

LETTER OF UNDERSTANDING
NON-MANDATORY TRAINING HOURS

Notwithstanding references in the Master Agreement regarding the payment of various fringe benefits for “hours worked (or paid for)”, it is hereby agreed by Western Wall & Ceiling Contractors Association Inc, (Association) and the Southwest Regional Council of Carpenters (Union) that fringe benefits shall not be owed for:

- Non-mandatory training time to a maximum of 48 hours - Hours that employees spend participating in voluntary professional development or trainings, excluding covered work, offered by the Individual Employer shall be compensated at the regular wages employees would receive had they been performing covered work. However, the hours shall not be considered “hours worked (or paid for)” for any fringes referenced under Attachment 1 of the Master Agreement, and the Individual Employer shall not owe fringe contributions on any fringes referenced under Attachment 1 of the Master Agreement for such compensation. Hours of compensation under this Section shall not exceed 48 hours in one calendar year for any one employee by an Individual Employer.
- The following types of training shall be permissible during this training time:
 1. Training offered and administered by the Southwest Training Fund or the Carpenters International Training Fund;
 2. Human Resources training, e.g. diversity & culture training, sexual harassment training, leadership development training, etc.;
 3. Training on the use of specific computer programs or applications;
 4. Training related to COVID-19 safety.
- Neither the Union, nor their associated Training Fund, shall be required to recognize any training that is not administered by either the Southwest Training Fund or the Carpenters International Training Fund.
- This Letter of Understanding shall automatically terminate on January 1, 2021 unless the parties extend it by mutual written agreement.

IN WITNESS WHEREOF, the parties hereto set their hands and seals by their respective officers duly authorized to do so this 22nd day of April, 2020.

ASSOCIATION:

**WESTERN WALL & CEILING
CONTRACTORS ASSOCIATION, INC.**


Albert Carrillo, Chief Executive Officer

Albert Carrillo
Print Name

UNION:

**SOUTHWEST REGIONAL COUNCIL OF
CARPENTERS**


Stephen Araiza, Director of Contract Administration

Stephen Araiza
Print Name