March 13, 2020

**IBEW 332**

An outbreak of respiratory illness caused by a new coronavirus (COVID-19) has been classified as a pandemic and a National Emergency. Per the California Employment Development Department, "while investigations to learn more about the virus are ongoing, workers and employers should review their health and safety procedures to help prevent exposure to the virus." Please find below various updates and resources for IBEW 332 members.

**UNEMPLOYMENT AND WORKER BENEFITS**

In the face of the coronavirus, the Labor & Workforce Development Agency (LWDA) wants to keep workers, employers, co-workers, and families safe. What employees are entitled to may be confusing. We are trying to make it easier and spread awareness through this centralized source of info. Use the guidance below to determine what is best for you, your family, and your workplace. And check out their webpage for more details:

[https://www.labor.ca.gov/coronavirus2019/](https://www.labor.ca.gov/coronavirus2019/)

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**BENEFITS FOR WORKERS IMPACTED BY COVID-19**

<table>
<thead>
<tr>
<th>Program</th>
<th>Why</th>
<th>What</th>
<th>Benefits</th>
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<tbody>
<tr>
<td>Disability Insurance</td>
<td>If you’re unable to work due to medical quarantine or illness related to COVID-19 (certified by a medical professional)</td>
<td>Short-term benefit payments to eligible workers who have a full or partial loss of wages due to a non-work-related illness, injury, or pregnancy.</td>
<td>Approximately 60-70 percent of wages (depending on income); ranges from $50-$1,300 a week for up to 52 weeks.</td>
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<tr>
<td>Paid Family Leave</td>
<td>If you’re unable to work because you are caring for an ill or quarantined family member with COVID-19 (certified by a medical professional)</td>
<td>Up to six weeks of benefit payments to eligible workers who have a full or partial loss of wages because they need time off to care for a seriously ill family member.</td>
<td>Approximately 60-70 percent of wages (depending on income); ranges from $50-$1,300 a week for up to 6 weeks.</td>
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<tr>
<td>Unemployment Insurance</td>
<td>If you have lost your job or have had your hours reduced for reasons related to COVID-19</td>
<td>Partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own.</td>
<td>Range from $40-$435 per week for up to 26 weeks.</td>
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<td>Paid Sick Leave</td>
<td>If you or a family member are sick or for preventative care when civil authorities recommend quarantine</td>
<td>The leave you have accumulated or your employer has provided to you under the Paid Sick Leave law.</td>
<td>Paid to you at your regular rate of pay or an average based on the past 90 days.</td>
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<tr>
<td>Workers’ Compensation</td>
<td>If you are unable to do your usual job because you were exposed to or contracted COVID-19 during the regular course of your work, you may be eligible for workers’ compensation benefits.</td>
<td>Benefits include temporary disability (TD) payments, which begin when your doctor says you can’t do your usual work for more than three days or you are hospitalized overnight. You may be entitled to TD for up to 104 weeks. TD stops when either you return to work, your doctor releases you for work, or your doctor says your illness has improved as much as it’s going to.</td>
<td>TD generally pays two-thirds of the gross wages you lose while you are recovering from a work-related illness or injury, up to maximum weekly amount set by law. In addition, eligible employees are entitled to medical treatment and additional payments if a doctor determines you suffered a permanent disability because of the illness.</td>
</tr>
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*SANTA CLARA COUNTY IBEW LOCAL 332*
Additionally, California has waived the 1 week waiting period for those unemployed or disabled because of COVID-19. If a medical professional says you’re unable to work, if your hours have been reduced, or your employer has shut down -- you can file a claim. See the EDD website for more details:

[https://edd.ca.gov/about_edd/coronavirus-2019.htm](https://edd.ca.gov/about_edd/coronavirus-2019.htm)

**IBEW 332**

Out of an abundance of caution, we have decided to postpone some events due to the developing situation with COVID-19. In the meantime, please practice all recommended precautions—wash your hands regularly, avoid unnecessary group activities, and stay healthy and safe. Protect yourselves and each other.

**OFFICE HOURS**

Our offices are still open during regular business hours. To help prevent the spread of the virus, we encourage you to please take effort to conduct business with us online or by telephone. Rotations and dispatch will continue as regular.

**IBEW 332 GROUP MEETINGS AND EVENTS**

The next monthly meeting on April 7th is scheduled; however, it may be postponed should Covid-19 continue to disrupt our regular schedule. We will postpone all IBEW 332 group meetings and events held at IBEW 332 until at least April 6th – this includes events hosted by Building Unity Group (B.U.G.), the Retirees Club, PAC, EWMC, and RENEW until at least April 6th.

**PARTNER PUBLIC MEETINGS AT IBEW 332 MEETING HALL**
Postpone any partner public meetings scheduled to be held at IBEW 332 Meeting Hall until at least April 6th. This would include the Health Fair/ Education Workshop, Blood Drive, and Family Movie Night.

SANTA CLARA COUNTY ELECTRICAL JATC

The EJATC Board of Trustees have been closely monitoring the evolving situation of COVID-19. For continued preparedness, the Board of Trustees have made the following decision effective March 13th, 2020:

APPRENTICESHIP CLASSES

*  Day classes will continue, but will be held only in the large rooms to utilize “Social Spacing” with students placed one to a table, or at every other seat in order to maintain distances. All apprentices are required to continually wipe down desks and seats throughout the school day.

*  Evening classes will be suspended until further notice. All evening apprentices are to continue their coursework remotely from home. An online delivery system is being chosen at this time; however, your instructors currently will send coursework via email. Intermittent in person testing days will be chosen and communicated to the students. These days will be compliant with the Santa Clara County parameters on group meetings.

DISPATCH AND ROTATIONS

Dispatch and rotations will continue while the union hall continues to remain open.

JOURNEYMAN UPGRADE COURSES

Journeyman upgrade coursework is suspended until further notice.
Our offices will remain open indefinitely. **EJATC** staff are available by phone and email. The health authorities tell us that to prevent the spread of the Coronavirus, we must:

**Wash hands frequently.**

**Heighten cleaning practices.**

**Avoid contact with sick people.**

**Stay away from work when ill.**

**Do not travel to areas with high infection rates.**

All of our actions are focused on these areas. In addition, gatherings, including classrooms, should be avoided if possible.

We will continue to monitor Health Services and continue to adjust solutions and actions as we learn more. If you have any questions, be sure to contact **EJATC**: (408) 453-1022.