



Local 230

Established in Victoria in 1902

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March 31, 2020

To: All IBEW Local 230 Contractors

Dear Sir/Madam:

Re: COVID-19 Follow-Up Letter

Please consider this a follow-up letter to my March 11, 2020 letter.

The COVID-19 pandemic continues to change our world at home, at work, and while we are out in our communities. This is business unusual. I'm writing you with some follow-up concerns with physical distancing and cleanliness. As well as ideas to help with the return of workers to your projects and balancing out crew possibilities to work best for your company and our members.

I'm asking you if you cannot hold safety, orientation and/or foremen meetings with the proper safe distancing, you get a larger room, break the meeting into several meetings, or use video conferencing options to allow for six feet distancing.

I'm urging you if you do not already prohibit the consumption of sunflower seeds, chewing tobacco or any other consumables that are later spat out, do so immediately please. At this point spit is as dangerous as an open live panel on our jobsites.

On the subject of "recall" of any employees of your company with lay-offs due to COVID-19, I'm attaching (admittedly a little long) a document to this letter, basically stating if you had to lay-off workers due to issues created by the COVID-19 pandemic, you will get them back when you need them without any change to their previous name or book call status.

If you do see a significant downturn in your revenues and available work, and it does appear to be different for all contractors right now. I would ask you consider laying off workers with the idea you provide for enough work to keep two people working by sharing the work on a weekly basis. So, worker A works in the first week of the month, while worker B is home collecting Employment Insurance, the following week they switch roles.

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By switching out on a weekly basis it allows for both workers to keep abreast of the work, it allows them to keep in touch better with their families and it puts them both in a better economic situation, by being subsidized by Employment Insurance. And if your revenues do drop by 30% or more, the federal government's program to subsidize your working labour costs covers any higher overhead in the knowledge transfer between switching workers in out each week.

As a final note, our business office remains open and fully staffed, however we are closed to the public (please do not come to our office), and our doors remain locked as a health measure for our staff.

Stay safe, wash often, and warm wishes,

A handwritten signature in black ink, appearing to read 'Phil Venoit', with a large, sweeping flourish at the end.

Phil Venoit, RSE
Business Manager/
Financial Secretary

PMV/jc
MoveUP