



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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May 8, 2020

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TO: ALL EMPLOYERS
FROM: EMPLOYMENT COMMITTEE
RE: **CHANGES TO THE EMPLOYMENT PLAN**

The Employment Committee of the Joint Industry Board have agreed to the following:

- Pursuant to the terms and conditions of the Employment Plan, the next required hiring of replacement workers was scheduled to begin on May 4, 2020.
- Due to the current Corona virus Pandemic, the Parties agree to delay the start of the May 4, 2020 hiring of replacement workers until **July 6, 2020**, this date may be reviewed before July 6, 2020.
- The furlough period which began November 4, 2019 and was to end on October 30, 2020, will be extended and run through **January 4, 2021**, based on the July 6th hire date.
- All furlough eligible Journeypersons who complete their furlough requirement will be entitled to an optional two (2) weeks' vacation prior to January 2021 at times mutually agreed to by the employee and contractor.
- All the current rules and requirements will stay in effect.
- Current furlough replacement workers who have been temporarily laid off must be recalled in an orderly manner to complete their twenty-six (26) weeks of employment as a furlough replacement worker when jobs resume.

Sincerely,

Joint Industry Board