



LABOR BULLETIN

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Concerning L.U. 48 I.B.E.W.

September 30, 2021

**TO: MEMBERS OREGON-COLUMBIA CHAPTER, NECA AND
SIGNATORY CONTRACTORS, LOCAL UNION 48 IBEW**

RE: MOU on COVID-19 Vaccinations

Dear Contractors:

The Oregon-Columbia Chapter, NECA and IBEW Local 48 strongly encourage everyone in the industry to get vaccinated for COVID-19 in order to protect our highly skilled workforce, their families and the marketplace that we have worked so hard to attain.

Please find the enclosed MOU between Oregon-Columbia, NECA and IBEW Local 48 regarding owner mandated vaccination requirements and/or COVID testing. As you are most likely aware, some customers are requiring proof of vaccinations as jobsite requirements and the attached MOU addresses that topic.

In addition, you will find enclosed a Labor Relations Bulletin from NECA National regarding COVID-19 vaccinations and employer guidance.

Also, please be reminded that if you are placing a call into the Hiring Hall and there is a vaccination requirement, remember to list that information up front. If the employee shows up and is not vaccinated/does not have proof of vaccination, you may exercise your right to reject and return the employee to the Hiring Hall.

If you have any questions, please do not hesitate to reach out to me at the Chapter Office.

Sincerely,

Timothy J. Gauthier
Executive Manager

**Memorandum of Understanding
Between
IBEW Local 48
And
Oregon-Columbia Chapter, NECA**

The Oregon-Columbia Chapter, NECA (NECA) and IBEW Local 48 (Local 48) recognize that customers who chose to hire employers signatory to Local 48 can create and impose policies restricting access to their property. Additionally, general contractors choosing to hire employers signatory to Local 48 can create and impose policies restricting access to the jobsite on which they are the general contractor.

In light of an increase in customer and general contractor policies related to COVID-19 vaccination status, NECA and Local 48 agree to the following:

- If a customer imposes a policy requiring an employer to provide verification that employees working on the customer's property have received COVID-19 vaccinations, the employer must first obtain written consent from their employees to have this information shared. Employees who have provided proof of vaccination to their employer have not inherently given permission for their vaccination status to be shared with anyone beyond their employer.
- Employers must submit the customer policy requiring proof of vaccination status to Local 48 for verification prior to sharing any employee vaccination information with that customer.
- Employers placing a call through the Hiring Hall that requires compliance with a customer-imposed vaccination policy must provide the specific requirements of that customer policy in the call (proof of vaccination, test requirements in lieu of vaccination, etc.) and must provide a copy of the customer's policy to Dispatch at the time the call request is made.
- Local 48 anticipates that all customer policies will have medical and religious exemptions to vaccination requirements in line with the Americans with Disabilities Act and Title VII of the Civil Rights Act. In order to create consistency when addressing these exemptions, all signatory employers will utilize the exemption forms attached to this MOU.
- If employees consent in writing to having the fact that they are vaccinated shared with a customer, and Local 48 has verified the customer's policy, then the employer may share a list of the names of vaccinated individuals. The employer may not share actual vaccination cards or copies of vaccination cards with the customer.
- Only the appropriate Management personnel should have access to vaccination documentation, including the list of vaccinated individuals, and those same personnel are to transmit that information to the customer in a confidential manner.
- Employers will obtain agreement from customers that these lists will be kept confidential by the customer to the fullest extent possible.

- All of the requirements above apply when a general contractor has a policy requiring verification of vaccination status.

Employees who choose not to provide proof of vaccination status to their employer will face no retaliation for choosing not to do so. If such an employee is on a jobsite where a customer or general contractor has a verified proof of vaccination policy in place, then the employer will make every reasonable effort to relocate the employee to a jobsite without such a policy. If no other location is available, or the employee is unwilling to transfer to another jobsite, the employer will provide the employee with a clean reduction in force.

When an alternative to vaccination is available under the customer or general contractor vaccination policy (i.e. COVID-19 testing on a regular basis), employees will test on their personal time and those employees will be responsible for the cost of the test as well. Employees with approved medical or religious exemptions should be offered relocation to a job site without vaccination requirements. When relocation of employees with medical or religious exemptions is not available and testing is the only option, employer will compensate the employee for one hour and the cost of the test will be paid by health coverage.

Dated this 29th day of September 2021.

