



## 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.jibe.org](http://www.jibe.org)

January 18, 2017

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Dear Journeyperson:

### **NEW FURLOUGH PERIOD February 6, 2017 THROUGH February 2, 2018**

As part of the Collective Bargaining Agreement effective May 11, 2016 through April 10, 2019, the parties agreed to an amended Employment Plan commencing May 11, 2016. 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 and an eight (8) week furlough will be effective February 6, 2017.

1. The furlough year is twelve (12) months beginning February 6, 2017 and ending February 2, 2018.
2. All journeypersons, excluding supervision, must include a four (4) consecutive-week furlough period as part of the required eight (8) week furlough; the remainder at the discretion of the contractor.
3. Only forepersons and sub-forepersons with up-to-date foreperson and sub-foreperson tickets shall take the entire eight (8) weeks at the contractor's discretion.
4. All journeypersons including supervision have the option to take two (2) of the furlough weeks as vacation weeks mutually agreed upon with the contractor.
5. Two (2) weeks of the annual furlough requirement may be taken at times agreed to between the contractor and employee.
6. The furlough requirement of eight (8) weeks for the period ending 2/2/2018 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 journeyperson. Your contractor will be notified of your furlough obligation.
7. Effective 2/6/2017 through 2/2/2018, the vacation program is suspended. All vacations already scheduled through March 31, 2017 shall be converted to furlough weeks. However, any vacation scheduled and to be completed prior to March 31, 2017, received by the Joint Industry Board prior to February 3, 2017 and converted to a furlough week by your contractor, will be paid at the Vacation Benefit amount of \$2500 per week, instead of the \$600 per week furlough benefit rate (depending on available funds in your account.)
8. 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.