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Electrical Work  
for Electrical Workers

**International Brotherhood  
Of Electrical Workers**

**Local Union No. 176  
Joliet, Illinois**

November 11, 2020

Brother and Sisters,

For almost an entire year, we have dealt the unprecedented challenges that come with COVID-19. As infection and positivity rates continue to climb, everyone's health and safety remains at the absolute forefront. Illinois has just surpassed the 500,000 COVID case mark, with over 10,000 deaths. The Illinois Department of Public Health (IDPH) has ratcheted up restrictions over the past several weeks and by the end of this week, Will and Kankakee Counties will roll back to IDPH Tier 2 restrictions, which impose additional limitations, especially regarding indoor gatherings.

We will conduct our normal monthly union meeting as scheduled tomorrow night, but our ability to conduct future meetings may be impacted by further IDPH restrictions. The recent surge in COVID-19 cases has severely impacted not only job sites but the staff at the Union Hall and the JATC, as well. The uptick in COVID-19 cases on job sites has created disruptions on jobs, with members being sent home and quarantined. If you are on a job site and there is a positive COVID-19 case, we ask that you contact the Union Hall and inform us of the situation.

Since the beginning of this pandemic, we have remained dedicated to not only ensuring the health and safety of our members, but to also continue providing financial stability. We negotiated a Memorandum of Understanding (MOU) with NECA that will provide paid time off for certain COVID-related issues. To that end, we have filed and are pursuing grievances in situations where we feel members are entitled to pay under the MOU, but the contractors have refused.

The health and welfare trustees have made changes to the disability language in our health plan that would make members eligible for disability pay if they contract COVID-19, and are unable to work because they have contracted the virus. The health and welfare trustees are also working on language changes that would make members eligible for SUB Fund pay if they are ordered to quarantine from a job site due to COVID-19.

We have different jobs working under different agreements, including the Inside Agreement, the National Construction Agreement, the General Presidents Powerhouse Maintenance Agreement, and others. With so many different job sites and various agreements, each COVID-19 situation may pose unique challenges, which is why ask if you

inform the Union Hall if there is a COVID-19 on a job site. Our goal is to not only ensure the safety and health of those on that job site, but to ensure every avenue of compensation is pursued.

Throughout this pandemic, we have adapted and added to our methods of communication with the membership to not only keep everyone informed, but also to check on everyone's well-being. The health and safety of the entire membership is at the forefront. While there are differing views on the pandemic amongst our own members, there is no doubt that this pandemic has caused uncertainty, stress, and despair among many of our members and their families. In these uncertain times, we need to be our brothers' and sisters' keepers and continue to look out for one another. I promise that we will continue to work on behalf of this local and our members in every way possible to get through this pandemic. Stay safe brothers and sisters.

In Solidarity,

A handwritten signature in black ink, appearing to read "Michael J. Clemmons", with a long horizontal flourish extending to the right.

Michael J. Clemmons  
Business Manager