

## MEMORANDUM OF AGREEMENT

### 2022 COVID-19 Supplemental Paid Sick Leave Law SB 114

On February 9, 2022, Gavin Newsom signed an extension of the COVID-19 supplemental sick leave law SB 114. These requirements apply retroactively to January 1, 2022, although it was not required to be implemented until February 19, 2022. The requirement to provide leave remains in effect until September 30, 2022.

Section 11, paragraph 5, page 40 of the Collective Bargaining Agreement between the California Ironworker Employers Council, Inc. and the District Council of Iron Workers of the State of California and Vicinity states:

"Provisions of this Section shall supersede any local, state or federal sick leave requirement, and specifically meets the sick leave requirement as outlined in California Labor Code Sections 245 et seq. Any local, state or federal legislation enacted, resulting in negative financial impact to the Union or Management, shall be exempted by this section, and in the event the legislation precludes exclusion for parties covered by valid Collective Bargaining Agreements, the parties agree to the full extent permitted, prior to the effective date, to enter into bargaining for the purposes of addressing the specific legislation."

Both parties agree that each hour paid to a bargaining unit employee under SB 114 shall be limited to the hourly rate, vacation/PTO, and Defined Contribution Pension Fund (annuity). As such, all other fringe contributions, including pension, health & welfare, LMCT, and Administrative Fund, need not be made for hours paid under SB 114, and the employer shall not be responsible for payments to any trust fund or individual employee for payment on those fringes for hours paid under SB 114 sick leave. Individual Employers shall maintain payroll records indicating SB 114 payments to ensure that these hours can be easily identified in future audits of the Individual Employer's records.

The parties identified below hereby represent they have the authority to enter into this Agreement.

 3/7/2022  
David S. Osborne, Chairman  
President, District Council of Ironworkers

  
Greg McClelland, Secretary  
California Ironworkers Employer Council