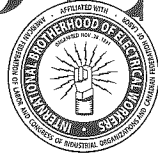


IBEW



*Local 230*

*Established in Victoria in 1902*

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## Construction Lay-off and Recall Due to the transmission and concern of transmission of COVID-19

### WORKERS SHOWING UP SICK WITH SYMPTOMS OF COVID-19

Any worker returning to work after traveling outside of Canada, or showing up (or calling, texting or emailing in) to work, with symptoms of COVID-19 will be immediately sent home to self-isolate for a minimum of fourteen (14) days. Any worker declaring to the Employer that their spouse or dependent whom they have been in close contact with will also be quarantined for fourteen (14) days. They will be referred to BC Governments COVID-19 self-assessment website <https://covid19.thrive.health/> so they may monitor themselves and seek medical advice when appropriate. These workers will be allowed a medical lay-off so they will not lose out on the ability to have an income during the time of self-isolation. Any worker who had been regularly partnered up with, or ate lunch with the worker showing symptoms will be notified immediately, so they may be made aware of the possibility they had been in contact with someone who may be infected, and can make the decision if they also wish to self-isolate. So, they may alter their habits and self-isolate while working, only after they agree to wear an N-95 fitted dust mask while at work, and the worker is consulted with the dangers of COVID-19 see website above, and a Q&A fact sheet produced by the BC Building Trades. <https://bcbuildingtrades.org/frequently-asked-questions-about-covid-19/> **If these members will be returning to their previous employment please DO NOT CALL IN TO THE UNION TO DECLARE YOU ARE AT HOME.**

### PRONGLONGED LAY-OFF AND RIGHT TO REFUSE UNSAFE WORK

In the event the IBEW Local 230 signatory construction contractor has to cease their operations or decides to down-size their operations, or IBEW Local 230 members working for the Employer refuse their current working conditions and declare that work unsafe, for any reason related to and due to their concern of COVID-19 transmitted to themselves, a dependent, or an elder dependent who resides in their home, either whom have a pre-existing health condition which has the effect of lowering their immunity, and therefore more susceptible for a difficult recovery from contracting COVID-19. The purpose of this declaration is to self-isolate. The Local 230 member will be provided a "lay-off related to COVID-19" for the purposes to apply and receive Employment Insurance (EI) for the length of time allowed under Employment Insurance rules.

The Employer will send the name of the worker whom was sick or had contact with a co-worker who was sick and self-isolated requiring a longer than fourteen (14) day leave period, or declared their right to refuse, will by signifying to the Union with the designation "RECALL" beside their name, along with any other normal announcement of workers being laid-off.

## RECALL PERIOD

The laid off employee's name shall be placed on a Recall list for six (6) months (or such time beyond that determined by the Business Manager) and given priority hire for any regular dispatch back to work for the Employer. Notice of "recall" of those members will be sent to the Local Union.

Should the Local 230 member fail to respond to the Local Union's recall dispatch notice within 2 working days to return to work, (unless such time is extended for good reason), dispatched to another place of employment on the date of the recall, or found to be employed with another employer, shall be dropped from the recall list. A copy of such notices shall be sent to the Employer. The laid-off employee is responsible for providing the Local Union with up-to-date contact information including cellular and/or home phone number(s), and email.

Both the Union and Employer will maintain an up-to-date recall list and either Party will provide a copy to the other upon request.

## RECALL TO WORK

Recall to the regular job or project from which the employee was laid off shall be made on the basis of skill and ability, in consideration of the length of service, well-rounded work experience with the employer, as well as classification and level of apprenticeship. The members will be returned to their previous "name call" or "book call" status. The Employer will make every effort to maintain their 50/50 status of name calls to book calls. In no way will the timeliness of such recalls be made in a manner that is discriminatory or in bad faith. The Shop Steward(s) previously dispatched to the Employer and if currently on recall will be offered suitable employment prior to other workers on recall returning to work for the Employer.

## RETURN TO FORMER POSITION

A regular employee who has completed their probationary period, whom is placed on medical EI for the aforementioned reasons, from a job, shall have preference to return to that original job in the same department if such job is available. If that original preferred work is not available and the member requests a regular shortage of work lay-off, they will be granted that on their Record of Employment.