

COVID-19 Benefits Office Memorandum

The purpose of this memorandum is to advise you about issues relating to the Benefits Office's efforts to implement the Special 14-Day Weekly Income Benefit for Active Members who must self-quarantine on account of COVID-19. As you know, the application process for receiving this 14-day Weekly Income Benefit has been streamlined and simplified: (1) due to the issues facing an Active Member who must self-quarantine and (2) so that the Benefits Office can issue Weekly Income Benefits to eligible Active Members as soon as possible. As hardships relating to the COVID-19 pandemic have escalated (even since yesterday), Benefits Office personnel have had to respond to a number of questions from Members, Employers and Local Unions relating to an Active Member's eligibility for this special 14-Day Weekly Income Benefit. As of last night, some of the inquiries we received suggested there may be misunderstandings concerning eligibility for the Special 14-Day Weekly Income Benefit on account of COVID-19 Quarantine.

- Based on advice from Fund Counsel and input from my staff, with respect to 14-Day Weekly Income Benefit eligibility, the Benefits Office will advise Members, Employers and Local Unions as follows:
- Active Members who have been directed by their Employers to Self-Quarantine because they have been exposed to the COVID-19 virus or have symptoms associated with the COVID-19 virus are eligible for the 14-Day Weekly Income Benefit.
- Active Members who Self-Quarantine because they have a good faith belief that they have been exposed to the COVID-19 virus or have symptoms associated with the COVID-19 virus are eligible for the 14-Day Weekly Income Benefit.
- Active Members who have been diagnosed with the COVID-19 virus will be eligible for the Health Benefit Plan's standard Weekly Income Benefit. However, the Active Member must use the standard Weekly Income Benefit application form and have a treating physician sign off on that diagnosis in order to be eligible for the Plan's standard Weekly Income Benefit.

Active Members who are advised by their Employers that they cannot work because: a construction site or building has been shut down; a local government has ordered a lockdown or shelter-in-place order, or there is no work available due to the COVID-19 pandemic are not unable to work on account of Self-Quarantine. Accordingly, the Benefits Office will deny Special 14-Day Weekly Income Benefit claims to Active Members who apply for the Special 14-Day Weekly Income Benefit based on the fact that they cannot work on account of a construction site or building shut down; a local government ordered lockdown or shelter-in-place order, or lack of work related to the COVID-19 pandemic.

While we will continue to process Special 14-Day Weekly Income Benefits (COVID-19 Quarantine) based on an Active Member's submission of a Special 14-Day Weekly Income Benefit Form (COVID-10 Quarantine) wherein the Active Member certifies that his or her Employer directed the Active Member to Self-Quarantine or that the Active Member believes he or she should Self-Quarantine because of exposure to COVID-19 or because of COVID-19 symptoms, we believe it is important that Active Members, Employers and the IUEC and its Local Unions understand that this special benefit is limited to those Active Members who must Self-Quarantine. We note that the U.S. Department of Health and Human Services has issued a COVID-19 Self-Quarantine Guide that is very helpful in determining whether an individual should Self-Quarantine.