

MEMORANDUM OF UNDERSTANDING

In order to comply with the Families First Coronavirus Response Act (hereafter "Act"), as of its effective date of April 2, 2020, IBEW Local 176, hereafter referred to as "The Union" and The Eastern Illinois Chapter of the National Electrical Contractors Association, hereafter referred to as "The Employer" agree that all employers, regardless of the number of workers employed by the employer, who are bound by the terms of any collective bargaining agreement between NECA and the IBEW through a Letter of Assent or otherwise bound shall provide paid compensation to workers on jobsites within the geographical jurisdiction of IBEW Local 176.

Paid compensation shall be tendered as follows:

During the 14-day paid leave period, pay per day is calculated at employee's regular rate of pay based upon the number of hours employee would otherwise normally scheduled to work not to exceed \$511 per day per employee.

Employer is required to maintain the employees' health coverage while employee is taking paid sick leave or Expanded Family and Medical Leave for the duration of the 14 day period at the rate of 40 hours per week to IBEW 176 Health and Welfare Fund at the then current required hourly contribution rate.

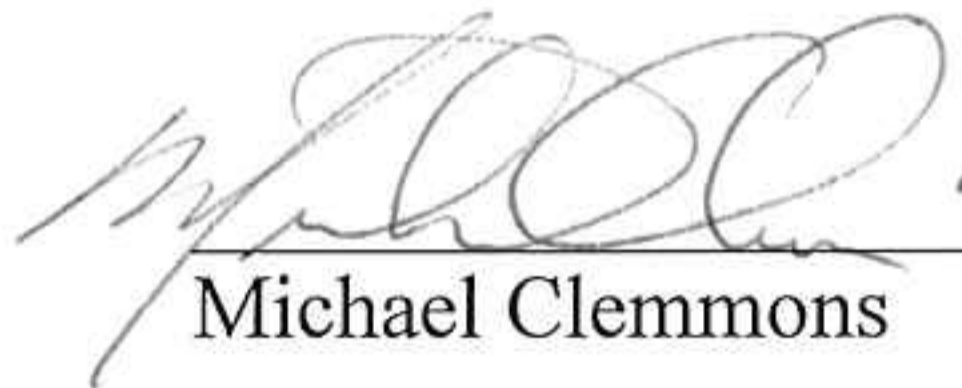
Employer will pay towards the National Pension (N.E.B.F.) at the current required rate, if deemed compulsory by NEBF and shall pay any additional sums required by state or federal statute, regulation or required by mutual agreement between the National Offices of the International Brotherhood of Electrical Workers and the National Electrical Contractors Association.

No other contributions as called for by the Inside Agreement to the Local #176 Pension, Decatur Pension, SUB Fund, LMCC Apprenticeship Fund, AMF or NECA Service Charge, shall be due when the employee is not working.

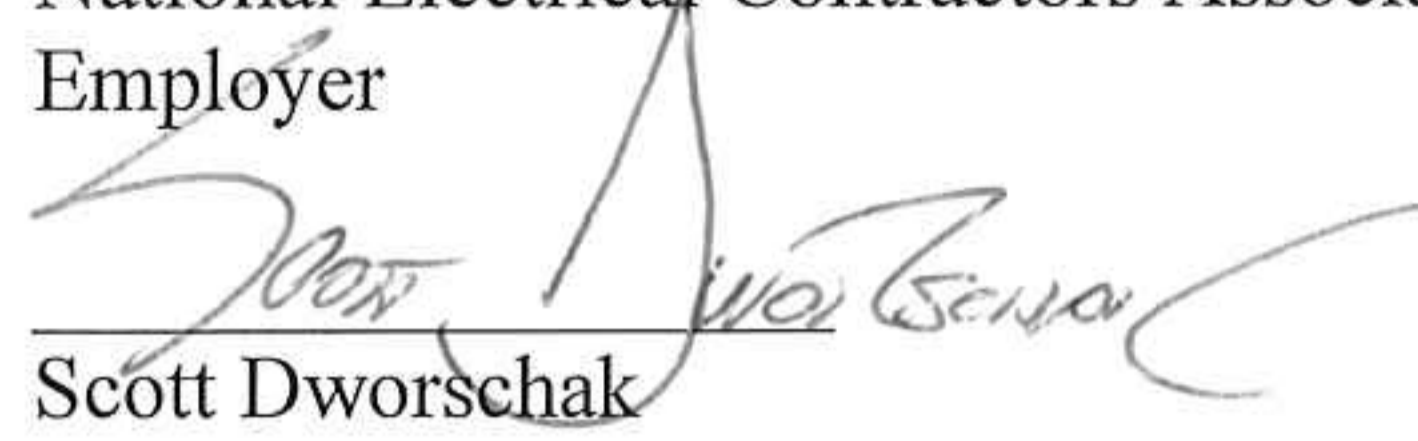
Deductions from wages for Savings, Working Dues and Voluntary PAC Funds shall be deducted from any compensation paid to the employee under the Act.

This Memorandum of Understanding shall expire concurrently with the Act on December 31, 2020.

IBEW Local 176
Union


Michael Clemmons 4-17-2020

Eastern Illinois Chapter of the
National Electrical Contractors Association
Employer


Scott Dworschak 4-17-2020