

MEMORANDUM OF UNDERSTANDING
SUPPLEMENTAL PAID SICK LEAVE

The County of Los Angeles has issued the Los Angeles County COVID-19 Worker Protection Ordinance amending Title 8 of the Los Angeles County Code by adding Section 8.200, subject to a Collective Bargaining Exemption under Section 8.200.140. The City of Long Beach issued the COVID-19 Paid Supplemental Sick Leave Ordinance amending the Long Beach Municipal Code by adding Chapter 8.110, subject to a Collective Bargaining Exemption under Section 8.110.110.

In order to clarify that their previous amendments also apply to the Los Angeles County Ordinance and the Long Beach City Ordinance the parties have agreed to amend Article XX to read as follows:

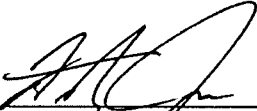
“The parties hereto agree to the fullest extent permitted, the Master Labor Agreement shall operate to waive any and all provisions of the Healthy Workplace Healthy Family Act of 2014, effective January 1, 2015, and shall supersede and be considered to have fulfilled all requirements of said Act as presently written and/or amended during the life of the Master Labor Agreement. The parties further agree that to the fullest extent permitted, the Agreement shall operate to waive any provisions of any Federal, City, County, or other Local paid leave ordinance.

The parties further agree, to the fullest extent permitted, that the Emergency Order and any Ordinance of the City or County of Los Angeles, and the City of Long Beach, to provide

COVID-19 Supplemental Paid Sick Leave is expressly waived by this Memorandum of Understanding ("MOU"). Employers bound to the MLA will hereby be exempted from the following COVID-19 related supplemental sick leave ordinances and orders, pursuant to the Collective Bargaining Agreement exemption noted:


- the Los Angeles County COVID-19 Worker Protection Ordinance of Los Angeles County pursuant to Los Angeles County Code Section 8.200.140 of Title 8.
- the City of Long Beach's COVID-19 Paid Supplemental Sick Leave Ordinance pursuant to Long Beach Municipal Code Section 8.110.110 of Title 8."

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