



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365

TEL: (718) 591-2000 • FAX: (718) 380-7741 • www.jibei.org

January 2, 2024

HARRY VAN ARSDALE JR.
Founder

HUMBERTO J. RESTREPO
Chairman

Officers
STEVEN LAZZARO
Secretary
THOMAS CLEARY
Treasurer
CHRISTINA A. SESSA
Counsel

JOHN LIU
Public Member

Employer Members
ROBERT AMABILE
BEN D'ALESSANDRO
KRISTINE DeNAPOLI
STEPHEN GIANOTTI
CRAIG GILSTON
CAROL KLEINBERG
STEVEN LAZZARO
CIRO LUPO
ANTHONY MANN
JOHN MANNINO
SANDRA MILAD-GIBSON
ROBERT SAVILLE
HAL SOKOLOFF
DAVID WARDELL

Employee Members
BENJAMIN ARANA
JAMES BUA
THOMAS CAPURSO
THOMAS CLEARY
RICHARD DUVA JR.
CHRISTOPHER ERIKSON
CHRISTOPHER ERIKSON JR.
ANTHONY FALLEO
WILLIAM HOFVING
ROBERT OLENICK
JOSEPH PROSCIA
RICARDO ROLLINS
JOSEPH SANTIGATE
LANCE VAN ARSDALE

TO: All Contractors
FROM: Employment Committee
RE: **NEW FURLOUGH PERIOD—January 2, 2024, THROUGH
December 31, 2024**

The furlough and referral periods shall be determined one time per year by the Employment Committee based on the employment report submitted at the monthly Joint Industry Board meetings. The Employment Committee has determined that based upon the current number of unemployed "A" Journeypersons, the Emergency Work Sharing Provisions of the Plan will commence **January 2, 2024.**

In accordance with the Emergency Work Sharing Provisions, a ten (10) week furlough will be in effect and contractors shall immediately hire **fifteen (15%) percent** of their workforce subject to furlough (see Example below) in the first month of the first six-month referral period and **fifteen (15%) percent** of their furlough eligible workforce at the start of the Plan Year in the first month of the second six-month referral period.

Example # 1: As of January 2, 2024, a contractor who has fifty (50) "A" rated journeypersons with forty (40) subject to furlough will be required to hire six (6) journeypersons based on **fifteen (15%) percent** of the journeypersons subject to furlough. When the calculation is performed, if it results in a fraction which is .5 or greater, the number of journeypersons shall be rounded up to the next whole number. If it is .4 or lower, the number shall be rounded down.

Example # 2: As of January 2, 2024, a contractor who has ten (10) "A" rated journeypersons with ten (10) subject to furlough will be required to hire two (2) journeypersons based on **fifteen (15%) percent** of the journeypersons subject to furlough. When the calculation is performed, if it results in a fraction which is .5 or greater, the number of journeypersons shall be rounded up to the next whole number. If it is .4 or lower, the number shall be rounded down.

If the Employer fails to comply with their hiring obligation during the Furlough hiring period, the period of time that they must employ a furlough replacement worker shall be increased as follows:

If they hire after the first month of the hiring period but before the end of the second month, they will employ that furlough replacement worker an additional four (4) weeks for a total of thirty (30) weeks.

If they hire after the end of the second month of the hiring period, they will employ that furlough replacement worker an additional ten (10) weeks for a total of thirty six (36) weeks.

All attorney's fees and related costs incurred by the Union in enforcing the Employer's furlough hiring requirement will be paid by the Employer who failed to comply with the furlough provisions.

