



# International Brotherhood of Electrical Workers

LOCAL UNION NO. 1186 • Affiliated with AFL-CIO

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## Inside/Outside Agreement Clarification

1. Question was raised on personal time off during the week and having the **option** of working on Saturday at straight time rate, “What if there is already work on Saturday and the Company needs me to be there?” **The Contractor’s response, “It is an option to make up a 40-hr paycheck, so if they don’t want to work, they don’t have to.”**
2. Question was raised on Driving time for Company “Equipment” like Boom Trucks or Bucket Trucks. **Contractor’s response, “Driving time will be paid if you are driving vehicles like Boom Trucks, Bucket Trucks, Trailers, etc...”**
3. Comment to having fixed Benefits for Annuity, V/H, and SUB. Feeling is that it will be hard to get JW to take lead positions and not fair to current lead persons. **Contractor’s response, “the raises on lead positions will offset the benefits and those that don’t think it’s fair can opt to go back to Journeyman status.”**

Signatory Companies are now calling about enacting a Mandatory Vaccine Policy. If they do, the Union believes the Policy must be bargained with the Union. Legal Counsel has advised us that the employer can mandate vaccines but have to allow an accommodation like COVID testing, if an employee cannot take the shot. There are only two legally recognized reasons for not taking the vaccine and they are for sincerely held religious belief or having reasons or having a medical condition that prevents the individual from being safely vaccinated. Any other reason may be considered as being insubordinate which could lead to discipline, including termination. If it is an underlying medical condition, then a medical note from your doctor may be required. If your Company is looking at creating a Policy, please let us know so we can talk to them. If you are working on a jobsite in which the Owner(s) or General Contractor(s) requires ONLY vaccinated people can work on the site, that rule will have to be followed by our Contractors.

STAY SAFE BY STILL WEARING YOUR MASK, WASHING YOUR HANDS,  
STAY SIX FEET APART, AND I HIGHLY ENCOURAGE YOU TO GET  
VACCINATED. DON'T LET YOUR GUARD DOWN WHEN YOU SOCIALLY  
GATHER WITH PEOPLE OUTSIDE YOUR BUBBLE.

Fraternally,

A handwritten signature in black ink, appearing to read 'D. Kim', with a long horizontal flourish extending to the right.

Damien T.K. Kim