

## MEMORANDUM OF UNDERSTANDING

By and between

INLAND NORTHWEST AGC OF AMERICA

and

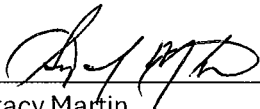
WASHINGTON AND NORTHERN IDAHO DISTRICT COUNCIL OF LABORERS

### **Paid Time Off:**

The parties to this agreement will implement, January 1st, 2026, a Paid Time Off fund (hereinafter "PTO fund") that is fully compliant with the Washington Paid Sick Leave provisions in RCW 49.46.180-49.46.830, and the federal requirements of the EO-13706 Fully Federally Funded jobs and their implementing regulations. The PTO fund must also constitute and express waiver of those sick leave provisions in accordance with RCW 49.46.180(1)(c). The PTO fund must be defined as 'usual benefits' to be included in the prevailing wage and include protections should the sick leave law be changed to disallow pre-payment of sick leave benefits.

The purpose of the PTO fund is to provide employees with paid time off including but not limited to vacation and sick leave. Employees are authorized to use paid sick leave for the reasons provided in RCW 49.46.210 as amended.

The Employer agrees to contribute an amount equal to 2.5% of the employee's normal hourly wage rate for each hour worked that is subject to Washington State Paid Sick Leave when covered by this Agreement to the PTO fund. In the event that additional funds are needed to maintain compliance with the laws stated above, new funds shall be reallocated from the current package. PTO amounts are a fringe benefit and not to be compounded in overtime. Should this program be found to not meet the construction exemption of RCW 49.46 by rule, amendment, direction, decree, or order from an arbitrator, or a court of competent jurisdiction, Washington's Department of Labor & Industries, the State, or any Local government agency, the obligation to contribute under this program will immediately cease and the Parties will bargain for an alternative solution.



Stacy Martin  
Business Manager & Secretary-Treasurer

11/20/2025

Date

Ryan M West

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Ryan West  
Chairman, Negotiating Committee

11/19/2025

Date