
CARPENTERS

46 Northern California Counties Conference Board

JAY BRADSHAW
Executive Director

April 14, 2020

To: Signatory Employers/Employer Associations

Re: City and County of San Francisco April 9, 2020 Ordinance Applying Sick Leave Provisions to Employers of More Than 500 Workers

The City and County of San Francisco adopted a new sick leave ordinance that applies to employers with more than 500 workers. I am writing to inform you that the Master Labor Agreements (MLA) supersede all local sick leave ordinances to the fullest extent permitted by law. This includes sick leave requirements in any local ordinance adopted during the term of the MLA, such as the new San Francisco ordinance. Specifically, this means that signatory employers must continue to apply the substantive provisions of Section 43 of the Carpenters Master Agreement, or similar provisions in the applicable MLA, to covered employees but not the new sick leave provisions of San Francisco's ordinance or any similar ordinance.

Signatory employers bear the sole responsibility in ensuring compliance with all applicable local, state and federal laws. Nothing in this memo shall be construed as a change, modification, amendment or supplement to any collective bargaining agreement between the Union and any employer association or an individual employer.

If you have any questions, please contact the Carpenters 46 Northern California Counties Conference Board.

Sincerely,



Jay Bradshaw
Executive Director