

MEMORANDUM OF UNDERSTANDING
between
CARPENTERS 46 NORTHERN CALIFORNIA COUNTIES
CONFERENCE BOARD
and
UNITED CONTRACTORS

The CARPENTERS 46 NORTHERN CALIFORNIA COUNTIES CONFERENCE BOARD ("UNION") and the UNITED CONTRACTORS ("ASSOCIATION") are parties to the UCON/PILE DRIVERS, DIVERS, CARPENTERS, BRIDGE, WHARF AND DOCK BUILDERS ("Agreement"), and hereby agree to the following:

1. The Parties agree that it shall not be a violation of the Agreement for the Individual Employer to implement a mandatory COVID-19 vaccination and testing policy when required by a client/owner provided the Individual Employer complies with all federal, state, and local laws, including but not limited to SB 95 (Labor Codes Sections 248.2 and 248.3).

No Union member shall be disciplined for refusing to receive a COVID-19 vaccine or if unvaccinated, submit to mandated COVID-19 testing; however, once mandated, the Individual Employer may exclude a Union member from the jobsite if they have not obtained the mandated COVID-19 vaccine(s) or COVID-19 tests.

An employee's misrepresentation of vaccination status is grounds for discipline up to and including termination.

The Individual Employer shall keep all results and information related to the COVID-19 vaccinations and tests private and confidential and may only share such information as permitted or required by law.

2. The Parties agree to bargain in good faith during their upcoming negotiations on measures that may be taken in response to future pandemics, natural disasters, and other similar events.
3. All other terms and conditions of the Agreement shall remain in full force and effect.
4. Individual Employers shall provide a copy of the owner-mandated policy to the Union by emailing admin@46counties.org. The Union shall have 72 hours to object to the implementation of the client/owner's mandatory COVID-19 vaccination and testing policy.
5. This Memorandum of Understanding is effective through August 31, 2022 and may be extended by the Carpenters Work Preservation Committee upon review at that time.

UNITED CONTRACTORS

CARPENTERS 46 NORTHERN
CALIFORNIA COUNTIES
CONFERENCEBOARD



Signature

Victor Sella

Name



Signature

Chris Pedroza

Name

