LETTER OF UNDERSTANDING

SAN FRANCISCO “BACK TO WORK” EMERGENCY ORDINANCE WAIVER

This Letter of Understanding, entered into this 3rd day of July, 2020, by the collective bargaining parties signatory to the 2020-2023 United Contractors/Teamsters Master Labor Agreement and provides as follows:

In accordance with the provisions of Section 13 (Waiver through Collective Bargaining) of the City and County of San Francisco “Back to Work” Emergency Ordinance, the undersigned collective bargaining parties hereby expressly waive the requirements of the City and County of San Francisco “Back to Work” Emergency Ordinance in clear and unambiguous terms.

In addition, to the fullest extent permitted by law, this waiver shall apply to any other federal, state, city, county or other local ordinance requiring mandatory reemployment currently in effect or that may be adopted during the term of this Agreement.

IN WITNESS WHEREOF, the parties hereto set their hands and seals by their respective officers duly authorized to do so this 3rd day of July, 2020.

ASSOCIATION:

UNITED CONTRACTORS:

[Signature]

Victor Sella, Director of Labor Relations
Print Name

UNION:

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

[Signature]

Stu Helfer, Chairman, Nor-Cal Teamsters Committee
Print Name