



Northern New Jersey Chapter, Inc.

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MEMORANDUM

June 2, 2020

To: All IBEW-signatory contractors operating in the jurisdictions of Locals 102, 164, 400 & 456.

From: Eric J. Sivertsen
Miriam R. Butler

Re: Update on the payment of fund assessments for employees out of work on FFCRA leave.

At the end of April we had alerted contractors regarding the payment of benefits, fund assessments and deducts (COPE, Working Dues, Personal Funds, etc.) on wages mandated to be paid to workers under the Family First Coronavirus Response Act (FFCRA or Act). As there was not a uniform policy for the funds in Locals 102, 164, 400 and 456, we attached a chart to provide guidance on how to handle payroll in each of these jurisdictions.

Due to the fact that the labor and management trustees for the Local 400 funds re-considered and amended their position on this matter, we have attached an updated chart reflecting this policy change. Please note that the fund trustees joined to exempt the payment of assessments on all of the funds with the exception of the Health and Welfare Fund (this is because the assessment is subject to reimbursement through federal tax credits). Additionally, please note that you must continue to deduct the Working Dues, COPE and Personal Fund from the workers' wages.

If you have already made payments to the Local 400 funds on FFCRA-mandated wages, you should take a credit on the next monthly assessment payments and notify I.E. Shaffer so that they are aware of the deduction. Again, this does not include payments to the Health and Welfare or TDB funds as they are still being collected.

As a reminder, we are asking contractors who pay their IBEW members wages through Families First Coronavirus Response Act (FFCRA) to notify the Chapter of every instance by completing the ***IBEW Members Out of Work under FFCRA*** survey through the link below:

[IBEW MEMBERS OUT OF WORK UNDER FFCRA SURVEY](#)

We are appreciative that the trustees in Local 400 were able to work together to address this situation. As with other matters dealing with the pandemic, there may be changes to the assessment policies for other jurisdictions and, if there are further amendments, we will provide notification to you. If you have any questions about this chart or about the FFCRA please do not hesitate to call me or Miriam Butler.

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PAYMENT OF FUND ASSESSMENTS ON FFCRA SICK/FAMILY LEAVE

The following chart has been updated as of June 2, 2020.

Assessment or Deduction	Local 102		Local 164		Local 400		Local 456	
	Pay	Recover?	Pay	Recover?	Pay	Recover?	Pay	Recover?
DEDUCTIONS								
Working Dues	NO		YES		YES		YES	
COPE	NO		YES		YES		YES	
State COPE	NO		YES		YES		YES	
Personal Fund	NO		YES		YES		YES	
TOTAL PACKAGE	Pay	Recover?	Pay	Recover?	Pay	Recover?	Pay	Recover?
Annuity	NO	NO	YES*	NO	NO	NO	YES	NO
JATC	NO	NO	YES*	NO	NO	NO	YES	NO
Pension	NO	NO	YES*	NO	NO	NO	YES	NO
Health & Welfare	YES	YES	YES	YES	YES	YES	YES	YES
Supp. H & W							YES	YES
SUB					NO	NO		
NEBF	NO	NO	NO	NO	NO	NO	NO	NO
Other Adders								
LMCC			YES*	NO	NO	NO		
NLMCC	NO	NO	NO	NO	NO	NO	NO	NO
NNJCAMF	NO	NO	NO	NO	NO	NO	NO	NO
TDB	YES	NO	YES	NO	YES	NO	YES	NO
NNJEIF	NO	NO	NO	NO	NO	NO	NO	NO

*- The Gross Labor Payroll (GLP) definition for the Local 164 Total Package and TDB exempts up to 10 days of wages paid in lieu of work for paid holidays, paid sick leave, paid vacation or paid bereavement. According to the GLP definition Paid Family Leave is **not** exempt.