

Covid Paid Leave Agreement
March 4, 2022


1. Effective immediately, the previous COVID-19 leave program (CVE/CVF time) will be eliminated. All bargaining unit employees (Employees) will be permitted to utilize up to 40 hours of paid sick leave, provided the employee has sufficient sick leave available, for the care of a family member(s) with COVID-19.
2. COVID-19 sick leave to care for family members (Item #1) will be considered excused and certified under the Sick Leave Control Agreement. The Company retains the right to request documentation for any sick leave under this Agreement.
3. Sick leave for an employee's own COVID-19 illness will be excused under the Sick Leave Control Agreement. Employees may seek to get the absence certified under the Sick Leave Control Agreement by submitting documentation (Form 4801).
4. The Company will reimburse employees for unpaid quarantine time occurring between September 29, 2021, through February 28, 2022 (or the effective date of this Agreement).
5. Vacation time utilized for quarantine absences will be handled as follows:
 - A. Vacation time taken for a COVID-19 absence (quarantine) between September 29—December 31, 2021, will be credited to their 2022 vacation banks to the extent the employee does not exceed the 40-hour vacation roll-over maximum [60 hours in Local 11].
Examples:
 - I. An employee used 12 hours of vacation in November 2021 for a quarantine absence and rolled over 30 hours of vacation to 2022, ten hours of vacation will be credited to their 2022 vacation.
 - II. An employee used 40 hours of vacation in October for a quarantine absence and did not roll any vacation over to 2022, 40 hours of vacation will be credited to their 2022 vacation.
 - III. An employee used 32 hours of vacation in December for a quarantine absence and rolled over 40 hours of vacation to 2022, no vacation adjustment will be made.
 - B. Vacation time taken in 2022 for quarantine absences will be changed to straight-time and their vacation banks adjusted.
6. Locals 2, 702, and 1439 South represented employees will be permitted to use their accumulated sick leave banks for quarantines to care for a family member with COVID-19.
7. This Agreement expires December 31, 2022 and is not subject to renewal or extension without a new agreement being entered into.
8. This Agreement is being entered into on a one-time, non-precedent setting basis and will not be used or referenced by either party to support any other matter.

AGREED:




LaDawn Ostmann
Director, Labor Relations

3-7-2022
Date



Keith Linderer
Business Manager
IUOE, Local 148

3-7-2022
Date



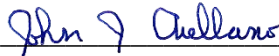
Jeremy Pour
Business Manager
IBEW, Local 1439

3-4-2022
Date



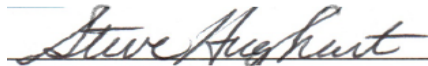
Kenny Peebles
Business Manager
IBEW, Local 2

3-4-2022
Date



John Arellano
Business Manager
IBEW, Local 1455

3-4-2022
Date



Steve Hughart
Business Manager
IBEW, Local 702

3-7-2022
Date



Todd Pritchett
Chief Steward
USGOA, Local 11

3-4-2022
Date