

## **MEMORANDUM OF UNDERSTANDING**

### **FIRST AMENDMENT OF SUPPLEMENTAL PAID SICK LEAVE**

Following the passage of the Supplemental Paid Sick Leave Ordinance by the City Council of Los Angeles the Southwest Regional Council of Carpenters and the Associated General Contractors of California, Inc., Building Industry Association of Southern California, Inc., Engineering Contractors Association, Southern California Contractors Association, Inc., and Millwright Employers Association, Inc. (collectively “Parties”) executed an agreement to exempt employers bound to their agreement from the provisions of that ordinance. Subsequently, the Mayor of Los Angeles enacted the sick leave as an Emergency Order rather than ratifying the Council’s Ordinance. The County of Los Angeles then issued the Los Angeles County COVID-19 Worker Protection Ordinance amending Title 8 of the Los Angeles County Code by adding Section 8.200, subject to a Collective Bargaining Exemption under Section 8.200.140. The City of Long Beach issued the COVID-19 Paid Supplemental Sick Leave Ordinance amending the Long Beach Municipal Code by adding Chapter 8.110, subject to a Collective Bargaining Exemption under Section 8.110.110.

In order to clarify that their previous amendments also apply to the Los Angeles County Ordinance and the Long Beach City Ordinance the parties have agreed to amend Appendix M to read as follows:

“The parties hereto agree, to the fullest extent permitted, that the Agreement shall operate to waive any and all provisions of the Healthy Workplace Healthy Family Act of 2014, effective January 1, 2015, and shall supersede and be considered to have fulfilled all requirements of said Act as presently written and/or amended during the life of this Agreement.

The parties further agree, to the fullest extent permitted, that the Emergency Order and any Ordinance of the City or County of Los Angeles, and the City of Long Beach, to provide COVID-19 Supplemental Paid Sick Leave is expressly waived by this Memorandum of Understanding (“MOU”). Employers bound to the MLA will hereby be exempted from the following COVID-19 related supplemental sick leave ordinances and orders, pursuant to the Collective Bargaining Agreement exemption noted:

- the COVID-19 Supplemental Paid Sick Leave Ordinance and the Supplemental Paid Sick Leave Due to COVID-19 Emergency Order of the City of Los Angeles pursuant to Los Angeles Municipal Code Section 200.64 of Chapter 20, Article 5-72HH, Section XII.
- the Los Angeles County COVID-19 Worker Protection Ordinance of Los Angeles County pursuant to Los Angeles County Code Section 8.200.140 of Title 8.

- the City of Long Beach's COVID-19 Paid Supplemental Sick Leave Ordinance pursuant to Long Beach Municipal Code Section 8.110.110 of Title 8.”

**Southwest Regional Council of Carpenters**

DocuSigned by:  
  
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*Signature*

Stephen Araiza (SWRCC)  
Name

**Associated General Contractors, Inc.**

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*Signature*

Peter Tateishi  
Name

**Building Industry Association of Southern California, Inc.**

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*Signature*

Jordan Brandman  
Name

**Engineering Contractors Association**

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Ray Baca  
Name

**Southern California Contractors Associations, Inc.**

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Mike Roddy  
Name

**Millwright Employers Association, Inc.**

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73F1298E9E0349E...  
*Signature*

Mike Vlaming  
Name