

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
IBEW LOCAL UNION NO. 46
AND
PUGET SOUND CHAPTER, NECA
MANDATORY COVID-19 VACCINATION AGREEMENT
EFFECTIVE August 31, 2021**

INTENT

It is the intent of IBEW Local Union No. 46 and Puget Sound Chapter, NECA to set a standard policy that is mutually beneficial for both Employer and Employee regarding the requirement of Covid-19 Vaccinations on Construction Projects in the jurisdiction.

It is the position of both IBEW Local Union No. 46 and Puget Sound Chapter, NECA to strongly encourage everyone that is able to be vaccinated for the Covid-19 Virus to do so. This position is in accordance with the International Office of the IBEW, and the National Office of NECA. Please see IBEW-NECA Joint Letter on Importance of COVID-19 Vaccinations.

The parties agree that there will be no grievances filed under this MOU. Any disputes will be resolved by the parties.

This MOU will be applicable to the Inside Construction, Residential, Sound & Communications, Stockman, and Light Fixture Maintenance Agreements.

COMMON STANDARDS

It is agreed that any mandates requiring Employees be vaccinated for the Covid-19 Virus must adhere to the following standards:

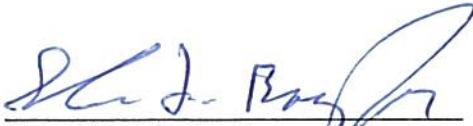
- All HIPAA Laws and Confidentiality Requirements will be upheld by all parties.
- The Employees and the Union Dispatch Office will be notified 72 hours, if practicable, prior to a current project requiring Members of IBEW Local #46 to be fully vaccinated for the Covid-19 Virus.
- If Job Requests are made for a project that has an existing mandate for Covid-19 Vaccinations, notification shall be listed in the notes on the Dispatch Request Form. Due to this ***Special Condition of Employment***, Members will not receive a checkmark if they pass on these requests.
- Members with Medical Issues or Religious Convictions which prevent a Member from receiving a vaccination for Covid-19 will be exempt from any mandates regarding this subject, to coincide with the conditions of the State of Washington Proclamation by the Governor 21-14.1, dated August 20, 2021. These conditions will apply to any and all construction projects in the jurisdiction.

POLICIES FOR UNVACCINATED EMPLOYEES

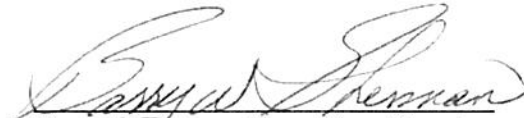
It is agreed that if an Employee remains unvaccinated for the Covid-19 Virus after a Project Mandate has been issued by the Project Owner, Project Developer, General Contractor, or Immediate Employer, the following policies shall be adhered to:

- Employer will make a reasonable effort to offer a transfer to the Employee to a project that is not mandating that Covid-19 Vaccinations are required to work on that project.
- If a transfer is unavailable, or an Employee refuses a transfer to a new project and refuses to be vaccinated when a vaccine mandate is established on an existing project, the Employee will receive a clean layoff ("RIF") with no comments regarding vaccination status. Signatory Employers and Puget Sound Chapter, NECA, agree that no retaliation shall be imposed on Employees that refuse a transfer and receive a clean Reduction in Force (RIF).
- Employers shall not actively contest any unemployment claims filed by Employees who are laid off due to vaccination status.

This agreement shall be effective from the date signed. This agreement shall remain in effect until June 30, 2022 unless conditions change sooner to warrant modification. At the end of this time period, the parties can meet to discuss, and if approved, extend this agreement.



Sean Bagsby, Business Manager
and Financial Secretary
IBEW Local Union No. 46



Barry Sherman, Executive Director
Puget Sound Chapter, NECA

9-3-2021
Date

9/3/2021
Date