

**MEMORANDUM OF AGREEMENT
REGARDING
FFCRA SICK LEAVE CONTRIBUTIONS UNDER THE MLA**

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 the 2018-2022 Southern California Master Labor Agreement (“MLA”). The Associations and Union enter into this Memorandum of Agreement to address the Contractors’ responsibilities for the payment of contributions to the Trust Funds under the MLA for hours of sick leave paid to employees under the Families First Coronavirus Response Act (“FFCRA”) for employers with less than 500 employees.

1. [Health & Welfare for FFCRA Sick Leave Hours]. Subject to the provisions of Section 2 below, all hours for which a Contractor pays sick leave to an employee under the FFCRA from April 1 to December 31, 2020, shall not require the payment of contributions to the Trust Funds described in the MLA other than contributions to the Health & Welfare Trust, which shall be paid at the contribution rate contained in the MLA for all such paid sick leave hours.

2. [Wage Rate for FFCRA Sick Leave Hours]
 - a. For employees who have performed work on public works projects in the last twelve months for the Contractor, sick leave shall be at no less than the applicable hourly base wage and equivalent of the vacation contribution (added to the hourly base wage) in the MLA, paid directly to the employee. If the FFCRA is amended or a determination is later made that effects the prevailing rate of pay the Union and Associations agree to meet and confer on modifying this MOA.

 - b. For employees who have not performed work on public works as described in section 2.a. above, sick leave shall be paid at no less than the employee’s regular rate of pay in the applicable agreement for such work and the equivalent of the vacation contribution (added to the hourly base wage), paid directly to the employee.

3. [Reporting Sick Leave Hours]. The Contractor shall comply with the following:
 - a. The Contractor shall notify the Trust Fund Administrator in writing that it will pay sick leave to an employee under the FFCRA and requests the Administrator to send or to make available online the Health & Welfare Trust “FFCRA Sick Leave Report Form.”

 - b. The Contractor shall complete the “FFCRA Sick Leave Report Form” and make the required contributions to the Health & Welfare Fund in the same manner and on the same date required for other contributions under the MLA.

4. [Other Terms]. Except as expressly provided herein, all other terms of the MLA shall apply.

Associated General Contractors of California, Inc.

By: *D. J. Satachi*

Date: *4/23/2020*

Engineering Contractors' Association

By: *[Signature]*

Date: *5-4-2020*

Southern California Contractors Association, Inc.

By: *[Signature]*

Date: *4/22/2020*

Southern California District Council of Laborers

By: *Dequid Shannon*

By: *[Signature]*

By: *[Signature]*

Date: *06/16/2020*

Building Industry Association of Southern California, Inc.

By: *[Signature]*

Date: *6/10/2020*