

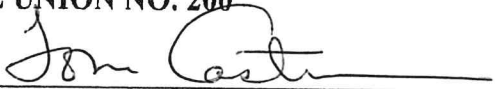
MEMORANDUM OF UNDERSTANDING
Amending the
LABOR AGREEMENT COVERING THE JURISDICTION
OF THE OPERATIVE PLASTERERS AND CEMENT MASONS
INTERNATIONAL ASSOCIATION LOCAL UNION NO. 200

This Memorandum of Understanding is entered into between the WESTERN WALL & CEILING CONTRACTORS ASSOCIATION, INC. (California Plastering Conference) and the OPERATIVE PLASTERERS AND CEMENT MASONS INTERNATIONAL ASSOCIATION LOCAL UNION NO. 200 (herein "Union"). The parties agree that the Labor Agreement Covering the Jurisdiction of the Operative Plasterers and Cement Masons International Association Local Union No. 200 ("Agreement") shall be amended as follows:

The parties agree that the contractors signatory to the Agreement shall not be required to provide paid sick days under AB 1522, the Healthy Families Act of 2014 (Labor Code Section 245, et seq.), because the employees covered by the Agreement are in the construction industry, covered by a valid collective bargaining agreement which expressly provides for wages, hours of work, and working conditions, and premium wages for all overtime hours worked, and regular hourly pay of not less than 30 percent more than the State minimum wage, and the Union expressly waives the requirements of the Healthy Families Act. The Union on behalf of the bargaining unit employees covered by the Agreement expressly and unequivocally waives the requirements of the Healthy Families Act.

**OPERATIVE PLASTERERS AND CEMENT
MASONS INTERNATIONAL ASSOCIATION
LOCAL UNION NO. 200**

Dated: 12/4/14



Business Manager

**WESTERN WALL & CEILING CONTRACTORS
ASSOCIATION, INC.
(CALIFORNIA PLASTERING CONFERENCE)**

Dated: 12/5/14


Ian Hendry, Chief Executive Officer