MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and between Heavy, Highway, Building and Construction Teamsters Committee for Northern California (the "Union") and United Contractors ("UCON") signatory to a Master Labor Agreement ("Master Agreement") with regard to monies paid by signatory contractors pursuant to Payroll Protection Program (PPP) Loans.

The Union and UCON agree as follows:

1. If PPP Loan proceeds are used to pay employees who are not actively working, the signatory contractor shall pay the normal taxable amounts (base wage, Vacation, Holiday and Sick Pay, and Supplemental Dues), Health & Welfare, Pension, and Retirement Security Plan (RSP), but the signatory contractor shall not be required to pay the other miscellaneous fringe benefits (Northern California Apprentice Training & Education Fund and Contract Administration).

2. Each signatory contractor will notify the Union and the Teamsters Trust Funds when its 8-week PPP Loan period began and when it ended. This MOU shall apply to the entire 8-week PPP Loan period, even if the PPP Loan period started before this MOU was signed.

3. This MOU shall not apply to employees who are actively working (including covered and non-covered work) during the 8-week period covered by a contractor's PPP Loan.

4. Any disputes regarding the interpretation or application of this MOU shall be resolved pursuant to Section 10 of the Master Agreement between the Union and UCON.

5. All other terms and conditions of any Master Agreement shall remain unchanged.
Dated: June 18, 2020

Heavy, Highway, Building and Construction, Teamsters Committee for Northern California

By: 

Stu Helfer, Chairman, Nor-Cal Teamsters Committee

Dated: June 18, 2020

United Contractors

By: 

Victor Sella, Director of Labor Relations