

## Memorandum of Understanding By and Between IBEW Local Union 8

Whereas the National Electrical Contractors Association, Ohio/Michigan Chapter and IBEW Local 8 both recognize the need to address the current coronavirus COVID19 pandemic and its impact on both the employees and the contractors. The parties now agree to the following terms and conditions for implementation effective March 16, 2020:

Employees in the Commercial Inside agreement, Voice Data Video Agreement, Residential Agreement and working on NORA work in the IBEW Local 8 jurisdiction are required to stay current with the NWO GLCA Substance Abuse Policy. Given the current COVID-19 pandemic both parties have agreed to modify what we will consider as current in the program as follows:

1. Random testing will be suspended through the month of July.
2. Anyone coming due for their annual test on or after March 16 may delay taking their annual test until August 1, 2020.
3. Post-accident and reasonable suspicion testing will still be active per the policy.
4. New hires from the Local 8 hall will not need to be current at the time of referral but would have to become current by August 1, 2020. Should a member be non-current due to a violation in the policy they will not be referred. Applicants to the apprenticeship will continue to be required to test and become current before being accepted into the apprenticeship programs.
5. The Customer may have more stringent requirements and we will have to accommodate their requirements on the project.

This Memorandum of Understanding may be modified as this pandemic continues to change. It shall be in effect until it is mutually agreeable to modify or until August 1, 2020.

In Witness hereof, the parties have executed this Agreement to be effective on March 16, 2020.

For the Employer  
Ohio/Michigan Chapter, NECA

For the Union  
I.B.E.W. Local Union #8

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Todd T. Michaelsen, Chapter Manager

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Roy B. Grosswiler, Business Manager