LETTER OF UNDERSTANDING
PAYMENTS TO EMPLOYEES

THIS AGREEMENT is made and entered into this 7th day of May, 2020, by and between United Contractors, ("Association") and Heavy, Highway, Building and Construction Teamsters Committee for Northern California ("Union"), collectively known as the "Parties".

It shall continue to be the understanding of the Parties that in the event that an Individual Employer issues any form of disbursement to a current or former employee per a government ordinance or mandate, e.g., Emergency Paid Sick Leave Act, Emergency Family & Medical Leave Expansion Act, etc., such payments shall not constitute "each hour for which an Employee is required to be compensated" under Sections 4(I), 4(J), 4(K), 4(L), 4(M), 4(N) and 4(O) of the Master Agreement, meaning that corresponding fringe contributions referenced in Sections 4(I), 4(J), 4(K), 4(L), 4(M), 4(N) and 4(O) are not required, unless otherwise required under the government ordinance or mandate.

Furthermore, in recognition of the current COVID-19 emergency in our industry, effective March 16, 2020, for workers who are unable to work for COVID-19 related reasons (e.g., job shut downs, sickness, self-quarantine, etc.), Individual Employers may voluntarily compensate workers with wages only. No fringe benefit payments shall be owed as defined under Sections 4(I), 4(J), 4(K), 4(L), 4(M), 4(N), and 4(O) of the Master Agreement.

These provisions shall apply retroactively to the beginning of government-enforced COVID-19 emergency ordinance(s) or mandate(s). It is specifically agreed that this Letter of Understanding shall automatically terminate upon the lifting of the current locally or State mandated COVID-19 emergency ordinance(s) or mandate(s).

IN WITNESS WHEREOF, the parties hereto set their hands and seals by their respective officers duly authorized to do so this 7th day of May, 2020.

ASSOCIATION:

UNITED CONTRACTORS

[Victor Sella, Director of Labor Relations]

UNION:

HEAVY, HIGHWAY, BUILDING AND CONSTRUCTION TEAMSTERS COMMITTEE FOR NORTHERN CALIFORNIA

[Victor Sella, Print Name]

[Stu Helfer, Chairman, Nor-Cal Teamsters Committee]

[Stu Helfer, Print Name]
LETTER OF UNDERSTANDING  
NON-MANDATORY TRAINING HOURS

Notwithstanding references in the Master Agreement regarding the payment of various fringe benefits for “each hour for which an Employee is required to be compensated”, it is hereby agreed by United Contractors (UCON) and the Heavy, Highway, Building and Construction Teamsters Committee for Northern California (Union) that fringe benefits shall not be owed for:

- Non-mandatory training time for work which clearly falls outside of any type of work classification referenced in this Agreement, or traditionally performed or done by the Teamsters under the MLA, to a yearly maximum of 48 hours—that employees spend participating in voluntary professional development or trainings, excluding that of covered work, which is offered by the Individual Employer shall be compensated at the regular wages employees would receive had they been performing covered work at their regular rate of pay. However, the hours shall not be considered “each hour for which an Employee is required to be compensated” with regard to fringes referenced in Sections 4(I), 4(J), 4(K), 4(L), 4(M), 4(N) and 4(O) of the Master Agreement, and the Individual Employer shall not owe fringe contributions on any fringes referenced under Sections 4(I), 4(J), 4(K), 4(L), 4(M), 4(N), and 4(O) for such compensation.

- Any such ‘non-mandatory training’ shall be specifically limited to work outside of traditional Teamster jurisdictional work under the MLA.

- Non-mandatory training time shall be further limited to the time period during which the COVID-19 Emergency remains in effect within the State of California, and expires at such time that the COVID-19 Emergency and/or Shelter in Place orders are lifted.

IN WITNESS WHEREOF, the parties hereto set their hands and seals by their respective officers duly authorized to do so this 7th day of May, 2020.

ASSOCIATION:  
UNITED CONTRACTORS

[Signature]
Victor Sella, Director of Labor Relations

UNION:  
HEAVY, HIGHWAY, BUILDING AND CONSTRUCTION TEAMSTERS COMMITTEE FOR NORTHERN CALIFORNIA

[Signature]
Stu Helfer, Chairman, Nor-Cal Teamsters Committee

Victor Sella  
Print Name

Stu Helfer  
Print Name