OREGON-COLUMBIA CHAPTER, NECA

By: 
Timothy J. Gauthier
Executive Manager

LOCAL UNION 48, IBEW

By: 
Garth Bachman
Business Manager

COVID-19 Vaccine Medical Exemption Request Form

Notice to individual requesting a medical exemption to the COVID-19 vaccination requirement:

If this exemption request is approved, you may be required per a customer or general contractor policy to take additional steps to protect yourself and others from contracting and spreading COVID-19, including but not limited to taking COVID-19 tests on a regular basis on your own time and at your own expense.

I am requesting an exception from the customer or general contractor COVID-19 vaccination requirement on the basis of a diagnosed physical or mental condition that limits my ability to receive the COVID-19 vaccination, as certified by my medical provider below.

Name of Individual Requesting Exemption:
Signature of Individual Requesting Exemption:
Employer:
Jobsite with Vaccination Requirement Policy in Place:

Statement from Medical Provider

Your patient, named above, has requested an exemption to the COVID-19 vaccination requirement due to a medical condition. Please check an option below and complete the related questions.

- The patient should not receive the COVID-19 vaccination due to a medical condition.

What is the medical condition that prevents the above-named individual from receiving the COVID-19 vaccination?

Is the medical condition permanent? Yes No

Is the medical condition temporary? Yes No

If yes, what is the expected duration?

Please describe how this medical condition impacts the individual's ability to receive the COVID-19 vaccination.

The patient may receive a certain type of COVID-19 vaccination. The patient may receive a vaccination manufactured by _____.

The patient may receive a COVID-19 vaccination.

I certify the above information to be true and accurate.

Printed Name of Medical Provider:	Date:
Signature of Medical Provider:	Work Address:
	Work Telephone Number:

Note to Employer: This document is to be kept **confidential**, and should not be shared with any customer, general contractor, other employer, or supervisor other than the designated individual(s) within Human Resources.

COVID-19 Vaccine Religious Exemption Request Form

Notice to individual requesting a medical exemption to the COVID-19 vaccination requirement:

If this exemption request is approved, you may be required per a customer or general contractor policy to take additional steps to protect yourself and others from contracting and spreading COVID-19, including but not limited to taking COVID-19 tests on a regular basis on your own time and at your own expense.

Name of Individual Requesting Exemption:
Signature of Individual Requesting Exemption:
Employer:
Jobsite with Vaccination Requirement Policy in Place:

Please check the boxes below as appropriate and complete related questions:

- Receiving the COVID-19 vaccination conflicts with my religious observances, practices or beliefs as described below.

Please describe your religious belief and how it affects your ability to receive a COVID-19 vaccination.

I certify the above information to be true and accurate and that I sincerely hold the religious beliefs described above. I understand that if I am found to have provided false information on this exemption request form, I may be subject to discipline, including but not limited to termination.

Signature:	Date:
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Note to Employer: This document is to be kept **confidential**, and should not be shared with any customer, general contractor, other employer, or supervisor other than the designated individual(s) within Human Resources.



August 17, 2021

Labor Relations Bulletin

FROM THE NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

Employer Guidance on COVID-19 Vaccinations

Kevin Tighe, Vice President, Labor Relations and Field Services
Ryan Courtney, Executive Director, Labor Relations

In March of 2020, our lives changed. A novel strain of coronavirus, COVID-19, rapidly spread around the world pushing us all into a global pandemic. We began using words like “social distancing” and “new normal.” Since then, we have experienced unthinkable death rates, social unrest, and global supply chain disruptions the effects of which we are still seeing today. Unfortunately, it was all anything but normal.

However, there is a light at the end of the tunnel. As the world begins to turn again, we are beginning to face new challenges. Across the country, we are seeing employers and our customers begin to discuss vaccinations against COVID-19. Some owners and general contractors have moved to making them a jobsite requirement. As our contractors face these challenges, NECA National encourages individuals to get vaccinated and will continue to have open dialogue with the IBEW at the national level. At this point, NECA National can offer the following guidance:

- **If an owner, general contractor, local law, or other site conditions or protocols mandate vaccination and inoculation (past the 14-day waiting period of last inoculation) for employees to perform work on the jobsite, the local parties will comply with this mandate in order to secure and perform the work.**
- **An employer may place vaccination as a requirement when requesting individuals from a local union through referral. NECA maintains its position of no requirement to bargain conditions of employment for applicants.**
- **NECA encourages our chapters to engage in collective bargaining over the requirement of vaccination against COVID-19 of current employees as a condition of employment.**

NECA and the IBEW leadership are working together on this ever-changing pandemic. We have navigated through this crisis and are confident we will remain on course to a brighter future for our industry.

Stay safe and healthy.

Kevin Tighe
Vice President
Labor Relations and Field Services