

**MEMORANDUM OF UNDERSTANDING**  
**SUPPLEMENTAL PAID SICK LEAVE**

For many years, the Parties have participated in The Vacation Savings and Holiday Plan and Trust for Southern California (“Fund”). The Fund provides participants with compensation for vacations, holidays and sick leave. In recognition to the usefulness of the Fund, the Parties negotiated Appendix D to the Carpenters Southwest Interior/Exterior Master Agreement (“MLA”). Appendix D provides that the Parties agree to the fullest extent permitted that the MLA waives any and all provisions of the Healthy Workplace Healthy Family Act of 2014 and supersedes and fulfills all of the requirements of the Act as presently written and/or amended during the life of the MLA.

In recognition of the issues resulting from the COVID-19 pandemic, the City of Los Angeles passed an Ordinance for the purpose of providing supplemental paid work leave.

The Ordinance in Section 200.64 exempts companies bound to certain collective bargaining agreements. The exemption requires that the waiver be expressly stated in a collective bargaining in clear and unambiguous terms. The Parties hereby agree that Appendix D is amended to state 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 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 of the City of Los Angeles.”

Southwest Regional Council of Carpenters

By:   
Stephen Araiza  
Contract Administrator

Western Wall & Ceiling Contractors  
Association, Inc.

By:   
Albert Carrillo  
Chief Executive Officer