

## **Local Union No. 3 COVID-19 (Coronavirus) Update - as of March 20, 2020**

**Business Manager Christopher Erikson**

**President Thomas J. Cleary**

We hope everyone is staying healthy and taking care of themselves and each other in these trying times. Significant changes and adjustments are still taking place on an hourly basis as Local Union No. 3, the Joint Industry Board, our signatory employers, and the Electrical Industry navigate this changing landscape. Our members, staff, and employers' health and safety are at the forefront of these adjustments, yet many things remain out of our control.

Continue to use common sense in your day-to-day activities both at work and at home. Again, if you are feeling sick or unwell, you are encouraged to stay home. Please follow guidance from the CDC and both NYS and NYC officials regarding safe protocols around the coronavirus.

Our building in Queens has been severely restricted to members and staff coming in and out in order to help reduce the possibility of the virus spreading. Please continue to make every attempt to handle any Local Union No. 3 and Joint Board business over the phone or by email and to avoid the building. Any necessary, in-person business must be by appointment only. Both the staff of Local Union No. 3 and the Joint Industry Board have been reduced. Please have patience as both Local Union No. 3 and the Joint Board are working hard to make sure we continue to serve our members, while staying healthy.

Governor Cuomo recently designated construction an essential industry, as did several other states. Please practice safe protocols and follow the guidance of the CDC and Department of Health. Our industry may be called upon to support the efforts in recovery and caring for the sick through emergency hospital and care facilities and we need to be well enough to man our jurisdiction.

Regarding the virus' impact on daily work and stoppages etc., many things are still in flux and continue to change by the hour. Several job sites have shut down due to positive tests and/or exposure, forcing members to take furlough, transfers, and temporary layoffs. The IBEW and NECA also agreed to a national disease emergency response agreement that has impacts on our members and employers.

There may be federally-mandated paid sick leave for those quarantined or caring for those with COVID-19. These details are not yet clear as of today.

Because of new legislation passed in NY, there is now emergency Paid Sick Leave for those mandated to quarantine because of COVID-19 (coronavirus), with the amount of days paid by the employer depending on how large the employer is. That may also be supplemented by NYS Paid Family Leave and disability as well. If you have to care for a family member who has COVID-19 or who is quarantined or isolated, you are also eligible for NYS Paid Family Leave.

If you have to self-quarantine due to a potential exposure or because you feel sick, you could be temporarily laid off, put on furlough, or use wage replacement days. If your job site is shut down or the workforce is reduced because of less work, you may also be temporarily laid off. Being temporarily laid off allows you to file for unemployment and keeps your medical coverage intact.

As discussed previously, Local Union No. 3 and the IBEW are continuing lobbying efforts on your behalf for the federal government to waive the 10% early withdrawal penalty on your 401(k) and other items.

Thank you for your patience and check our website for any updates over the next several days.

#### Local Union No. 3:

- Building Access – restricted to employees, reduced staff, and pre-scheduled appointments only
  - Dues Dept. – make every effort to pay dues by mail
  - 4th Floor offices – by appointment only and with reduced clerical and administrative staff; all offices and reps will be available by phone and email
- Division Meetings and Affiliated Club Meetings – if not pertaining to nominations or elections of officers, suspended for a two-month period pending further notice
- Affiliated Club events – many club events have been cancelled or postponed over the next two months; check with the individual club for confirmation
- Charter/Spectrum 23rd Street picket line – suspended until further notice
- Political Action – suspended until further notice
- Local Union No. 3 elections –
  - Election of the Election Board cancelled, due to the exact number of nominees for number of positions on the Election Board
  - Nomination of Local Union No. 3 officers – still being held at the April General Membership meeting, subject to any federal, state, and local restrictions in place at that time; Nominations can be made and accepted in person or by mail between now and when the Chairman suspends normal business at the April General Membership meeting to open the special meeting to accept nominations of officers
  - No change to the location of elections on May 16 as of now, but if necessary, the Joint Board Auditorium has been chosen as an alternate site

