

## LETTER OF AGREEMENT

It is hereby agreed by and between United Contractors and its respective members ("Employer") and the Northern California District Council of Laborers, affiliated with the Laborers' International Union of North America ("Union"), as follows:

For COVID-19 Supplemental Paid Sick Leave paid pursuant to Labor Code Section 248.6 (SB 114), the following terms and conditions shall apply to establish compensation for Union members who qualify for paid Sick Leave under said law:

For purposes of calculating payments to and on behalf of employees, the applicable wage rate shall be the classification rate under which the worker was classified prior to receiving such pay, which includes the Vacation and Supplemental Dues hourly amount (the total taxable wage rate). All payments of such wages required by said law, net of payroll deductions, will be paid directly to the employee on a paycheck indicating that such wages are being paid in compliance with the COVID-19 Supplemental Paid Sick Leave law.


For all hours paid, but not worked, pursuant to Labor Code Section 248.6, Individual Employers shall not be obligated to make any fringe benefit payments, with the exception of Health & Welfare, which shall be paid on all such hours. Individual Employers shall maintain payroll records indicating compliance with this paragraph to ensure that these hours can be easily identified in future audits of the Individual Employer's records.

This LOA is applicable to Union members working under all collective bargaining agreements between the Employer and the Union: Master Labor Agreement, Traffic Control/Highway Improvement Agreement, Landscape/Irrigation Site Work Agreement, Tunnel Agreement

IN WITNESS WHEREOF, the parties hereto execute this Letter of Agreement by their respective officers authorized to do so this 25<sup>th</sup> day of February, 2022.

**ASSOCIATION:**

**UNITED CONTRACTORS**

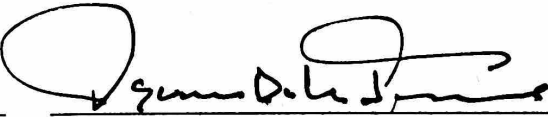
  
\_\_\_\_\_  
Victor Sefia, Director of Labor Relations

Date

3/10/22

**UNION:**

**Northern California District Council of Laborers**

  
\_\_\_\_\_  
Oscar De La Torre, Business Manager

Date

03/10/2022