

JOINT LABOR MANAGEMENT COMMITTEE

Representing

LOCAL NO. 1

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

And

ST. LOUIS CHAPTER

NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION, INC.



March 19, 2020

TO: ALL CONTRACTORS SIGNATORY TO A LOCAL UNION NO. 1, IBEW AGREEMENT WITH THE ST. LOUIS CHAPTER, NECA and

ALL LOCAL UNION NO. 1, IBEW MEMBERS WORKING UNDER THOSE AGREEMENTS

RE: SHIFT WORK MODIFICATIONS IN RESPONSE TO CORONAVIRUS (COVID-19) PANDEMIC

Dear Contractor and Local #1 Member:

Thank you for your firm and ongoing commitment to work together to address challenges that arise as a result of the impact from COVID-19. The leadership of Local Union No. 1, IBEW and the St. Louis Chapter, NECA, have been working nearly non-stop to support signatory contractors and our entire Local 1 workforce, as we navigate through the issues created by the pandemic and our customers' reactions to the crisis. Throughout this experience, our primary concern has been and will continue to be protecting the safety and health of our IBEW workforce and contractors.

We are facing new questions nearly every day as we work with industry customers, comply with community and government mandates and strive to assure safe work environments for every member of Local #1 and our signatory contractors. Several critical concerns from local authorities and customers have been components of restrictions and access problems that we are attempting to address. Smaller crew size and expanded work areas that maximize "social distancing" are pivotal to limiting personal contact, in order to reduce risks of the virus spread while keeping jobsites open.

We have also received numerous requests from Local #1 members, contractors and customers to provide more flexible work schedules to accommodate childcare and family support, during the crisis. Local #1 members and our NECA contractors

are already struggling to fulfill home and work obligations with the closing of schools, daycare and support facilities for our elderly family members.

Shift Work Considerations

One solution to provide flexibility on jobsites is to make shift work more flexible, during this crisis. For this reason, we have mutually agreed to make the following adjustment to the shift work premiums, mandated by our various NECA-IBEW Agreements. This modification is applicable only to scheduled changes to assist contractors, workers and customers to implement shifts to make jobsites safer by reducing large crews, all working the same shift, in response to COVID-19 considerations.

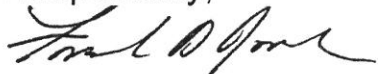
For the duration of the pandemic, shift premiums will be waived for second and third shifts, scheduled to address only the pandemic. Agreement shift premiums remain in effect for projects with currently scheduled shifts or projects originally specified to be worked outside of the normal workday.

Local #1 workers are encouraged to accept these special shift assignments, which will allow our industry to maximize work opportunities, while they are available. Unlike standard shift assignments (which include a wage premium), it is not mandatory for a Local #1 worker to accept assignment to a second or third shift that has been scheduled without premium.

To schedule a shift without premium, contractors must notify Local Union No. 1, IBEW and the St. Louis Chapter, NECA, in advance. We encourage contractors to utilize the Shift Modification Notice form to provide such advance notice. We suggest inserting the phrase "NO PREMIUM SHIFT DUE TO REDUCED CREW SIZE COVID-19" in the "Comments" line, near the bottom of that form.

Once again, we wish to express our thanks for your cooperation and mutual commitment to work together to address the COVID-19 Pandemic.

Respectfully,



Frank D. Jacobs
Business Manager
Local 1, IBEW

Respectfully,



Douglas R. Martin
Executive Vice President
St. Louis Chapter, NECA

FDJ/DRM/dls