



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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May 15, 2020

Dear Local No. 3 Journey person:

The Employment Committee of the Joint Industry Board has 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 Journey persons 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. To apply for the additional two weeks of vacation furlough, please complete the attached form.
- 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. They will be allowed a two week grace period to return to their job.
- If a furlough replacement journey person does not return to work after a two week grace period, that furlough replacement journey person will forfeit the balance of the guaranteed 26 weeks of employment and the temporary layoff will become permanent. The journey person will then be placed on the unemployed and available for work list.
- Anyone recalled to a job from a temporary layoff who decides not to return at this time will be called again after a two week grace period and if he/she still decides not to return to work the layoff will become permanent. Journey persons will be placed on the unemployed and available for employment list.
- The two week grace period will also apply to regular job calls from the Employment Department for those who have been on a regular layoff. If after the two week grace period a member on a regular layoff is still not willing to accept a job, without specific medical reasons or falling under a program like Paid Family Leave or Paid Sick Leave, you will be deemed unavailable. This will impact your eligibility for unemployment and other benefits including your medical coverage which may cease. You will receive a COBRA notice informing you of your right to continue coverage.

Sincerely,

Joint Industry Board