April 3, 2020

To all Local Union 6 members,

We are approaching the end of the third week of the Mayor’s Shelter-in Place Order, which has been extended to May 3rd. The intent of the Order was to limit, as far as possible, the contact between the citizens of San Francisco and the surrounding areas. It appears to be helping slow the spread of the virus, and that is encouraging, but we still have a way to go before we are out of the woods.

Unfortunately, with the near complete shutdown of the San Francisco economy, including the Hotel/Travel/Convention industry which generates about 60% of the City’s revenue, and the astronomical cost associated with fighting the Coronavirus, the City is absolutely hemorrhaging money at this time. Some of the costs associated with fighting the virus will hopefully be recouped through Federal grants, but the dollars going out are not being replaced in anywhere enough speed. This information may be of higher concern to our Public Sector members, and we have provided a more focused update for them on our website.

Over the last two weeks, the Local Union has worked with others in the construction industry to establish Construction Field Safety Guidelines for construction sites that will allow our members who want to work to do so safely while keeping projects open. The working group put together an extensive list of best practices that have been adopted by the FSFPUC for Public Works contracts. These guidelines were adopted by the Department of Public Health for Construction sites late Thursday evening with an implementation date of April 4. The Local Union, the responsible players in construction industry, and the City are all taking your health seriously. These jobsite guidelines will be updated as is necessary.

Also over the last two weeks, we were concerned with a variety of new developments coming out of the private sector such as temperature screening and Coronavirus self-evaluations. We were directing our members not to submit to any such screenings, not because we don’t care about your health or jobsite spread of the virus, but because we were concerned about your rights under the contract. We
have negotiated the attached MOU that is to last the length of time we are under the Shelter-in-Place Order. It provides for limited screening but also makes sure that your rights are clear to you the member.

In my update post of March 28th, I informed you of the decision to cancel the April General Membership meeting and the move to an all-mail ballot for the upcoming election. Those notices are in the mail now. I also noted that we are working to address issues such as Healthcare and access to 401(k) withdrawals during this crisis. We are working on the healthcare coverage for members who might get dropped due to the jobsite closures and hope to have a clear answer before the end of next week.

The Pension Trust is waiting to see written guidance from the IRS on the 401(k) withdrawals and that should by next week. Any updates will be made as soon as possible.

We received calls requesting that we make Quarterly Basic Union Dues payable on-line, and you can now pay your quarterly dues via a secure website managed by the vendor who makes the membership management software for our International union. Currently any card with a Visa, MasterCard, or Discover logo will work. We have also been asked about PayPal, but we are not set up for that at this time. Possibly in the near future. Look for the link in the right column on the Local 6 website or go to https://ibew6.workingsystems.com/.

As we continue through this crisis, I ask that you remember that your fellow co-workers are also going through the same crisis. They too have worries related to this outbreak. They too have loved ones at home that want to see them come home safely. Try to be civil with one another, which is admittedly hard in times like this. We will get through this, but we’re going to have to do it together.

Fraternally,

John J. Doherty
Business Manager – Financial Secretary
April 2, 2020

To: All Signatory Employers, and
All Employees working under the I.B.E.W Local 6 and SFCECA Agreements
(Inside, Sound and Communications, Residential, and Material Handler)

From: John J. Doherty, Business Manager, I.B.E.W., Local 6, and
Thomas A. Coleman, Executive Manager, SFCECA, Inc.

We are faced with many challenges on the jobsite these days. The Industry has been pressing for clearly defined standards as it relates to jobsite sanitation and safety during the Shelter-in-Place Order. An issue that has become a “hot button” concern is the health assessment of the workforce entering the jobsite.

In the City & County of San Francisco, any assessment that could disqualify a member from a day’s work is an issue that is solely to be negotiated by I.B.E.W. Local 6, and the SFCECA in bargaining. What we have experienced is an unexpected request form General Contractors, Customers, and Project Owners asking that our workforce perform self-evaluations prior to entering a jobsite.

As has been noted by medical professionals, Covid-19 screenings have proven vital to slowing the spread of the Coronavirus. The intent of the screenings should be clear. We as industry partners are working here to protect the health and safety of both Employees and Employers. To that end we seek to establish an orderly system that detects any possible COVID-19 infections to ensure the safety and well-being of our Industry by slowing and/or stopping the spread of the virus.

