



Memorandum of Understanding  
to the  
Inside Construction Agreement between  
International Brotherhood Electrical Workers, Local 595  
and  
Northern California Chapter, NECA



## Fringe Contributions

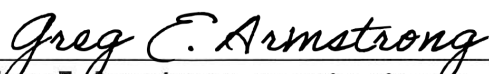
### Families First Corona Response Act & Paycheck Protection Program

Effective April 20, 2020 the parties to the 595 (East & West) Inside Construction Agreements (Agreements) hereby enter into this Memorandum of Understanding (MOU) to such Agreements 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 Forms to report the employee's wages and contributions which shall be made for the Health & Welfare Fund (at the full Actual Monthly Plan Cost of \$1,846), NEBF, and the Vacation Fund (including dues deductions). For such employees, contributions will not be made by the contractor to the Pension Plan, Money Purchase Pension Plan, 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 full Actual Monthly Plan Cost of \$1,846), NEBF, and the Vacation Fund (including dues deductions). For such employees, contributions will not be made by the contractor to the Pension Plan, Money Purchase Pension Plan, 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.

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

  
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Greg Bonato, Business Manager  
IBEW, Local Union 595

Date April 22, 2020

Date 4/22/2020