

**IF YOU EXPECT THE THREE (3) MONTH EXTRA COVERAGE OF HEALTH & WELFARE BENEFITS YOU MUST SIGN THE BOOK WITHIN THREE WEEKS AFTER BEING LAID OFF OR FURLOUGHED.
(Read all items below)**

1. Does the NDERA supersede any local recall/furlough language that provides a right of recall than would be available under the NDERA?

Yes, unless the recall/furlough language provides a longer right of recall, in which case the longer right of recall would remain in place.

2. If employees who lose their jobs due to coronavirus sign the out-of-work list, can they still be recalled by the contractor they were working for before losing employment?

Yes. The NDERA allows those who (i) are laid off due to a coronavirus shutdown, (ii) were absent due to being quarantined, or (iii) refused to be present at the jobsite out of a genuine belief that being present would place them in imminent danger of contracting coronavirus, to return to their original positions with their employer upon the resumption of work on the jobsite, and/or their ability to return, without the need of the referral process, and irrespective of whether such employees have signed their local union's out-of-work list. Nothing in the NDERA prohibits an employee from signing the out-of-work list

4. If employees lose their job due to coronavirus, sign the out-of-work list and obtain a regular "long-term" referral, may they still be recalled by contractor for which they were working before losing their job due to coronavirus?

No. However, if employees only take a short-term call, then they may still be recalled by the contractor for which they were working before losing their job due to coronavirus. For purposes of this NDERA, a short-term call shall be as defined in the applicable Local Agreement or in the Local's referral procedures. If a Local does not have an Agreement or referral procedure defining the length of a short-term call, then for such Locals for purposes of this NDERA only, a short-call shall mean a call of 14 calendar days or less.

8. Is there a maximum length for a furlough?

a. For employees observing the CDC recommended quarantine period due to exposure to coronavirus or similar disease, the furlough should end when the employee has completed the recommended quarantine period and provided a doctor's release to return to work.

b. For employees who have been restricted or denied access to a jobsite due to coronavirus, the furlough shall end when the jobsite reopens.

c. All furloughs pursuant to the NDERA will end when the Parties terminate the NDERA.

9. When will employees be permitted to return to work when a jobsite reopens?

Employees will be permitted to return to work if/when their original position is available as determined by the employer. Everyone who was furloughed and still meets the eligibility requirements for recall, however, shall be offered recall before an employer may seek employees for that project through referral.

12. Does the NDERA protect an employee's right to refuse to be present and/or request a layoff/furlough if he/she has a reasonable belief that being present would place them in imminent danger of contracting coronavirus?

Yes. The NDERA is designed to facilitate a return to work of employees who are out due to coronavirus, or who stay home because they have a genuine belief that being present would place them in imminent danger of contracting coronavirus. If the absence is for those reasons, then the recall rights, protections against adverse action, and unemployment protections in the NDERA apply. However, the employee must inform the employer that he/she is staying home due to coronavirus or because being present would place them in imminent danger of contracting coronavirus. Employees cannot be asked to go into any details about whether the employee has an underlying health condition or other concern. If the employee refuses to be present or is absent for other reasons, then the recall rights and protections under the NDERA do not apply.

13. Can the employer deny an unemployment claim if an employee stays home because of a genuine belief that being present would place them in imminent danger of contracting coronavirus?

No. The Agreement provides that in such situations, unemployment shall not be contested. However, the employee must inform the employer as set forth above.

Procedure for signing the book electronically.

NEW SIGN

Subject line must say NEW SIGN with Name and Home Local Number Email to jbommer@ibew129.org In the body of the email you must include all of the following information or they will not be considered:

- Full Name
 - Full Address
 - Phone number
 - Card Number
 - Local Union Number
 - Date of Birth
 - Date of separation, terminated with and reason
 - Special skills – Sandusky License, Fire Alarm, OSHA 10, OSHA 30, Drug Card, Welder
- An email will be sent back to you with your page and line number.**

Registrants that fail to provide the required information will not be accepted.

RESIGNS Registrants must renew their applications between and including the 10th and 16th each month by one of the following methods:

Fax 440-233-4221 Email – Sent to reregister@ibew129.org

Put all information in the subject line

- Full Name
- Card Number
 - Home Local Number
- Page and Line Number

Registrants that fail to provide the required information will not be accepted. Failure to renew their applications between and including the 10th and 16th of each month shall be removed from the list.