MEMORANDUM OF UNDERSTANDING

Between the

DISTRICT COUNCIL OF IRON WORKERS OF THE
STATE OF CALIFORNIA AND VICINITY

And the

CALIFORNIA IRONWORKER EMPLOYERS COUNCIL, INC.

WHEREAS, the District Council of Iron Workers of the State of California and Vicinity ("Union") and the California Ironworker Employers Council, Inc. ("Employers") are parties to a collective bargaining agreement ("Agreement") that includes certain worker referral procedures;

WHEREAS, there currently exists unprecedented circumstances in the employment of workers covered by the collective bargaining agreement caused by the coronavirus/COVID-19 pandemic resulting in, among other things, project-wide and company-wide layoffs to comply with health and safety directives; and

WHEREAS, the parties now desire to modify the Agreement and worker referral procedures to allow maximum flexibility to employ former employees that were laid-off due to health and safety actions in response to the coronavirus/COVID-19 pandemic.

NOW THEREFORE, the parties agree as follows:

1. The worker referral procedures contained in Section 5 of the Agreement and Union hiring hall rules shall be amended to allow the employer to call by name the individuals on the out-of-work list that were employed by the employer, but laid-off due to compliance with health and safety procedures in response to the coronavirus/COVID-19 pandemic. Such rehire process shall be allowed to the maximum extent possible and regardless of the classification status and place on the out of work list of the former employee being re-called by name.

2. All other terms and conditions of the Agreement and Union hiring hall rules shall remain in full force and effect.

[THE REMAINDER OF THIS PAGE INTENTIONALLY LEFT BLANK.]
This Memorandum of Understanding shall be effective as of March 20, 2020, and shall remain in effect until June 30, 2020, unless extended by mutual agreement of the parties.

DISTRICT COUNCIL OF IRON WORKERS OF THE STATE OF CALIFORNIA AND VICINITY

By: [Signature]
Donald A. Zampa

CALIFORNIA IRONWORKER EMPLOYERS COUNCIL, INC.

By: [Signature]
Greg McClelland

By: [Signature]
Daniel Welsh

By: [Signature]
Michael J. Vlaming