

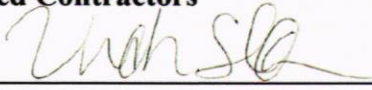
**MEMORANDUM OF AGREEMENT  
REGARDING  
CALIFORNIA COVID-19 SUPPLEMENTAL PAID SICK LEAVE CONTRIBUTIONS  
UNDER THE MLA**

United Contractors (“Association”) on behalf of its eligible members and the Southern California District Council of Laborers, on behalf of itself and its affiliated Local Unions (“Union”) are parties to the 2022-2026 Southern California Master Labor Agreement (“MLA”). The Association and Union enter into this Memorandum of Agreement to address the Contractors’ responsibilities for the payment of contributions to the Trust Funds under the MLA for hours of sick leave paid to employees under the California Covid-19 Supplemental Paid Sick Leave (“CA SPSL”) for employers with 26 or more employees:

1. [Health & Welfare for CA SPSL Sick Leave Hours]. Subject to the provisions of Section 2 below, all hours for which a Contractor pays sick leave to an employee under the CA SPSL from January 1 to December 31, 2022, shall not require the payment of contributions to the Trust Funds described in the MLA other than contributions to the Health & Welfare Trust, which shall be paid at the contribution rate contained in the MLA for all such paid sick leave hours.
2. [Wage Rate for CA SPSL Sick Leave Hours]
  - a. For employees who have performed work on public works projects in the last twelve months for the Contractor, sick leave shall be at no less than the applicable hourly base wage and equivalent of the vacation contribution (added to the hourly base wage) in the MLA, paid directly to the employee. If the CA SPSL is amended or a determination is later made that affects the prevailing rate of pay the Union and Association agree to meet and confer on modifying this MOA.
  - b. For employees who have not performed work on public works as described in section 2.a. above, sick leave shall be paid at no less than the employee’s regular rate of pay in the applicable agreement for such work and the equivalent of the vacation contribution (added to the hourly base wage), paid directly to the employee.
3. [Reporting CA SPSL Sick Leave Hours]. The Contractor shall comply with the following:
  - a. The Contractor shall notify the Trust Fund Administrator in writing that it will pay sick leave to an employee under the CA SPSL and requests the Administrator to send or to make available online the Health & Welfare Trust “CA SPSL Sick Leave Report Form.”
  - b. The Contractor shall complete the “CA SPSL Sick Leave Report Form” and make the required contributions to the Health & Welfare Fund in the same manner and on the same date required for other contributions under the MLA.


4. [Other Terms]. Except as expressly provided herein, all other terms of the MLA shall apply.

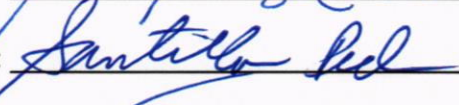
**United Contractors**

By: 

Date: November 17, 2022

**Southern California District Council of Laborers**

By: 

By: 

By: 

Date: 11/18/2022