1. All contractors, employing five (5) journeypersons or less subject to furlough, do not have to hire for this furlough period. However, journeypersons subject to furlough must complete their furlough requirement for the period.
2. All journeypersons, excluding supervision, must take a four (4) consecutive-week furlough period and the remainder at the discretion of the contractor. Two (2) weeks of the annual furlough requirement can be taken at times agreed to between the contractor and employee.
3. All journeypersons including supervision have the option to take two (2) of the furlough weeks as vacation weeks as mutually agreed upon with the contractor.
4. Only forepersons and sub-foreperson with up-to-date forepersons/sub-forepersons' tickets will take the entire ten (10) weeks at the contractor's discretion (need not be consecutive weeks).
5. General Forepersons shall be subject to the furlough provisions of this plan, however, their furlough can be postponed for the duration of the job they are working on or the furlough time can be broken up and taken at different times during that job only. In no event, can a furlough be delayed for more than two (2) years. Furlough requirements for General Forepersons on projects with over 40 electricians for six (6) months or more shall be reduced by two (2) weeks.
6. Furlough weeks, including any weeks paid as vacation, are to be scheduled by the employers in compliance with the Furlough Plan on the enclosed NYC Furlough Schedule Report. Vacation and furlough time must be listed separately on this form.

7. If vacation payment is requested, the attached vacation form, signed by the member indicating the amount requested, must be submitted with the NYC Furlough Schedule Report. Vacation and furlough time **must be listed separately** on this form. **(See attached example)**
8. Unemployed time in the one year prior to the beginning of the furlough will be credited against any furlough requirement; **however, all journeypersons employed for nine (9) consecutive months at the beginning of each referral period will be furlough eligible and furlough eligibility will be reviewed at the beginning of each referral period.**
9. Journeypersons not subject to furlough will be entitled to two weeks of vacation to be scheduled when the journeyperson chooses upon mutual agreement with the contractor.

Except as noted above, effective 1/2/2024 through 12/31/2024, the **vacation program is suspended.**

10. After hiring the required replacements and in the event a contractor is going to lay off part of their workforce, those journeypersons that were hired as a result of this furlough plan will not be laid off until completion of **a minimum of twenty-six (26) weeks** unless the contractor lays off at least twenty-five (25%) percent of their furlough-eligible journeypersons from the start of the furlough period. However, a contractor retains the right to lay off for cause.
11. Contractors who have reduced their furlough-eligible workforce by twenty-five (25%) percent are exempt from hiring furlough replacements **in the next referral period in the same furlough year**; however, they lose the flexibility to schedule the furlough at their discretion for journeypersons only, not supervision, and their employees must take their furloughs in consecutive weeks.
12. **Any contractor who has reduced their furlough-eligible workforce by twenty-five (25%) percent must notify the Employment Department of the Joint Industry Board.**
13. Consideration to a Contractor or Union request for an exception to the terms of this Plan shall be given by the Employment Committee of the Joint Industry Board. Any appeal to the Employment Committee shall be in writing within a reasonable time.

INSTRUCTIONS FOR COMPLETION OF FURLOUGH REPORTS

The enclosed list shows the number of required furlough days commencing January 2, 2024, and the approximate number of furlough replacements you must hire on January 2, 2024. The furlough requirement of ten (10) weeks for the period ending 12/31/2024 may be increased based on time owed from previous periods or it may be decreased by the amount of unemployment, compensation, or disability time experienced by the journeyman. A zero indicates that the requirement of fifty (50) days for this furlough period has been equaled or exceeded by prior unemployment, compensation, disability and/or furlough time. In such a case, no additional time is owed for this period, nor can it be scheduled. **Please immediately report any discrepancies.**

A copy of the enclosed “**Furlough Schedule Report**” must be completed as soon as possible and **emailed to employment@jibe.com** or faxed to the Employment Department at (718) 820-0677.

Also enclosed is the “Furlough Replacement Request Form” which must be completed and faxed to the Employment Department at (718) 820-0677 or emailed to **employment@jibe.com** if a contractor wants a new employee sent to a specific job location. The form must be faxed to the Employment Department seven (7) days prior to the date the replacement journeyman is to be referred. **If a form is not received, the new employee will report to the shop at 8:00 a.m.**

