

Joint Conference Committee For the Electrical Industry of Greater Boston

International Brotherhood of Electrical Workers • Local Union 103
National Electrical Contractors Association • Boston Chapter



TO: All Signatory Contractors
Local 103, IBEW and Boston Chapter, NECA
FROM: Louis J. Antonellis, Business Manager, Local Union 103, IBEW
Glenn W. Kingsbury, Executive Manager, Boston Chapter, NECA
SUBJECT: Covid 19 Response
DATE: March 16, 2020

In response to the extraordinary Covid-19 outbreak, Local Union 103, IBEW and the Boston Chapter, NECA are encouraging all contractors and members to follow recommendations of the CDC and OSHA to keep themselves, their workplaces, and the community safe. While these actions may cause minor workplace disruptions in the near term, the goal is to prevent even larger disruptions in the future.

That said, many of our customers are requesting contingency plans for their projects if they are forced to close or reduce the number of workers onsite. In order to provide as much flexibility as possible to signatory contractors to help meet these jobsite demands, effective immediately, we are taking the following steps:

Flexible Start Times: The requirements of Section 6.6(c)&(d) are temporarily waived to allow for staggering the start times on projects affected by the outbreak. This waiver is in accordance with OSHA recommendations to increase the distance between and among employees.

Shift Premium Waived: With the same goal of lowering the number of employees on a given project at any given time, the Shift Premiums of Section 6.9 are also temporarily waived for projects affected by the outbreak.

Unless otherwise notified, these waivers will remain in effect through April 30, 2020.

In addition, Employers are reminded of the flexibility provided by our Employee Recall Provision: "The Employer shall be allowed to recall for employment any former employee within ninety 90 calendar days of said employee's lay-off, no more than two-times in any 12-month period, provided that the Employer has not hired any additional manpower during the recall period, unless mutually agreed to by the parties to this Agreement. The Employer agrees not to utilize any reduced workweek, workday or furlough program except under the terms of this paragraph or as mutually agreed to by the parties to this Agreement."

This provision has an even greater impact as Massachusetts is moving to waive the 1-week waiting period for workers laid-off due to workplace disruptions caused by the outbreak. Combined with the changes we've announced to ensure that members retain healthcare eligibility during the crisis, we are doing what we can to meet the immediate needs of the membership.

Local 103 and Boston NECA have a long history of working together to meet the challenges of our industry and we stand ready today to meet the challenges we face in this current crisis. In this regard, we are open to your suggestions or ideas that you feel may help you manage your projects and ensure the least disruption as possible for the members in the weeks ahead.