

**LETTER OF UNDERSTANDING**  
**PAYMENTS TO EMPLOYEES - EXTENSION**

The Parties hereto have previously entered into a Letter of Understanding regarding the payment of fringe benefits pursuant to government ordinances or mandates, and the voluntary payment of wages-only where an employer granted COVID-19 leave in the absence of any legal obligation to do so, dated April 10, 2020 and extended in April 2021. The Letter of Understanding required the maintenance of benefits only where such benefit contributions were required by law.

It is the Parties' intent that the Letter of Understanding be extended again, effective January 1, 2022, and remain in effect until January 1, 2023.

**ASSOCIATION:**

**UNITED CONTRACTORS**

**UNION:**

**SOUTHWEST REGIONAL COUNCIL OF  
CARPENTERS**



---

Victor Sella, Director of Labor Relations



---

Stephen Araiza, Director of Contract Administration