



District Council of  
*Plasterers' and Cement Masons'*  
Of Northern California  
100 Hegenberger Rd, Oakland, Ca 94621  
Telephone (510) 430-9492 Fax (510) 430-9183



To: Signatory Employers/Employer Associations

From: Jerry Zamora, Chairman

District Council of Plasterers' and Cement Masons' of Northern California

Date: June 8, 2020

RE: Paycheck Protection Program (PPP)

The District Council of Plasterers' and Cement Masons' of Northern California (District Council) today approved the following, as DCPCM Case # 062020

The following will apply for compensation paid to Cement Mason Union members (Union employees) pursuant to the Paycheck Protection Program (PPP) of the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) who are employed by an Employer signatory to a Master Labor Agreement (MLA) or other collective bargaining agreement (CBA) with the District Council and its affiliated Local Unions within the geographic jurisdiction of the District Council.

- For Union Employees rehired by a signatory employer pursuant to a PPP loan, who remain on layoff or furlough and are not performing covered work, the journey level wage rate for Cement Masons' will be \$37.10 per hour (PPP journey level wage). In addition, the signatory employer shall pay Vacation/Holiday (currently \$4.06 per hour) and DCO/Supplemental Dues (currently \$1.85 per hour) Vacation/Holiday and DCO amounts are added to the hourly rate to establish the gross pay. The gross pay amount is subject to normal payroll deductions. After normal payroll deductions, the full Vacation/Holiday and DCO contributions are deducted, reported, and paid to the appropriate Trust Fund.
- The employer shall contact the District Council to implement the terms of this DCPCM Case # 062020 and the Northern California Cement Masons Trust Fund to establish the PPP sub-account for the reporting of fringe benefit contributions. Contact Keith Shanks at 510.430.9492 or [kshanks@opcemialocal300.org](mailto:kshanks@opcemialocal300.org) and Ruthie Spellman at 678.221.5050 or [rspellman@zenith-american.com](mailto:rspellman@zenith-american.com)



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- Payments made to Union employees pursuant to a PPP loan shall be considered hours paid for or worked relating to fringe benefit contributions under the applicable MLA or CBA for the following: Health/Welfare and Pension. As such, the Employer shall be required to report and remit the regular hourly fringe benefit contributions to the NCCM Trust Fund under the PPP sub-account name.
- All payments of hourly wages made pursuant to a PPP loan will be paid to the Union employee on a payroll check. The Employer will include the PPP NCCM Trust Fund sub-account name “Payroll Protection Program” on the Union employee’s check stub and in the Employer’s payroll system.
- Apprentices, who remain on furlough or layoff and are not performing covered work, shall be paid the same percentage (%) of hourly rates of the PPP journey level wage rate pursuant to the Apprentice Wage Percentage Schedule set forth in the applicable MLA or CBA. Payment of fringe benefit contributions for Apprentices also shall be made pursuant to the Apprentice Wage Percentage Schedule set forth in the applicable MLA.
- Payments made to Union employees pursuant to a PPP loan shall not be considered hours paid for or worked relating to any other fringe benefit contributions under the applicable MLA or CBA and the Employer shall not be required to remit fringe benefit contributions.
- Each signatory contractor must submit the attached form to the Union and the applicable Trust Funds, that sets forth when the contractor’s 8-week PPP Loan period began and when it ended and include a list of employees who will receive the PPP loan-funded wages and benefits. This shall apply to the entire 8-week PPP Loan period, even if the PPP Loan period started before the date of this memo.

Note: If a Union employee is performing covered work, said work is covered by all terms and conditions of the applicable MLA or CBA and this memo does not apply.

The above temporary modifications to the applicable MLA or CBA terms only apply to the payment of wages and fringe benefit contributions made pursuant to the PPP and shall not otherwise be considered a change, modification, amendment or supplement to any Collective Bargaining Agreement between the Union and any signatory Employer. These temporary modifications are made based on the guidance provided by the Small Business Administration, at this time, and are subject to modification. Please refer to the April 7, 2020 Memo regarding the Families First Coronavirus Response Act pertaining to the payment of wages and fringe benefits under the Emergency Paid Sick Leave Act or the Expanded Paid Family and Medical Leave Act. Nothing in this Memo is intended to change the substance, rights, or obligations of the Employer or Union employee under the PPP.



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The Employer remains solely responsible for compliance with all State and Federal Laws. All other terms and conditions of the applicable MLA remain in full force and effect.

If you have any questions, please contact the District Council of Plasterers' and Cement Masons' of Northern California:

Contact Keith Shanks at 510.430.9492 or [kshanks@opcmialocal300.org](mailto:kshanks@opcmialocal300.org)



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PPP CERTIFICATION FORM

Name of Individual Employer and/or Association: \_\_\_\_\_

Name of Authorized Representative: \_\_\_\_\_

Signature: \_\_\_\_\_

Title: \_\_\_\_\_ Contractor's License No.: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone Number: \_\_\_\_\_ Email Address: \_\_\_\_\_

PPP Period Start Date: \_\_\_\_\_ PPP Period End Date: \_\_\_\_\_

List of Active Employees: \_\_\_\_\_ List of Furloughed Employees: \_\_\_\_\_