

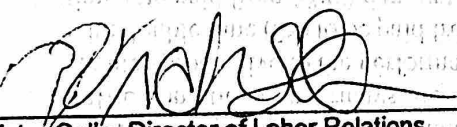
MEMORANDUM OF UNDERSTANDING - PAID LEAVES/COVID-19 (SB 114)

This Memorandum of Agreement is entered into this 28th day of February 2022 by and between the Southern California Cement Masons Negotiating Committee and United Contractors to extend the "Memorandum of Understanding - Paid Leaves/COVID-19," executed on April 9, 2021, to apply to SB 114 (California COVID-19 Supplemental Paid Sick Leave). The bargaining parties have agreed to the following terms and conditions for the reporting and payment of contributions on these hours:

1. The terms of the previous "Memorandum of Understanding - Paid Leaves/COVID-19" equally apply to SB 114, since it is a government mandated form of benefits to workers impacted by COVID-19.
2. For all hours paid, but not worked, by reason of compliance with SB 114, contractors shall not be obligated to make any fringe benefit contributions to the trust fund.
3. The applicable wage rate for the purposes of calculating payments to employees shall be the classification rate which the employee is classified prior to receiving such pay which includes Supplemental Dues and Vacation Pay.
4. Notwithstanding there is no legal or contractual obligation to make trust fund contributions on paid sick leave hereunder, a contractor may voluntarily make contributions on these hours, provided they make contributions to all funds.

United Contractors

Southern California Cement Masons
Negotiating Committee


Victor Sella, Director of Labor Relations


Fitzgerald Jacobs, Chairman


Jack Alvarado, Co-chairman