



Memorandum of Understanding
to the
Inside Construction Agreement between
International Brotherhood Electrical Workers, Local 180
and
Northern California Chapter, NECA



Fringe Contributions

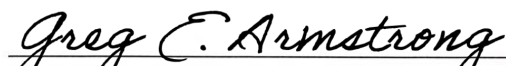
Families First Corona Response Act & Paycheck Protection Program

Effective April 20, 2020 the parties to the Napa/Solano Counties Inside Construction Agreement (Agreement) hereby enter into this Memorandum of Understanding (MOU) to such Agreement in response to the challenges presented by the COVID-19 pandemic:


When an employee is taking Emergency Paid Sick Leave or Emergency Family and Medical Leave per the Families First Coronavirus Response Act (FFCRA), enacted on March 18, 2020, the contractor will use the Supplemental Transmittal Form to report the employee's hours, wages, and contributions which shall be made for the Health & Welfare Fund (at the monthly self-pay rate of \$1,553.10), NEBF, and union dues deductions. For such employees, contributions will not be made by the contractor to the local Pension Plans, LMCC, JATC, CAF, ECT, or for Association dues.

When an employee is furloughed or not working, but the employer is utilizing the Paycheck Protection Program (PPP) to disburse funds to those furloughed employees, the contractor will use the Supplemental Transmittal Form to report the disbursement to the employee which shall include normal wages, and contributions which shall be made for the Health & Welfare Fund (at the monthly self-pay rate of \$1,553.10), NEBF, and union dues deductions. For such employees, contributions will not be made by the contractor to the local Pension Plans, LMCC, JATC, CAF, ECT, or for Association dues.

For employees who are not currently furloughed or on Emergency Paid Sick Leave or Emergency Family and Medical Leave, and who are performing work for the contractor, the contractor will use the regular transmittal forms to report the employee's hours, wages, and fringe benefits and shall make all contributions required by the Agreement.


Greg E. Armstrong, Executive Director
Northern California Chapter, NECA

Date 04/24/2020


Kevin Coleman, Business Manager
IBEW, Local Union 180

Date 4/24/2020