

MEMORANDUM OF UNDERSTANDING - PAID LEAVES/COVID-19

This Memorandum of Agreement is entered into the 9th day of April 2021 by and between the Southern California Cement Masons Negotiating Committee and United Contractors to clarify coverage under the "Memorandum of Understanding Paid Leaves/COVID-19," executed April 1, 2020. The bargaining parties have agreed to the following terms and conditions:

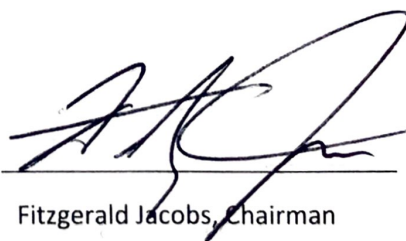
1. The terms of "Memorandum of Understanding Paid Leaves/COVID-19" are extended for voluntary "Emergency Paid Sick Leave" and "Emergency Paid Family Leave" as allowed under FFCRA and the American Rescue Plan Act, including the obligation to make health and welfare contributions if required by these Acts.
2. The terms of "Memorandum of Understanding Paid Leaves/COVID-19" equally apply to SB 95, since it is a government mandated form of benefits to workers impacted by COVID-19.
3. For all hours paid, but not worked by reason of compliance with SB 95, contractors shall not be obligated to make any fringe benefit contributions to the trust fund.
4. The applicable wage rate for the purposes of calculating payments to employees shall be the classification rate which the employee is classified prior to receiving such pay which includes Supplemental Dues and Vacation Pay.
5. Notwithstanding there is no legal or contractual obligation to make trust fund contributions on paid sick leave hereunder, a contractor may voluntarily make contributions on these hours, provided they make contributions to all funds.

United Contractors



Victor Sella

Southern California Cement Masons
Negotiating Committee



Fitzgerald Jacobs, Chairman



Jack Alvarado, Co-chairman