

MEMORANDUM OF AGREEMENT  
WAIVERS OF PAID LEAVE REQUIREMENTS  
INCLUDING  
COVID-19 REGARDING  
SUPPLEMENTAL SICK LEAVE

The Associated General Contractors, Inc., the Building Industry Association of Southern California, the Engineering Contractors Association, and the Southern California Contractors Association, Inc. (“Associations”) on behalf of their eligible members and the Southern California District Council of Laborers, on behalf of itself and its affiliated Local Unions (“Union”) are parties to a collective bargaining agreement known as the 2018-2022 Southern California Master Labor Agreement (“MLA”).

In response to the COVID-19 pandemic:

a. The City of Los Angeles added a new Article 5-72HH to the Los Angeles Municipal Code to provide for Supplemental Sick Leave related to the COVID-19 pandemic (“Supp. Sick Leave Ordinance”).

b. The County of Los Angeles added Chapter 8.200 to Title 8 – Consumer Protection, Business and Wage Regulations – of the Los Angeles County Code related to the COVID-19 pandemic (“County Supp. Sick Leave Ordinance”).

c. Other Counties and Cities within the Eleven Southern Counties of California may enact ordinances or issue orders addressing sick leave or other paid leave related to the COVID-19 pandemic.

The Associations and Union enter into this Memorandum of Agreement which is incorporated by reference in the MLA, and agree as follows:

1. [Waiver.] Pursuant to Section 200.64 of the Supp. Sick Leave Ordinance, the parties expressly waive to the fullest extent permitted by law the provisions of the Supp. Sick Leave Ordinance.
2. [Waiver.] Pursuant to Section 8.200.140 of the County Supp. Leave Ordinance, the parties expressly waive to the fullest extent permitted by law the provisions of the County Supp. Sick Leave Ordinance.
3. [Amendment and Waiver.] MLA Appendix B - Healthy Workplace Healthy Family Act of 2014 is amended by adding the following new paragraph:

The parties further agree that, with respect to governmental actions involving paid leave requirements that permit waivers of such requirements by agreement of collective bargaining parties, this Agreement shall operate to the fullest extent permitted to waive expressly any provisions of any City, County, or other Local paid leave ordinance or other order. This includes those orders and ordinances related to the COVID-19 pandemic. These waivers shall be effective upon and after the date of enactment of each such ordinance or other order.

- 4. [Scope of MOA.] The waivers contained in this MOA, including the amendment of Appendix B of the MLA apply only to the extent that the sick leave ordinance or order does not provide for reimbursement to the Employer for any part of the sick leave, through tax credits or otherwise.
- 5. [Other Terms.] Except as expressly provided herein, all other terms of the MLA shall continue to apply.

Associated General Contractors of California, Inc.

By: Peter Iatenchi

Date: 6-4-2020

Engineering Contractor's Association

By: JM Bau

Date: 6-10-2020

Southern California District Council of Laborers

By: Augusto J. Quiroz

By: [Signature]

By: [Signature]

Date: 06/10/2020

Southern California Contractors Association, Inc.

By: [Signature]

Date: 6-10-2020

Building Industry Association of Southern California, Inc.

By: [Signature]

Date: 6/10/2020