

LETTER OF UNDERSTANDING
PAYMENTS TO EMPLOYEES

THIS AGREEMENT is made and entered into this 22nd day of April, 2020, by and between Western Wall & Ceiling Contractors Association Inc., (“Association”) and Southwest Regional Council of Carpenters (“Union”), collectively known as “the Parties”.

1. It shall continue to be the understanding of the Parties that in the event that an Individual Employer issues any form of required leave payment to a current or former employee per a government ordinance or mandate, e.g. Emergency Paid Sick Leave Act, Emergency Family & Medical Leave Expansion Act, etc., such payments shall not constitute "hours worked (or paid for)" as referenced in Attachment 1 of the Master Agreement or any other section or Attachment thereof. Fringe benefit contributions under Attachment 1 of the Master Agreement are not required for periods of such leave, unless such contributions are otherwise required under the government ordinance, mandate, or under established law. Where maintenance of benefits is required by law the Employer shall contribute contributions in the amount necessary to ensure that an employee that is granted leave maintains eligibility or coverage during their period of leave according to the procedures established by the applicable Carpenters’ Trust.
2. Furthermore, in recognition of the current COVID-19 emergency in our industry, effective March 16, 2020, for workers who are unable to work for COVID-19 related reasons (e.g., job shut downs, sickness, self-quarantine, etc.) other than the types of leave referenced in Section 1 of this agreement, Individual Employers may voluntarily compensate workers with wages only. No fringe benefit payments (referenced under Attachment 1 of the Master Agreement) shall apply in such cases, provided the worker is not performing covered or non-covered work.
3. 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.**

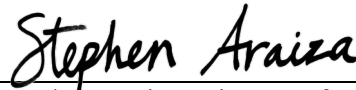


Albert Carrillo, Chief Executive Officer

Albert Carrillo
Print Name

UNION:

**SOUTHWEST REGIONAL COUNCIL OF
CARPENTERS**



Stephen Araiza, Director of Contract Administration

Stephen Araiza
Print Name