

Building Industry Electrical Contractors Association

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April 2, 2020

Dear Employer:

We hope that you and your families are doing well during this unprecedented health crisis that we are all facing. The Association has been working with the Trustees of the Building Trades Welfare Benefit Fund ("BT Fund") and United Electrical Workers of America, IUJAT, Local 363 ("Union") regarding ways to help your employees who have been laid-off or furloughed as a result of the Executive Order issued by New York State Governor Cuomo on March 27, 2020 requiring all non-essential construction projects to shut down ("COVID-19 Out-of-Work Period").

As you know, the BT Fund generally provides that a covered employee is eligible for health coverage during a three-month Coverage Period if the employee worked an average of 120-hours per month during the corresponding three-month Contribution Period. If your employees do not work the required hours during the period April, 2020 through June 2020, they will not be eligible for coverage during the corresponding Coverage Period, which is November 2020 through January 2021. The Trustees of the BT Fund and the Union have agreed that you can, but are not required to, make contributions to the BT Fund during the COVID-19 Out-of-Work Period so that your employees can receive credit towards maintaining eligibility for their health coverage. **If you would like to make these contributions, you must sign the enclosed Addendum to the collective bargaining agreement and return it to me within 7 days of the date of this letter.** As noted in the Addendum, if you choose to make these contributions, you must contribute on behalf of every employee covered by the CBA who was employed on March 27, 2020. Contributions must be based on 40 hours per week at the Non-Prevailing Employee contribution rate schedule.

In addition, if you choose to sign the Addendum, you will also be required to make contributions to the Union's United Welfare Fund, which will provide some additional benefits to your employees who have been laid-off. Contributions to the United Welfare Fund must be at the rate of \$50 per month for each employee covered by the CBA who was laid-off on or after March 27, 2020, provided that such employee was not terminated for "just cause."

We look forward to hearing from you.

Pat Bellantoni

President.