

MEMORANDUM OF AGREEMENT

BETWEEN:

**IBEW CONSTRUCTION COUNCIL OF ONTARIO and INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS**

(the "Union")

- and -

**THE ELECTRICAL TRADE BARGAINING AGENCY OF THE ELECTRICAL CONTRACTORS
ASSOCIATION OF ONTARIO**

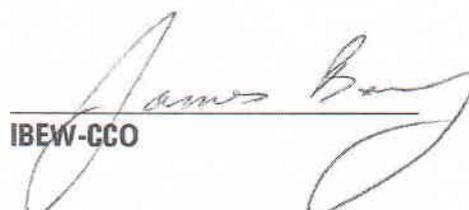
("ECAO")

Having regard to the current COVID-19 emergency in the Province of Ontario and in order to better protect IBEW members by facilitating physical distancing at the workplace, the parties agree to the temporary measure described in this Memorandum.

1. This Memorandum does not apply in the jurisdiction of IBEW Local 353.
2. Despite the provisions concerning premium pay for shifts in Section 808 in the Provincial Section of the Principal Agreement, Section 805 of the Provincial Line Work Agreement, Section 704 of the Communications Agreement, and in the Local Appendices, an employer wishing to establish a new shift on a job on or after March 27, 2020 in order to facilitate physical distancing as a result of COVID-19, may apply to the Business Manager, with advance notice, to waive any shift premium that would otherwise apply. The Business Manager may grant the waiver, unless the Business Manager has cause for declining to do so.
3. This Agreement will terminate 7 days after written notice is given by the Union to the ECAO.



ECAO


IBEW-CCO



IBEW

DATED: April 16, 2020