Enclosures

Date: ____/____/____

Page ____ of ____

**NEW YORK CITY
FURLOUGH SCHEDULE REPORT
01/2/2024 – 12/31/2024**

Employment Dept email Employment@jibei.com

EMPLOYMENT DEPARTMENT FAX NO. 718-820-0677

**IN ORDER FOR MEMBERS TO RECEIVE THEIR FURLOUGH CHECK IN A TIMELY MANNER,
THIS FORM MUST BE SUBMITTED NO LATER THAN 11:00 AM, THURSDAY PRIOR TO FURLOUGH START DATE**

Participant ID	Name	Furlough/Vacation Start Date			No. of Days	*	*	*	Comments
		Month	Day	Year		Check if Furlough	Check if Vacation	Check if a Change	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Contr. No. _____

Contractor Name: _____

Contractor Address: _____

Contractor Fax No. _____

Contractor email: _____

**New York City Furlough Replacement Request
 Employment Department Fax # 718-820-0677
 January 2, 2024– December 31, 2024**

Contractor # _____ Contractor Name _____

Week Beginning _____ Contractor Fax No. _____

Contractor email: _____

EACH JOB LOCATION MUST BE ON A SEPARATE SHEET

# of Workers	Class AJ or A-Tel	Job Address	Cross Streets	Contact Person and Floor	Shop Telephone Number	Job Telephone Number	Type of Work and Environment	Type of Special Skills	Start Time

BELOW SECTION FOR EMPLOYMENT DEPARTMENT USE ONLY



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365
 TEL: (718) 591-2000 • FAX: (718) 380-7741 • www.jibei.org

HARRY VAN ARSDALE JR.
 Founder

HUMBERTO J. RESTREPO
 Chairman

Officers
STEVEN LAZZARO
 Secretary
THOMAS CLEARY
 Treasurer
CHRISTINA A. SESSA
 Counsel

JOHN LIU
 Public Member

Employer Members
 ROBERT AMABILE
 BEN D'ALESSANDRO
 KRISTINE DeNAPOLI
 STEPHEN GIANOTTI
 CRAIG GILSTON
 CAROL KLEINBERG
 STEVEN LAZZARO
 CIRO LUPO
 ANTHONY MANN
 JOHN MANNINO
 SANDRA MILAD-GIBSON
 ROBERT SAVILLE
 HAL SOKOLOFF
 DAVID WARDELL

Employee Members
 BENJAMIN ARANA
 JAMES BUA
 THOMAS CAPURSO
 THOMAS CLEARY
 RICHARD DUVA JR.
 CHRISTOPHER ERIKSON
 CHRISTOPHER ERIKSON JR.
 ANTHONY FALLEO
 WILLIAM HOFVING
 ROBERT OLENICK
 JOSEPH PROSCIA
 RICARDO ROLLINS
 JOSEPH SANTIGATE
 LANCE VAN ARSDALE

 Print Member's Name

 Participant ID

Vacation Payment
 Request Form

Re: Furlough Period
 Jan 2, 2024 - Dec 31, 2024

The New York City Employment Plan allows an optional two (2) week vacation as part of the ten (10)-week furlough requirement.

If you wish to exercise this option, please indicate below.

Payments shall be made from your account(s) subject to available balances and the priority order set by the Joint Industry Board of the Electrical Industry. Taxes shall be in accordance with the rules of the Plan from which you receive the payment.

This form must be returned to the Joint Industry Board by the contractor.

No payments will be made unless this form is signed by the owner of the contributing employer and MUST BE FAXED BY THE EMPLOYER TO 718-820-0677 TOGETHER WITH THE FURLOUGH SCHEDULE REPORT.

ESTIMATED MAXIMUM NET WEEKLY AMOUNT \$2,800
 Includes Supplemental Payment

Starting Monday Date

	Month	Day	Year	No. of Weeks	Amount(s)
Furlough / vacation week					
Furlough / vacation week					

The Employer agrees that the above indicated week(s) are part of your scheduled furlough.

Employer _____

Employer's Signature _____ Date _____

Member's Signature _____ Date _____

MUST BE Emailed to employment@jibei.com or FAXED BY THE EMPLOYER TO 718-820-0677 TOGETHER WITH THE FURLOUGH SCHEDULE REPORT