LETTER OF AGREEMENT

It is hereby agreed by and between the United Contractors and its respective members ("Employer") and the Northern California District Council of Laborers, affiliated with the Laborers' International Union of North America ("Union"), 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 2018-2023 Laborers Master Agreement shall operate to expressly waive the requirements of the City and County of San Francisco "Back to Work" Emergency Ordinance in clear and unambiguous terms.

All disputes concerning the interpretation or application of this waiver are subject to Section 9 (Grievance Procedure).

IN WITNESS WHEREOF, the parties hereto execute this Letter of Agreement by their respective officers authorized to do so this ___ day of ________, 2020.

[Signatures]

Northern California District Council of Laborers

Date

United Contractors

7/13/2020

Date