corporation signatory to the terms and conditions of this Agreement.

SECTION 2. In keeping with the spirit and intent of this Agreement, all contractors and all subcontractors at any tier agree to notify, schedule and hold a pre-job conference with Representatives of the Unions, prior to the commencement of work at the Nevada National Security Site (NNSS), except in cases of emergency. The pre-job conference shall consist of the following:

- (a) a listing of each contractor's scope of work, in detail,
- (b) the craft work assignments,
- (c) the estimated number of craft persons required to perform the work,
- (d) transportation arrangements and reporting points,
- (e) the estimated start and completion dates of the work, and
- (f) discussion of pre-fabricated materials.

If a pre-job is not conducted by the contractor or subcontractor and the work is started, they will be removed from the project until the pre-job process has been followed.

Work shall not commence for any contractor until a Letter of Assent for this Project Labor Agreement has been signed and submitted by a duly authorized representative of the subcontractor (at any tier) to the Southern Nevada Building and Construction Trades Council.

SECTION 3. There shall be no brokering of subcontracted work covered by this Agreement for the purpose of circumventing the signing of the Project Labor Agreement.

ANNOTATION: It is recognized by the Union(s) that DOE, NNSS may have specialized and/or unusual equipment installed and/or serviced by individuals who have specialized training, skills, or qualifications, and are not covered by this Agreement. Testing, inspection, or service performed on plant equipment under manufacturer's warranty may be performed by the vendor's personnel, except as outlined in Appendix A (warranty work).