

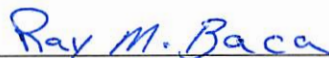
MEMORANDUM OF UNDERSTANDING
between
SOUTHWEST REGIONAL COUNCIL OF CARPENTERS
and
ENGINEERING CONTRACTORS ASSOCIATION

The SOUTHWEST REGIONAL COUNCIL OF CARPENTERS ("SWRCC") and the ENGINEERING CONTRACTORS ASSOCIATION ("Association") are parties to the Southern California Carpenters Master Labor Agreement ("Agreement"), and hereby agree to the following:

1. The Parties agree that the Agreement contains no provisions encumbering an Employer's ability to establish a vaccination policy that is consistent with Local, State, and Federal law.
2. The Parties agree that it shall not be a violation of the Agreement for the Contractor to implement a mandatory COVID-19 vaccination and testing policy provided the Individual Employer complies with all federal, state and local laws.
No Union member shall be disciplined for refusing to receive a COVID-19 vaccine or if unvaccinated, submit to mandated COVID-19 testing; however, once mandated, the Contractor may exclude a Union member from the jobsite if they have not obtained the mandated COVID-19 vaccine(s) or COVID-19 tests.
An employee's misrepresentation of vaccination status is grounds for termination.
The Contractor shall keep all results and information related to the COVID-19 vaccinations and tests private and confidential and may only share such information as permitted or required by law.
3. The Parties agree to bargain in good faith during their upcoming negotiations on measures that may be taken in response to future pandemics, natural disasters, and other similar events.

**ENGINEERING CONTRACTORS
ASSOCIATION**


Signature


Name

**SOUTHWEST REGIONAL COUNCIL OF
CARPENTERS**


Signature

Stephen Araiza, Director of Contract Administration
Name