



CORONAVIRUS INDUSTRY ALERT

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UNION COVID-19 SICK LEAVE PAY

Union/Trust Provisions for Fringe Benefits

This chart contains the union/trust provisions and agreements on fringe benefits required for COVID-19 related paid leave under federal and state laws in 2020, 2021 and 2022. Where no special provisions were negotiated, full fringe benefits were owed. Documentation of which leave was applied may be needed for trust fund audits.

Unless otherwise specified and/or paid to the Trust Funds, the amounts for Vacation/Holiday/Sick Pay and Supplemental Dues/Work Fee were added to the normal hourly wage rate for wage payments made to employees under these leaves.

Local COVID-19 Paid Sick Leave Ordinances: UCON had CBA waivers for most of these. [Contact UCON](#) if you are concerned about possible liability under any specific local ordinances.

UNION	FFCRA < 500 ees 4/1/2020- 12/31/2020	AB 1867 500+ ees 9/19/2020- 12/31/2020	CA COVID-19 SPSL (SB 95) 26+ ees 1/1/2021-9/30/2021	VOLUNTARY FFCRA / ARPA < 500 ees 1/1/21-3/31/21; new bank 4/1/2021- 12/31/2021	CA COVID-19 SPSL (SB 114) 26+ ees 1/1/2022-12/31/2022	CAL/OSHA EXCLUSION PAY 11/20/2020- 12/31/2022
Carpenters/ Pile Drivers (N. CA)	H&W only - 8 hrs/day for EPSL; 7 hrs/day for EFMLEA [CWPC Case No. 15556]	H&W only [CWPC Case No. 15609]	H&W, Vacation, Work Fee [CWPC Case No. 15701]	H&W, Vacation, Work Fee [CWPC Case No. 15703]	H&W, Vacation, Work Fee [CWPC Case No. 15888]	H&W, Vacation, Work Fee, Pension, Annuity [CWPC Case No. 15648]
Carpenters/ Pile Drivers (S. CA)	H&W only	No fringe benefits required	No fringe benefits required	H&W only	No fringe benefits required	Full Fringes
Cement Masons (N. CA)	H&W, Vacation/Holiday & Supplemental Dues	H&W, Vacation, Supplemental Dues [Also applied to COVID-19 PSL ordinances in Sacramento, Santa Rosa, and Sonoma County.]	H&W, Vacation/Holiday & Supplemental Dues	H&W, Vacation/Holiday & Supplemental Dues	H&W only	Full Fringes
Cement Masons (S. CA)	H&W only	No fringe benefits required, but full fringes may be paid voluntarily	No fringe benefits required, but full fringes may be paid voluntarily.	H&W only	No fringe benefits required, but full fringes may be paid voluntarily.	Full Fringes

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Iron Workers	Full Fringes	Full Fringes	Full Fringes	Full Fringes	Wages – hourly rate plus vacation/PTO & Defined Contribution Pension Fund (annuity) amounts No fringe benefit payments	Full Fringes
Laborers (N. CA)	H&W only - 7 hrs/day or 141 hrs/month	Full Fringes	No fringe benefits required, but full fringes may be paid voluntarily.	H&W only	H&W only	Full Fringes
Laborers (S. CA)	H&W only	Full Fringes	Full Fringes	MOU was never officially extended, so full fringes may be required.	H&W only	Full Fringes
Operating Engineers Local No. 3	H&W only - 120 hrs/month or prorated for the period of time on leave (e.g., 30 hours if one week, 60 hours if two weeks)	No fringe benefits required	No fringe benefits required, but full fringes may be paid voluntarily.	No fringe benefits required, but full fringes may be paid voluntarily.	No fringe benefits required	Full Fringes
Operating Engineers Local No. 12	H&W only	Full Fringes	Full Fringes	MOU was never officially extended, so full fringes may be required.	Full Fringes	Full Fringes
Teamsters (N. CA)	H&W only	No fringe benefits required	No fringe benefits required	H&W only	No fringe benefits required	Full Fringes

For access to copies of the relevant MOUs, refer to the union sections of our [COVID-19 Resources page](#) or contact [UCON Labor & Member Services](#).

Payments to employees during COVID-19 emergency (2020-2021) for non-work compensation or non-covered work (not related to PSL):

- No fringes required – Carpenters (S. CA), Laborers (N. CA) [H&W optional], OE3, Teamsters (N. CA)
- Carpenters (N. CA) – either 40 hours wages per week or 32 hours wages per week plus H&W at 145 hour per month