While both of those goals should be lauded, if the outcome of the screenings is not handled in a deliberate manner, we could ultimately see members of the workforce attempt to evade detection. Any such evasion would not serve our industry’s interest.

Therefore, I.B.E.W. Local 6 and the San Francisco Electrical Contractors Association, Inc. have agreed to a screening process for our workforce during this crisis, and have established a Memorandum of Understanding to provide a framework within which our Signatory Contractors can avail themselves of a screening process that should satisfy the requirements of their General Contractor and Project Owners. In addition, it provides clarity for the workforce on what course of action will be taken if they were to show signs of possible exposure to the Coronavirus.

This Memorandum was negotiated in good faith with the intent of protecting the personal and professional interests of the bargaining parties. This agreement shall remain in effect until May 3, 2020, which has been established as the effective date of the San Francisco Shelter in Place Order. However, as we’ve seen, this Order may be extended, contracted, or rescinded, and if so the parties will adjust accordingly.

During these difficult times, when tensions are heightened such as they are, we urge all involved to remain respectful and considerate at all times. It is important that we do so, if not for the end-users who contract for our services, then for the safety and well-being of our fellow Industry members.

We are all in this together, and together we will make it through these trying times.
COVID-19 Screening Memorandum of Understanding Between
The International Brotherhood of Electrical Workers, Local 6, and
The San Francisco Electrical Contractors Association, Inc.

The parties urge all Employees who have an elevated temperature and/or are experiencing flu-like symptoms to stay home from work, seek Medical attention as necessary, and contact their Employer. Due to safety concerns surrounding the novel coronavirus and the resulting COVID-19 pandemic, IBEW Local 6 and the SFECA agree that Employers may pre-screen Employees for COVID-19, pursuant to the following terms:

1. IBEW Local 6 and the SFECA agree that Employers may screen Employees for COVID-19. Screening shall consist of on-site temperature checks with a handheld temperature "gun," and/or authorized checklist Questions. Screening shall take place at the beginning of an employee’s shift.

2. If a screened employee has a temperature of 100.4 Fahrenheit or greater, the employee shall be sent home, and is subject to the provisions of paragraphs 5-8.

3. The parties urge all Employees to ask themselves the questions listed in section 4 below, prior to leaving their homes for work. If they can answer yes to any of the questions, they are to remain home, seek Medical attention as necessary, and contact the Employer. The following authorized checklist questions may be given by an Employer during screening:
   a. Are you experiencing any flu-like symptoms such as fever, cough, loss of appetite, loss of taste or smell, or shortness of breath?
   b. Have you been in close contact with anyone who is experiencing flu-like symptoms or that has been diagnosed with COVID-19?
   c. Have you travelled internationally within the last 14 days?
   d. Are you currently in close contact with anyone who is experiencing flu-like symptoms?

4. If a screened employee answers “yes” to items a-d of the questions in paragraph 3, that employee shall be sent home, and will be subject to the provisions of paragraphs 5-8.

5. A screened employee who has been sent home will isolate at home in accordance with CDC guidelines. The present home isolation guidelines can be found at: https://www.cdc.gov/coronavirus/2019-ncov/hcp/disposition-in-home-patients.html The parties agree that should the CDC home isolation guidelines change, any home isolation shall be governed by the most recent guidelines.
6. Return from home isolation, if the employee has not been tested for COVID-19, shall be governed by the CDC guidelines. Currently: The employee has had no fever for at least 72 hours (that is three full days of no fever without the use medicine that reduces fevers) AND other symptoms have improved (for example, when cough or shortness of breath have improved) AND at least 7 days have passed since symptoms first appeared.

7. If the employee has tested positive for COVID-19, return from home isolation shall be governed by the CDC guidelines. Currently: The employee no longer has a fever (without the use of medicine that reduces fevers) AND other symptoms have improved (for example, when cough or shortness of breath have improved) AND the employee has received two negative tests in a row, 24 hours apart.

8. If an Employee is sent home as a result of the screening, he or she shall be compensated in keeping with the terms of the agreement, and any applicable laws.

9. An individual who isolates at home may be eligible to receive up to 80 hours of paid sick leave, as described in the Families First Coronavirus Relief Act. Covered Employers (those that employ fewer than 500 Employees) who provide paid sick leave may receive payroll tax credit for that sick leave, provided they are eligible under the Act. If a covered individual's home isolation exceeds 80 hours, Employees may file for unemployment with the State of California, due to reduction of hours, and employers will not contest such requests for unemployment.

