

LABOR INFORMATION BULLETIN NO. 24-01

Telecom

January 11, 2024

TO: CONTRACTORS WORKING UNDER THE JURISDICTION OF THE TELEPHONE & COMMUNICATIONS WORKERS AGREEMENT BETWEEN NORTHWEST LINE CONSTRUCTORS CHAPTER, N.E.C.A. AND LOCAL 89, I.B.E.W. AND LOCAL 659, I.B.E.W.

FROM: NORTHWEST LINE CONSTRUCTORS CHAPTER, NECA

RE: Change in STD/LTD Deduction Rate

ATTN: Management and Payroll

IMMEDIATE ATTENTION

Effective February 1, 2024 the Short Term Disability and Long Term Disability (STD/LTD) will drop from thirty (.30) cents to twenty-one (.21) cents per hour for each classification. The insurer has lowered the premium rate.

This is not an elective option to the bargaining unit member/employee. Twenty-one (.21) cents per hour is to be deducted from their payroll check post-tax and is to be sent to the NW Line Benefit Fund as you do all other payments of benefits through the ePR system. This is not an employer contribution; this is a post-tax employee payroll deduction.

You must have your payroll system set up for an effective date of February 1, 2024 to begin calculating this new rate of payroll deduction. February 2024 hour's report and payment are due by March 15th as all other funds are due.

With the rate change to STD/LTD being effective 2-1-24, this will create a circumstance where you may have January work hours paid in February or February work hours paid in January, depending on your payroll cutoff dates for those months. It is extremely important that the hours are reported to the correct month in order to calculate accurate deductions based on appropriate hours worked in each month. To achieve this in ePR, we will be creating two separate STD/LTD only reports: one for January work hours and one for

February work hours. You will need to file both of these reports for both work months 1/2024 and 2/2024, along with the regular reports that you file each month. If there are no split month hours, simply file a Zero Hour report for the appropriate STD/LTD report.

NOTE: We will turn OFF the STD/LTD benefit calculation in the main agreements for January and February work months, which is why you must file these special STD/LTD reports.

We will turn back on the STD/LTD calculation in the main agreements beginning with the March report (work month 3/2024). You will then report as you normally do.

If you have any questions, please contact your ePR Representative Dawn-Marie Gordon at 503-255-4824.