

MEMORANDUM OF UNDERSTANDING

For the 2016 - 2019 Master Labor Agreement

Between

Oregon - Columbia Chapter
The Associated General Contractors of America, Inc.

And

Operative Plasterers and Cement Masons
International Locals 555

And

Bricklayers Allied Craftworkers,
International Union
Local 1 (Cement Masons Only)

Oregon Sick Leave

This memorandum, effective May 31, 2016, is by and between the following parties: Contractors signatory to the Oregon-Columbia Chapter of the Associated General Contractors of America Master Labor Agreement hereinafter referred to as the "Employer" and the Operative Plasterers and Cement Masons International Locals 555 and Bricklayers Allied Craftworkers, International Union, Local 1 (Cement Masons Only) hereinafter referred to as the "Union".

The Bureau of Labor and Industries (BOLI) has addressed the current Oregon Sick Pay Law and the City of Portland Sick Pay Ordinance on their webpage. Also reference ORS 653.601 to 653.661, OL 537, 2015, and OAR 839.007-0060.

Specifically, per ORS 653.661, the State of Oregon preempts all charter and statutory authority of local governments as defined in ORS 174.116 to set any sick leave requirements.

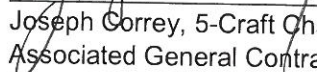
Therefore, certain employees and employers, covered by a collective bargaining agreement, may be exempt from the herein referenced State or City sick leave law or ordinance.

In order for an Employer to be exempt from the requirements of the Oregon Sick Leave Law and the City of Portland Sick Leave ordinance, all three (3) of the following collectively bargained items must be in place:

1. The employee's terms and conditions of employment are covered by a Collective Bargaining Agreement (CBA); **and**
2. The employees are employed through a hiring hall or similar referral system operated by the labor organization or a third party; **and**
3. The employee's employment-related benefits are provided by a joint multi employer-employee trust or benefit plan.

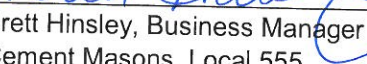
Dated

06/08/16


Joseph Correy, 5-Craft Chairman
Associated General Contractors of America
Oregon-Columbia Chapter

Dated

6/8/16


Brett Hinsley, Business Manager
Cement Masons, Local 555