#### Local Union No. 3 – White Plains offices:

- Access and meetings by appointment only if necessary; members are encouraged to handle all Local Union No. 3 business over the phone

#### Potential Job Closings and Quarantines:

- Employers have agreed to increase the amount of Wage Replacement Days that a member is eligible to use if a job site is closed or if you miss time due to the illness or quarantine, from 5 days to 30 days
- Please refer to the chart below highlighting the potential options available

Joint Industry Board:

- Building Access at the Joint Board has been adjusted to reduce contact/interaction:
  - Access will be by appointment only; if you need to meet with someone in person, there are phones set up in the Member Center with a list of phone extensions
  - No access to the Joint Board building through JIB Lanes
- Medical & Optical Dept. – closed; appointments have been postponed until further notice; please consult with your primary care doctor if you are unwell
- Employment Dept. – layoffs and registering for employment can be handled over the phone at 718-591-2000, ext. 1490, or by email at [EmploymentSlips@jibei.org](mailto:EmploymentSlips@jibei.org)
- Apprentice Dept. –
  - Apprentice Theory Classes are suspended until further notice
  - Apprentice Hands-on Classes at the Electrical Industry Training Center in Long Island City are suspended until further notice
  - SUNY Empire State Labor College classes have moved to online instruction
- Educational & Cultural Trust Fund –
  - All Educational & Cultural Trust Fund Classes are suspended/postponed
  - Critical Thinking seminars at the Long Island Educational Center postponed
- Pension Dept. – by appointment only
- Safety Dept. – members are encouraged to call and schedule an appointment for any photos/voice recognition/SST-related needs



## COVID-19 RELIEF AVAILABLE TO WORKERS UNDER FEDERAL LAW

PROGRAM	WHO	WHAT	BENEFITS AVAILABLE	LIMITATIONS
<b>EMERGENCY FEDERAL FAMILY AND MEDICAL LEAVE EXPANSION ACT</b>	Workers unable to work or telework in order to care for a minor child when a school or childcare provider is not operating as a result of a federal, state or local declared COVID-19 public health emergency.	12 weeks of job protected leave. Job restoration rights are limited if an employer has less than 25 employees.	After 10 days unpaid leave, employer must provide a benefit equal to at least 2/3 their regular pay, capped at \$200 per day and \$10,000 in the aggregate.	Applies to employers with fewer than 500 employees (currently FMLA is for over 50 employees) and public employers. DOL can exempt health care providers and emergency responders, and employers with fewer than 50 employees.
<b>EMERGENCY PAID SICK LEAVE (SELF)</b>	Workers subject to federal, state, or local quarantine order; advised to self-quarantine by a health care provider; or experiencing symptoms and seeking a diagnosis.	Paid sick leave of 80 hours for full time employees; prorated for part time employee based on average hours in a 2-week period.	Paid leave is capped \$511 per day and \$5,110 in the aggregate.	Applies to employers with fewer than 500 employees and public employers. DOL can exempt health care providers and emergency responders, and employers with fewer than 50 employees.
<b>EMERGENCY PAID SICK LEAVE (OTHERS)</b>	Workers caring for an individual quarantined as a result of a public order or advised by a health care provider; caring for a minor child whose school or child care provider is not operating; or experiencing a similar condition specified by HHS, Treasury or Labor.	Paid sick leave of 80 hours for full time employees; prorated for part time employees based on average hours in a 2-week period.	Paid leave is capped at \$200 per day and \$2,000 in the aggregate.	Applies to employers with fewer than 500 employees and public employers. DOL can exempt health care providers and emergency responders, and employers with fewer than 50 employees.

