



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

December 21, 2020

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TO: All Contractors
FROM: Employment Committee
RE: **NEW FURLOUGH PERIOD—January 4, 2021 THROUGH
December 31, 2021**

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 4, 2021.**

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 in the first month of the second six-month referral period.

Example # 1: As of January 4, 2021 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 4, 2021 a contractor who has ten (10) "A" rated-journeypersons with ten (10) subject to furlough will be required to hire two (2) journeyperson 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.

10. After hiring the required replacements and in the event a contractor is going to lay off part of their workforce, those journeymen 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 journeymen 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 journeymen 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 4, 2021 and the approximate number of furlough replacements you must hire on January 4, 2021. The furlough requirement of ten (10) weeks for the period ending 12/31/2021 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 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@JIBEI.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 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



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JOSEPH SANTIGATE
LANCE VAN ARSDALE

Print Member's Name _____

Member's Social Security No. _____

Vacation Payment
Request Form

Re: Furlough Period
Jan 4, 2021-Dec 31, 2021

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@jibe.org or FAXED BY THE EMPLOYER TO 718-820-0677 TOGETHER WITH THE FURLOUGH SCHEDULE REPORT

Date: ____/____/____

Page ____ of ____

NEW YORK CITY
FURLOUGH SCHEDULE REPORT
01/4/2021 – 12/31/2021

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**

Social Security No.	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"/>	
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						<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 4, 2021 – December 21, 2021

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