

**MEMORANDUM OF UNDERSTANDING**  
**AMENDMENT OF SICK LEAVE APPENDIX**

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 Western Walls and Ceilings Contractors Association (“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.

In order to clarify that their previous amendments also apply to the Supplemental Paid Sick Leave Emergency Order the parties have agreed to amend Appendix D 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 of Los Angeles to provide COVID-19 Supplemental Paid Sick Leave is expressly waived by this Memorandum of Understanding (“MOU”). Employers bound to the MLA are hereby exempted under Los Angeles Municipal Code Section 200.64 of Chapter 20, Article 5-72HH from the requirements of 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.”

Southwest Regional Council of Carpenters

Western Wall & Ceiling Contractors Association, Inc.

By: *Stephen Araiza*

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Stephen Araiza  
Contract Administrator

By: *Albert Carrillo*

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Albert Carrillo  
Chief Executive Officer