*This document is a notice of benefits available under Federal law for which you may be eligible if you are unable to work under varying circumstances related to COVID-19. Please note that other statutory eligibility and documentation requirements apply. Additional benefits may be available under New York State Law.*



## COVID-19 RELIEF AVAILABLE TO WORKERS UNDER NEW YORK STATE LAW

PROGRAM	WHO	WHAT	BENEFITS AVAILABLE	HOW TO APPLY
UNEMPLOYMENT INSURANCE	Workers who lose their job, regardless of whether the job loss was due to COVID-19 closures.	Up to 26 weeks of partial wage replacement benefits.	Up to \$504 per week. (one-week waiting period waived for lay-off due to COVID-19 related closure)	Follow the directions at this link: <a href="https://labor.ny.gov/ui/how-to-file-claim.shtm">https://labor.ny.gov/ui/how-to-file-claim.shtm</a>
PAID FAMILY LEAVE	Workers who are caring for a family member who has COVID-19 or for a minor child subject to quarantine or isolation	Up to 10 weeks of partial wage replacement plus job protections upon return to work.	Up to \$840.70 per week.	Follow the directions at this link: <a href="https://paidfamilyleave.ny.gov/employees">https://paidfamilyleave.ny.gov/employees</a>
TEMPORARY DISABILITY INSURANCE	Workers who cannot work because of contracting COVID-19 away from work.	Up to 26 weeks of cash benefits.	Up to \$170 per week.	Scroll to the How to File a Claim Section and follow the directions at this link: <a href="http://www.wcb.ny.gov/content/main/offhejob/db-overview.jsp">http://www.wcb.ny.gov/content/main/offhejob/db-overview.jsp</a>
WORKERS' COMPENSATION	Workers who cannot work because of being exposed to or contracting COVID-19 at the workplace.	Partial wage replacement and medical care for the work-related illness or injury.	Up to \$934.11 per week, plus medical care for the work-related injury.	Follow the directions at this link: <a href="http://www.wcb.ny.gov/content/main/offhejob/howto.jsp">http://www.wcb.ny.gov/content/main/offhejob/howto.jsp</a>
EMERGENCY PAID LEAVE	Workers who cannot work because they are subject to quarantine or isolation orders.	Up to 14 days of paid leave plus job protections upon return to work.	(1) Paid Family Leave and Disability benefits up to \$2,884.62 per week, or (2) 14 days of paid sick leave at regular rate of pay, or (3) combination of (1) and (2).	Depending on the size of your employer, some or all of this benefit will be paid by the State via the TDI and PFL programs. For more information visit: <a href="https://www.governor.ny.gov/paid-sick-leave-covid-19-impacted-new-yorkers/emergency-covid-19-paid-sick-leave">https://www.governor.ny.gov/paid-sick-leave-covid-19-impacted-new-yorkers/emergency-covid-19-paid-sick-leave</a>
EMERGENCY UNPAID LEAVE	Workers who cannot work because they are subject to quarantine or isolation because of international travel commenced after 3/18/20 not related to work.	Job protections upon return to work.	Up to 14 days of unpaid leave. You may also qualify for temporary disability insurance as outlined above.	Discuss with your employer. If your employer fails to return you to your prior position, please contact the New York State Department of Labor at 1- 888-4-NYS-DOL (469-7365) or (518) 457-9000.

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### IF YOU ARE FILING A NEW UNEMPLOYMENT INSURANCE CLAIM VIA PHONE OR WEB, THE DAY YOU SHOULD FILE IS BASED ON THE FIRST LETTER OF YOUR LAST NAME:

MON	TUE	WED	THU	FRI
Last names beginning with <b>A - F</b>	Last names beginning with <b>G - N</b>	Last names beginning with <b>O - Z</b>	Missed your filing day? File on Thursday or Friday.	

**IMPORTANT: FILING LATER IN THE WEEK WILL NOT DELAY YOUR PAYMENTS OR AFFECT THE DATE OF YOUR CLAIM, SINCE ALL CLAIMS ARE EFFECTIVE ON THE MONDAY OF THE WEEK IN WHICH THEY ARE FILED.**

**WE ARE YOUR DOL**

