

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
DISTRICT COUNCIL OF PLASTERERS AND CEMENT MASONS OF NORTHERN
CALIFORNIA
AND THE
UNITED CONTRACTORS**

WHEREAS, the District Council of Plasterers and Cement Masons of Northern California ("Union") and the United Contractors ("Employers") are parties to a collective bargaining agreement ("Agreement") referred to as the UCON/Cement Masons Master Agreement;

WHEREAS, the Union and the Employers previously entered into a Memorandum of Understanding that temporarily modified the Agreement to allow flexibility to Individual Employers to pay wages at the time of quit or layoff for those Employees that were laid-off due to health and safety actions in response to the coronavirus/COVID-19 pandemic;

WHEREAS, paragraphs 1 and 2 of that Memorandum of Agreement regarding compliance with the Families First Coronavirus Response Act (FFCRA), including the Emergency Paid Sick Leave Act (EPSLA) and the Expanded Family Medical Leave Act (EFMLA), expired on December 31, 2020, in conjunction with the expiration of the FFCRA; and

WHEREAS, the American Rescue Plan Act of 2021 extended the FFCRA on a voluntary opt-in basis through September 30, 2021;

NOW THEREFORE, the parties agree that the provisions of paragraphs 1 and 2 of the attached Memorandum of Understanding dated July 1, 2020 shall be extended through September 30, 2021 for all signatory employers who agree to continue to provide Union members with Emergency Paid Sick Leave and/or Expanded Family Medical Leave under the FFCRA.

FOR THE UNION:



Signature

Chester Murphy

Print Name




Signature

Gerardo "Jerry" Zanone

Print Name

FOR THE EMPLOYERS:



Signature

ANDREW J. VASCONI

Print Name



Signature

VICTOR SELLA

Print Name