



# International Brotherhood of Electrical Workers

## LOCAL UNION NO. 1186 • Affiliated with AFL-CIO

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March 31, 2020

Subject: Temporary Layoff and Temporary Workers

To All Electrical Contractors and Members

Since we are in uncharted waters with the COVID-19 pandemic, Electrical Contractors Association of Hawaii (“ECAH”) and IBEW Local 1186 have agreed to suspend the 30-day time frame for Temporary workers. If a current employee (“replaced employee”) decides to stay home because of any of the Federal, State or County Guidelines, proclamations or orders, and/or the NECA/IBEW agreement on COVID-19, a temporary worker can be hired off the referral books at the Union Hall. These temporary workers will not be subject to the usual 30-day time frame and can remain working if needed or until the employee who took leave returns, whichever occurs first. The Temporary worker will not lose his/her position on the referral Books and the replaced worker will not lose his/her seniority or position with the Company, unless the replaced worker requests a permanent layoff.

The parties agree that an Employer or employee may request a two (2) week quarantine period. Employers may not force an employee to stay home more than the two (2) week quarantine period. A Doctor’s note certifying that the employee is able to return to work may be required by the Employer before returning to work.

Remember to also practice safe distancing including traveling to and from the jobsite - no packing of vans or trucks.

This Agreement was put into place on March 16, 2020 and will end May 30, 2020 or on an earlier date by mutual agreement between the IBEW Local 1186 and the (ECAH).

Damien T.K. Kim  
Business Manager/Financial Secretary

Al Itamoto  
Executive Director