10. Once an affected individual is no longer required to be isolated, he or she may return to the jobsite, under the initial dispatch, provided that a position remains available.

11. Employers shall observe social distancing at job sites when possible, including separating employees by at least six feet while they wait to be screened.

12. All Employees on the jobsite agree to abide by the project COVID-19 procedures and will escalate as appropriate to supervision of any non-compliance.

This Memorandum shall remain in effect until May 3, 2020, which has been established as the effective date of the San Francisco Shelter in Place Order. However, as this Order may be extended, contracted, or rescinded and the parties will adapt this MOU as is deemed necessary.

[Signature]
IBEW Local Union 6

[Signature]
Thomas A Coleman
SFECI, Inc.
DIRECTIVE OF THE HEALTH OFFICER OF
THE CITY AND COUNTY OF SAN FRANCISCO
(GUIDANCE FOR CONSTRUCTION-RELATED ESSENTIAL BUSINESSES)

Under Section 5 of Order No. C19-07b of the Health Officer issued March 31, 2020 (the “Order”), the Health Officer of the City and County of San Francisco issues this industry-specific guidance related to Essential Businesses that are permitted to perform construction as Essential Businesses under subsection 13.f.(v) of the Order:

All on-site managers, contractors, or supervisors of Essential Businesses performing Construction as those terms are defined in the Order must, by 11:59 p.m. on April 4, 2020, create, adopt, and implement a written plan conforming with the recommendations of the “San Francisco Construction Industry Consensus - Best Practices COVID-19 / Construction Field Safety Guidelines” issued by City Administrator Naomi M. Kelly on April 1, 2020 (the “Guidelines”). A copy of the Guidelines is attached to this Directive as Exhibit A. For clarity, this Directive requires each construction-related Essential Business to create or update a Site-Specific Health and Safety Plan and to draft and implement a Code of Safe Practices that include implementation of each measure listed in the Guidelines, which are made mandatory by this directive.

Implementation of this Directive augments – but does not limit – an Essential Business’s obligations under the Order including, but not limited to, an Essential Business’s obligation to prepare, post, and implement a Social Distancing Protocol under paragraphs 5 and 13(h) of the Order.

This industry-specific guidance must be followed for the duration of the Order, including as it is extended, superseded, or amended in writing by the Health Officer. This directive and the attached guidance may also be revised as conditions require while the Order is in effect.

This Directive is issued in furtherance of the intent of the Order. Where a conflict exists between this Directive and any state, local, or federal public health order related to the COVID-19 pandemic, the most restrictive provision controls. Failure to carry out this Directive is a violation of the Order, constitutes an imminent threat and menace to public health, constitutes a public nuisance, and is punishable by fine, imprisonment, or both.

Tomás J. Aragón, MD, DrPH,
Health Officer of the
City and County of San Francisco

Date: April 2, 2020
MEMORANDUM

TO: Public Works Construction Departments
    Port of San Francisco
    Public Works
    Recreation and Park Department
    San Francisco International Airport
    San Francisco Municipal Transportation Agency
    San Francisco Public Utilities Commission

FROM: City Administrator Naomi M. Kelly

RE: San Francisco Construction Industry Consensus – Best Practices
    COVID-19 Construction Field Safety Guidelines

CC: Permitting Departments and Agencies

DATE: April 1, 2020

These field guidelines have been developed collaboratively by construction industry professional organizations, contractors, and workers’ representatives in response to the need for work on construction projects to continue as safely as possible while various COVID-19 self-isolation orders are in place within the state of California. California and City and County of San Francisco (CCSF) stay-at-home orders to address the COVID-19 pandemic provide for certain work on public works projects to continue to permit the provision of essential services to the public.

These guidelines are not all encompassing and may need to be tailored for individual construction sites, particularly smaller sites using their own workforce. But they provide an industry consensus on best practices to provide safe work sites in light of the challenges posed by COVID-19. These guidelines may be updated as more information becomes available regarding COVID-19 and potential exposure pathways.

The CCSF has convened this collaborative industry effort and will distribute updates to these guidelines and other information as it becomes available. Implementation of these guidelines is within each contractor’s means and methods and not a direction from CCSF related to any specific project.

