

**MEMORANDUM OF UNDERSTANDING**

*For the 2016 - 2019 Master Labor Agreement*

*Between*

*Oregon - Columbia Chapter  
The Associated General Contractors of America, Inc.  
And  
Pacific Northwest Regional Council of the  
United Brotherhood of Carpenters and Joiners of America*

**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 Pacific Northwest Regional Council of the United Brotherhood of Carpenters and Joiners of America, 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 \_\_\_\_\_

Dated \_\_\_\_\_

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

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Ron Robbins  
Pacific NW Regional Council of Carpenters