



# IBEW Local Union 595

International Brotherhood of Electrical Workers

Established in 1907 - Over 100 Years of Service

GREG BONATO

Business Manager

Financial Secretary

March 17, 2020

To all members of IBEW Local 595,

Yesterday at 1:00pm, the Alameda County Department of Health announced a Shelter-in-Place Order for all non-essential operations. That Shelter-in-Place Order does NOT apply to **“Essential Infrastructure”** including, but not limited to, **public works construction, construction of housing [...] public transportation, [...] internet, and telecommunications systems (including the provision of essential global, national, and local infrastructure for computing services, business infrastructure, communications, and web-based services), provided that they carry out those services or that work in compliance with Social Distancing Requirements[.]**

To put that plainly, housing and public works is all that will be going for the next few weeks. Even jobs that are ‘exempted’ may be shut down if compliance with Social Distancing cannot be adequately met. **Neither the Local Union nor the electrical contractor you are employed by can control whether or not a General Contractor shuts down a job, please keep that in mind.**

While none of this is the fault of our Members or our signatory electrical contractors, it is the situation we now face. We have spoken with the Northern California Chapter, National Electrical Contractors Association (NorCal NECA) about how the industry will handle jobsite closures. These discussions have included various topics that would attempt to address, as much as possible, the desire to avoid layoffs and protect our Hiring Hall.

The Local Union’s position is that the equitable treatment of Members currently on a dispatch is of high importance. NorCal NECA understands the Union’s position and are looking to minimize the impact as well. They also express their operational needs, which in these uncertain times would be hard for them to even characterize.

Normally under our contracts, both the Inside Wireman’s Agreement and the Sound & Communications Agreement, a member will have to be registered on the Out-of-Work list to draw Unemployment Compensation. Any member drawing Unemployment Compensation is required to be separated from their Employer and should be registered on our Out-of-Work list. To do otherwise is a violation of our Agreements.

Our national organizations, distributed an MOU between the national parties, that allows for the furlough of members currently on dispatches if the jobsite access is restricted or closed. It also provides clarity to members and contractors on how to handle situations regarding members who have been exposed to the Coronavirus.

As a result of the national MOU, in the spirit of cooperation and fairness, and in an effort to provide benefits that would not otherwise be available, NorCal NECA and IBEW Local 595 have signed an MOU that will last the duration of the Shelter-in- Place Order. The Local MOU and the National MOU are attached to this letter.

In Solidarity,

A handwritten signature in blue ink that reads "Greg Bonato". The signature is written in a cursive style with a large, sweeping initial "G".

Greg Bonato  
Business Manager - Financial Secretary

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afl-cio



To: All Signatory Employers, and  
All Employees working under the IBEW Local 595 and  
NorCal NECA Agreements (Inside, Sound & Communications,  
Residential and CE/CW)

From: Greg Bonato, Business Manager, IBEW Local 595  
Greg Armstrong, Executive Director, NorCal NECA

### **COVID-19 Memorandum of Understanding**

Due to the extreme measures taken as a result of the Coronavirus outbreak, which include a **Shelter in Place Order** for seven Bay Area Counties, IBEW Local 595 and NorCal NECA recognize that most jobsites will temporarily cease all operations. The Order goes into effect at midnight on March 17<sup>th</sup> through April 7<sup>th</sup>. This cessation of work is beyond the control of the Employer and working members.

After thorough discussions, IBEW Local 595 and NorCal NECA agree as follows:

1. Employees on the affected jobsites shall be allowed to remain on their current dispatch, without working, for the duration of the Shelter in Place Order, which may extend beyond April 7, 2020.

This MOU will be extended automatically if the Shelter in Place Order is extended and may be further extended by mutual agreement of the parties.

2. When affected jobsites resume activity, work shall be offered to those members previously employed on the jobsites before being offered to Members who were not previously employed.

If contingencies at that time prohibit this from occurring, the signatory employer, the Business Manager and the Executive Director will work together for an equitable solution.

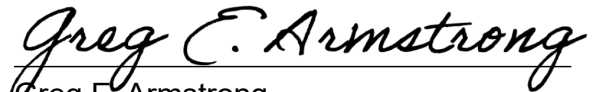
3. It will not be a violation of the Agreement for members to draw unemployment benefits while this Memorandum is in effect.
4. It shall not be a violation of this Agreement for a Member to work during emergencies or to work on Essential Infrastructure or Essential Businesses as defined in the Order.

IBEW Local 595 and NorCal NECA have endeavored here, in the spirit of cooperation and fairness, to reach an agreement that protects all members of the industry as well as possible. However, we acknowledge that problems and difficulties beyond our current perspective may occur. If so, the parties will work together for equitable solutions.



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Greg Bonato  
Business Manager  
IBEW Local Union 595



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Greg E. Armstrong  
Executive Director  
Northern California Chapter, NECA