IMPORTANT UPDATES ON COVID-19

UCON Members and Industry Partners,

Below please find important industry updates related to COVID-19. As a reminder, all of these updates as well as a comprehensive list of information, guidelines, and resources are available at UnitedContractors.org/covid19. No member login is required.

STATE VERSUS LOCAL SHELTER IN PLACE (SIP) ORDERS

United Contractors is working with the Newsom Administration and local governments to create as much uniformity and clarity as possible for the construction industry. Right now, if you are working within a county that has a more strict SIP order than the statewide order, we encourage you to contact the owner and/or local government to determine how to proceed. For more information on the statewide SIP and the construction industry exemption, click here. (see pages 10-11)

COVID-19 INDUSTRY FAQs

United Contractors Labor & Member Services Team is working with counsel to bring you the most up-to-date answers to your most frequently asked questions related to contract law, employment/labor law, HR best practices, and government-mandated benefits for your employees. For a list of FAQ’s, click here.

UCON ANALYSIS - FAMILIES FIRST CORONAVIRUS RESPONSE ACT

In response to the coronavirus (COVID-19) pandemic, President Trump signed the Families First Coronavirus Response Act (“FFCRA”) which expands employee
benefits and protections related to COVID-19. It will create a new federal paid sick leave law, an emergency expansion of the Family and Medical Leave Act (FMLA) and expanded unemployment insurance provisions. The FFCRA will take effect on April 2, 2020, and remain in effect until December 31, 2020. Click here for more information.

COVID-19 INDUSTRY SAFETY INFORMATION & GUIDELINES

Below are some important, updated safety resources for your review:

- The CA Department of Public Health has issued a job site poster. We encourage you to review and share with all employees.
- LIUNA has issued a comprehensive bulletin on all industry safety procedures.
- Tailgate Topic: Coronavirus. Available in English & Spanish.

EMPLOYEE "ESSENTIAL BUSINESS" EXEMPTION CARDS

To assist your staff with getting to and from work, UCON has created an easy, downloadable template that employees can present to law enforcement, if /when approached. We have made this document available for all of industry to utilize. Click here to download the template.

CALIFORNIA EMPLOYER LEAVES OF ABSENCE CHART

For a comprehensive list of federal and state protected employee leave, click here.

NEW JOBSITE REQUIREMENTS FOR COVID-19 TESTING & TRACKING

Is your GC/owner suddenly implementing testing and tracking of COVID-19 as a requirement for employees to work on their job? If so, please reach out to UCON or your legal counsel immediately to address this on a case-
UCON URGES CAL/OSHA TO CLARIFY COVID-19 REPORTING REQUIREMENTS

United Contractors has sent an urgent industry-wide letter to Cal/OSHA seeking clarification on reporting COVID-19 illnesses. We will update our members and industry as soon as we have any further guidance or clarifications from Cal/OSHA on this important matter.

COVID-19 LABOR ADVOCACY UPDATE

UCON's daily advocacy with our statewide labor partners has focused on the following 7 key initiatives:

1. Relief for employers who seek to compensate employees while they are not working
2. Sustainability of pension and other trusts amidst the economic impact
3. Immediate vacation / holiday / sick leave account access for members during shelter in place / COVID-19 based shutdowns
4. Extensions to H&W and other benefits by the Trust funds, in the event that shelter in place mandates expand beyond April 7th
5. No fringe benefit obligations on federal / state sick leave disbursements
6. Direct hire / reinstatement for workers laid-off due to COVID-19 shutdown / shelter in place
7. COVID-19 testing / safety protocols that allow for maximum worker safety while balancing the need for continual operations

United Contractors has been working with our union partners to maximize worker safety and continue operations, where possible. We will continue to provide relevant labor relations updates through email and on our COVID-19 industry website. Contact Victor Sella, Director of Labor Relations, (925) 362-6959.

YOUR UCON TEAM IS HERE FOR YOU

During this extraordinarily challenging time, please know...
that United Contractors is available to assist you and your staff as you have come to expect. We continue to work with counsel, labor & agency leaders, elected officials and our full scale of team members to bring you the most up-to-date and important information. Please do not hesitate to reach out to us with any questions or concerns. For our staff directory, [click here](#).

Stay up-to-date on all relevant information related to COVID-19 by visiting our website.

**UCON COVID-19 Website**

Contact: [Emily Cohen](mailto:Emily.Cohen@unitedcontractors.com), EVP, (925) 855-7900

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