

INCLUDES LOCAL COVID-19 PSL LAWS

The following are Paid Sick Leave (PSL) laws and local ordinances, most of which include provisions for collective bargaining agreement (CBA) waivers – this chart shows which UCON CBAs currently have waivers in place if CBA waivers are available under the applicable law. California PSL has also been included here.

“CBA waiver” means that the waiver is contained within the CBA, while a Side Letter is a separate document. Please contact the UCON office if you need copies of any of the executed waivers.

NOTE ON COVID-19 PSL: California, Marin County (unincorporated), Santa Rosa, and Sonoma County (unincorporated) all had COVID-19 PSL laws that expired on September 30, 2021. The City of Los Angeles Vaccine PSL Ordinance also expired then. Any employees already taking leave on that date must be provided with available leave through the end of their leave period. Further extensions had not been announced as of October 1, 2021 – we will update this chart if there are any changes.

NORTHERN CALIFORNIA

	CARPENTERS	IRON WORKERS	CEMENT MASONS	LABORERS	OPERATING ENGINEERS	PILE DRIVERS	TEAMSTERS
<u>California PSL – Healthy Workplace Healthy Family Act</u> (Effective 7/1/15)	CBA Waiver (Section 43)	CBA Waiver (Section 11)	CBA Waiver (Attachment D)	Side Letter Waiver	CBA Waiver (Section 12.06.01)	CBA Waiver (Section VII-B)	CBA Waiver (Supplemental Agreement No. 5)
<u>Berkeley PSL</u> (Effective 10/1/17)	CBA Waiver (Section 43)	CBA Waiver (Section 11) <i>By inference</i>	CBA Waiver (Attachment D) <i>By inference</i>	Side Letter Waiver	Waiver (Section 12.06.02) <i>By inference</i>	CBA Waiver (Section VII-B)	CBA Waiver (Supplemental Agreement No. 5) <i>By inference</i>
<u>Emeryville PSL</u> (Effective 7/2/15)	CBA Waiver (Section 43)	CBA Waiver (Section 11) <i>By inference</i>	CBA Waiver (Attachment D)	Side Letter Waiver	CBA Waiver (Section 12.06.02)	CBA Waiver (Section VII-B)	CBA Waiver (Supplemental Agreement No. 5)
<u>Oakland PSL</u> (Effective 3/2/15)	CBA Waiver (Section 43)	CBA Waiver (Section 11) <i>By inference</i>	CBA Waiver (Attachment D)	Side Letter Waiver	CBA Waiver (Section 12.06.02)	CBA Waiver (Section VII-B)	CBA Waiver (Supplemental Agreement No. 5)
<u>Oakland COVID-19 Emergency PSL Ordinance</u> (Effective 5/12/20, extended through the duration of Oakland’s Declaration of COVID-19 Emergency)	<p><i>Applies to all private employers, except for those who employed less than 50 between 2/3/2020 and 3/4/2020, and covers employees who have worked at least 2 hours within the City of Oakland since 2/3/2020.</i></p> <p style="color: red;"><i>UCON’s position is that current CBA waivers extend to and cover this leave.</i></p>						
<u>San Francisco PSL</u> (Effective 2/5/07)	CBA Waiver (Section 43)	CBA Waiver (Section 24-S)	CBA Waiver (Attachment D)	Side Letter Waiver	CBA Waiver (Section 12.06.02)	CBA Waiver (Section VII-B)	CBA Waiver (Supplemental Agreement No. 5)

	CARPENTERS	IRON WORKERS	CEMENT MASONS	LABORERS	OPERATING ENGINEERS	PILE DRIVERS	TEAMSTERS
Other Current or Future PSL Ordinances with CBA Waiver Provisions (NorCal)	“To the fullest extent permitted by law, this waiver shall apply to any other federal, state, city, county, or other local ordinance requiring mandatory paid sick leave that is currently in effect or may be adopted during the term of this agreement.”	“Provisions of this Section shall supersede any local, state or federal sick leave requirement...”	“...this waiver shall apply to any other city, county, State, Federal or other local ordinance requiring mandatory paid sick leave that may be adopted during the term of this Master Agreement.”	“...to the fullest extent permitted by law, this waiver shall apply to any other Federal, State, City, County or other local ordinance requiring mandatory Paid Sick Leave that may be adopted during the term of this agreement.”	“...to the fullest extent permitted by law, this waiver shall apply to any other Federal, State, City, County or other local ordinance requiring mandatory Paid Sick Leave that may be adopted during the term of this agreement.”	“...to the fullest extent permitted by law, this waiver shall apply to any other federal, state, city, county, or other local ordinance requiring mandatory paid sick leave that is currently in effect or may be adopted during the term of this Agreement.”	“...to the fullest extent permitted by law, this waiver shall apply to any other Federal, State, City, County or other local ordinance requiring mandatory paid sick leave that may be adopted during the term of this Master Agreement. “

SOUTHERN CALIFORNIA

	CARPENTERS/ PILE DRIVERS	CEMENT MASONS	IRON WORKERS	LABORERS	OPERATING ENGINEERS
<u>California PSL – Healthy Workplace Healthy Family Act</u> (Effective 7/1/15)	CBA Waiver (Appendix N)	CBA Waiver (Article XX, 2004)	CBA Waiver (Section 11)	CBA Waiver (Appendix B)	CBA Waiver (Article XIX, Section L-1(c))
<u>City of Long Beach COVID-19 Supplemental Paid Sick Leave Ordinance</u> (Effective 5/19/20 – No expiration date)	<u>Side Letter Waiver</u>	<u>Side Letter Waiver</u>	Arguably covered by general waiver in Section 11	Covered by <u>Side Letter Waiver</u>	<u>Side Letter Waiver</u>
<u>City of Los Angeles COVID-19 Supplemental PSL</u> (Effective 4/7/20 and revised 6/24/21, until two calendar weeks after the expiration of the COVID-19 local emergency period) <u>For LASPSL Rules & Regulations click here</u>	<u>Side Letter Waiver</u>	<u>Side Letter Waiver</u>	<u>Waived with Union Letter</u>	<u>Side Letter Waiver</u>	<u>Side Letter Waiver</u>

	CARPENTERS/ PILE DRIVERS	CEMENT MASONS	IRON WORKERS	LABORERS	OPERATING ENGINEERS
<u>Amended Los Angeles County COVID-19 Worker Protection Ordinance</u> (Effective 1/1/21 - two calendar weeks after the county's COVID-19 local emergency ends)	<u>Side Letter Waiver</u>	<u>Side Letter Waiver</u>	Arguably covered by general waiver in Section 11	<u>Side Letter Waiver</u>	<u>Side Letter Waiver</u>
Other Current or Future PSL Ordinances with CBA Waiver Provisions (SoCal)	N/A	CBA Waiver (Article XX, 2004) “...to the fullest extent permitted, the Agreement shall operate to waive any provisions of any Federal, City, County, or other Local paid leave ordinance.”	“Provisions of this Section shall supersede any local, state or federal sick leave requirement...”	<u>Side Letter to MLA</u> (Appendix B) ...this Agreement shall operate to the fullest extent permitted to waive expressly any provisions of any City, County, or other Local paid leave ordinance or other order. This includes those orders and ordinances related to the COVID-19 pandemic.”	CBA Waiver (Article XIX, Section L-1(c)) “...to the full extent permitted, this Agreement shall operate to waive any provisions of any City, County, or other Local paid leave ordinance.”