



Representing Management in the Ironworker, Steel Fabricating, Erecting, and Placing Industry

Don Zampa
President, District Council of
Ironworkers of the State of California and Vicinity
1660 San Pablo Ave #C
Pinole, CA 94564

6/18/2020

Mr. Zampa,

It is the opinion of the Western Steel Council and the California Ironworkers Employer Council, that in the event an Individual Employer issues any form of required leave payment to a current or former employee per a government law, ordinance or mandate, e.g. Family First Coronavirus Response Act provisions for Emergency Paid Sick Leave , Emergency Family & Medical Leave , etc., such payments shall not constitute "hours worked (or paid for)" as referenced in Section 7 of the Master Agreement between the Parties or any other section or Attachment thereof. Fringe benefit contributions provided for under the Master Agreement are not required for periods of such leave unless such contributions are otherwise required under such government law, ordinance, mandate, or under established law. Where maintenance of benefits is required by law, the individual employer shall make contributions in the amount necessary to ensure that an employee that is granted leave maintains eligibility or coverage during their period of leave according to the procedures established by the applicable Field Ironworkers Welfare Trust.

Respectfully,

Greg McClelland
Executive Director
Western Steel Council
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Roseville, ca, 95678