Exhibit A to April 2, 2020 Directive re Order No. C19-07b
Constructors should prepare a new or updated Site-Specific Health and Safety Plan to address Covid-19-related issue and are strongly urged to adopt and implement the following measures as industry best practices under that safety plan. Also, contractors should review the latest OSHA COVID-19 Workplace Safety Guidance document as a resource in preparation of their Site-Specific Health and Safety Plan.

1. Submit a new or updated Site-Specific Health and Safety Plan to address Covid-19-related issues to the appropriate CCSF Representative.
2. Establish an assembly point for staff, before the start of work each day, that complies with the recommended social distancing parameters.
3. Establish a daily screening protocol for arriving staff, to ensure that potentially infected staff do not enter the work site. If workers leave and re-enter the work site during the shift, re-screen individuals prior to re-entry into the work site.
4. Provide a daily tailgate session reviewing site protocols to mitigate potential spread of the virus. As information is changing continuously regarding COVID-19, these tailgates should occur daily and contractors should document attendance and require worker signatures.
5. Designate a Site Safety Rep (SSR) to monitor and implement all recommended safety practices regarding the COVID-19 virus with all contractor staff members. Labor supervisors must have the authority, through consultation with the SSR, to halt all activities that do not adhere to the COVID-19 safety practices. The SSR should have training commensurate with this hazard and all required industrial hygiene practices that may be required on the job site. This person will be responsible to maintain supplies of disinfectants and make sure that workers follow decontamination, hand washing, distancing, and PPE rules.
6. Establish the level of PPE required for each specific task. This is especially important for tasks that may require staff to work inside of the recommended social distancing zone. Employ a task specific Job Hazard Analysis (JHA).
7. For work sites where multi-employers share the same work space, inform all employers about each site-specific COVID-19 Construction Field Safety Guideline. Where one contractor enters the space of another contractor, the most stringent guidelines will be followed.
8. Clean and sanitize trailers, toilets and other enclosed spaces. Establish deep cleaning schedules on job sites to address exposed surfaces.
9. Social distancing or appropriate PPE must be maintained in elevators and lifts. Establish a regular cleaning and disinfection schedule for elevators and lifts.
10. Establish a cleaning and decontamination protocol prior to entry and exit of the job site. Establish a similar cleaning protocol within the job site area.
11. Establish cleaning and/or hand washing stations within the work areas. They should be of sufficient quantity to allow staff to remain within the work areas without exiting into break areas. It is critical to adequately maintain these stations continuously.

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1 [https://www.osha.gov/Publications/OSHA3990.pdf](https://www.osha.gov/Publications/OSHA3990.pdf)
12. Establish adequate time in the work day to allow for proper cleaning and decontamination including prior to leaving the job site for the day.

Also, as part of the Site-Specific Health and Safety Plan contractors should draft and implement a Code of Safe Practices that will at a minimum require staff/labor to follow the following guidelines during the course of their work:

1. If you feel sick, and/or have been exposed to anyone who is sick, stay at home. You may be required to provide test result showing a negative result (not infected) before being allowed to return to work. This is critical to preventing spread of the virus.
2. Wash hands frequently for at least 20 seconds with soap and water. Avoid touching your face with un-sanitized hands. Avoid touching common surfaces with bare hands.
3. Constantly observe your work distances in relation to other staff. Maintain the recommended 6 feet at all times when not wearing the necessary PPE for working in close proximity to another person. Do not shake hands or make other direct contact with other staff. Do not carpool with other staff unless they are family members living within your household.
4. Do not share phones. Use of microwaves, water coolers and other similar group equipment for breaks are suspended until further notice.
5. Clean personal tools prior to use, as well as group tools.
6. If your task requires working in close proximity to another person, review the required JHA to ensure you are equipped with the proper PPE and are trained in and understand the directions for use. Do not start any task until you have been properly equipped and trained on procedures.
7. Ensure you clean and maintain your personal PPE and do not loan any item out to other staff.
8. Disposable PPE, paper towels, and similar waste must be deposited in non-touch waste bins.
9. Do not cough or sneeze into your hand; rather, direct coughs and sneezes into the crook of your arm at your elbow; follow established CDC guidelines.
10. Workers should change work clothes and shoes prior to arriving at home. All clothing should not be shook out. Launder work clothes separate from other laundry.