



NOTICE

FROM: Iron Workers District Council of Southern Ohio and Vicinity Benefit Trust, Pension Trust, and Annuity Trust
TO: All Contributing Employers
RE: Benefit Contribution Obligations Under the Families First Coronavirus Response Act
DATE: April 22, 2020

Dear Employer:

The Iron Workers District Council of Southern Ohio and Vicinity Benefit Trust, Pension Trust, and Annuity Trust (“Iron Workers Trust Funds”) would like to provide you with information that you will need to comply with the Families First Coronavirus Response Act (“FFCRA”). Beginning April 1, 2020, and extending through December 31, 2020, employees of private sector employers with fewer than 500 employees, and certain public sector employees, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons. Specifically, if unable to work because the employee: 1) is subject to a Federal, State, or local quarantine or isolation order related to COVID-19; 2) has been advised by a health care provider to self-quarantine related to COVID-19; 3) is experiencing COVID-19 symptoms and is seeking a medical diagnosis; 4) is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); 5) is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or 6) is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services, the employee is entitled to paid leave. Additionally, an employee who has been employed for at least 30 days prior to the leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5.

Employees will receive: 1) 100% of their regular rate of pay for qualifying reasons #1 through 3 above, up to \$511 daily and \$5,110 total; 2) 2/3 of their regular rate of pay for qualifying reasons #4 through 6 above, up to \$200 daily and \$2,000 total; and 3) and up to 12 weeks of paid sick leave and expanded family and medical leave paid at 2/3 of their regular rate of pay for qualifying reason #5 above, for up to \$200 daily and \$12,000 total.

When a signatory employer has granted leave under the FFCRA, in addition to its monthly contribution report, it must also submit: 1) a separate “FFCRA Contribution Report” identifying all hours paid to the Benefit Trust for FFCRA-qualifying leave employees have received; and 2) declarations for each employee taking such leave, signed by employer and employee, certifying that the leave was for an FFCRA-qualifying reason. During such leave, the employer is only required to pay Benefit Fund contributions. However, if the employer does not submit the FFCRA Contribution Report and/or accompanying declarations, it will be charged for contributions owed to the Pension, Benefit, and Annuity Trust for all paid hours the employee received under the FFCRA, along with late charge assessments, and none of the hours will be posted until the required documents are remitted. The combined declaration form is enclosed with this notice. If you have any further questions, please contact the Fund Office.