



LABOR BULLETIN

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Concerning L.U. 48 I.B.E.W.

April 2, 2020

**TO: OREGON-COLUMBIA CHAPTER, NECA MEMBERS AND
SIGNATORY CONTRACTORS, LOCAL UNION 48 IBEW**

Re: Furlough Forms and Payment of Fringe Benefits under the Paycheck Protection Program

Dear Contractors,

The Labor Management Committee recently met and has agreed:

- A. If you have an employee who is asking to be furloughed because they genuinely believe that being on the jobsite will place them in imminent danger of contracting or spreading the coronavirus, that employee should not be required to sign a form for this purpose.**

- B. If you have an employee who chooses to be furloughed because they have one of the reasons below, have them complete and sign a furlough form denoting the reason for their furlough which may be necessary in order for them to apply for Emergency Sick Leave or Emergency FMLA. Under the FFCRA as recently defined by the Department of Labor, an employee qualifies for paid sick time if the employee is unable to work (**or unable to telework**) due to a need for leave because the employee:**

 - 1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
 - 2. has been advised by a health care provider to self-quarantine related to COVID-19;
 - 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
 - 4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
 - 5. is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19; or
 - 6. is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.

Under the FFCRA, an employee qualifies for expanded family leave if the employee is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19.

- C. If a contractor applies for and receives funds from the Paycheck Protection Program (PPP) and employees are paid their wages, even if they are not working, all fringes will be required to be paid as well.**

It is extremely important to pass this information along to your HR/payroll/fringe benefit department or any third-party vendor you may use. [For all COVID-19 related information and daily updates from Oregon-Columbia, NECA, click here.](#)

Sincerely,

Timothy J. Gauthier
Executive Manager