



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

June 24, 2020

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TO: All Contractors
FROM: Employment Committee
RE: **Extended FURLOUGH PERIOD:**
November 4, 2019 – January 4, 2021
Second Referral Period– July 6th, 2020 – January 4, 2021

You were previously advised the Employment Plan was amended to extend the furlough year to January 4, 2021 and changed the date of the second referral period to July 6th, 2020 from May 4, 2020. 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. All contractors must hire furlough replacement journeypersons equal to ten (10%) percent of their **furlough eligible** journeypersons in each period. Furlough eligible is defined as anyone who has/had a furlough requirement during this furlough period.

In accordance with the Emergency Work Sharing Provisions, an eight (8) week furlough is in effect and contractors must immediately hire **ten (10%) percent** of their workforce subject to furlough (see Example below) in the first month of the second six-month referral period.

Example # 1: As of July 6th, 2020, a contractor who has fifty (50) "A" rated-journeypersons with forty (40) subject to furlough will be required to hire four (4) journeypersons based on ten **(10%) 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 July 6th, 2020, a contractor who has ten (10) "A" rated-journeypersons with eight (8) subject to furlough will be required to hire one (1) journeyperson based on ten **(10%) 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.

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. **All journeypersons who have completed their furlough requirement will be entitled to an optional (2) additional weeks' vacation prior to January 2020 at times mutually agreed on by the employee and contractor.**
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 eight (8) 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.
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**; 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 May 4, 2020 and the approximate number of furlough replacements you must start to hire on July 6, 2020. A final list will be forwarded on July 6th. The furlough days owed by employees who were on temporary layoff may not be 100% accurate until July 6th. Please check with the Employment Department before sending an employee who was temporarily laid off on furlough. The furlough requirement of eight (8) weeks for the period ending 1/4/2021 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. A zero indicates that the requirement of forty (40) 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@JIBEL.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 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 journeyperson is to be referred. **If a form is not received, the new employee will report to the shop at 8:00 a.m.**

Enclosures

New York City Furlough Replacement Request
Employment Department Fax # 718-820-0677
November 4, 2019 – January 4, 2021

Page _____ of _____

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

Empty space for Employment Department use only.



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Print Member's Name

Member's Social Security No.

Vacation Payment
Request Form

Re: Furlough Period
Nov 4, 2019-Jan 4, 2021

The New York City Employment Plan allows an optional two (2) week vacation as part of the eight (8)-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@jibe.com or FAXED BY THE EMPLOYER TO 718-820-0677 TOGETHER WITH THE FURLOUGH SCHEDULE REPORT