

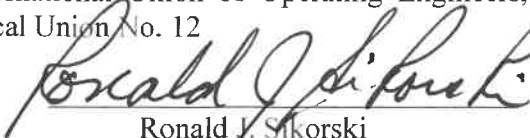
MEMORANDUM OF UNDERSTANDING
SUPPLEMENTAL PAID LEAVE
DUE TO COVID-19

In recognition of the issues resulting from the COVID-19 pandemic, the City and County of Los Angeles have passed and the City of Long Beach is in the process of passing Ordinances and issuing Orders for the purpose of providing supplemental paid sick leave.

The Ordinances exempt employers bound to certain collective bargaining agreements. The exemption requires that the waiver be expressly stated in a collective bargaining agreement in clear and unambiguous terms. The Parties agree to amend the existing sick leave waiver provision in the respective Master Labor Agreements (“MLA”) by adding an additional sentence at its end such that the entire paragraph shall read as follows:


“The parties further agree that, to the full extent permitted, this Agreement shall operate to waive any provisions of any City, County or other Local paid sick leave ordinance or order. This includes waiver of those orders and ordinances related to the COVID-19 pandemic, including waiver of Los Angeles Municipal Code Section 200.64 of Chapter 20, Article 5-72HH.

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