

Initial Eligibility

Members working prior to 5/1/06 were granted initial eligibility and received 12 to 24 credits.

Journeymen beginning employment after 5/1/06 must establish initial eligibility by earning a minimum 12 credits (does not apply to apprentices).

Once you establish initial eligibility you will remain eligible unless you retire or have a break-in-service.

A break-in-service occurs when you do not accrue a new credit for 24 consecutive months. All credits are forfeited at that time, **except** when the break is the result of:

- Service in the US Armed Forces
- Unemployment due to accident, disease, injury, or illness
- Employment outside the geographic area by an employer subject to IBEW-NECA national reciprocity agreement

Eligibility

To be eligible for ERP benefits, you must be:

- Involuntarily terminated for reasons other than for cause, and
- Not working in another jurisdiction, and
- Be on the Local 8 available-to-work list at least one day during the week for which you are applying, and
- Be receiving state unemployment benefits or show conclusive evidence of eligibility
- Established initial eligibility and have a positive credit balance

Special Circumstances

If you have been referred to an employer that requires a "waiting" period before starting work (also referred to as a "delayed start"), you are still eligible for the ERP benefit during that "waiting" period.

Credits

Credits are earned monthly based on hours worked per monthly reporting period:

- More than 1 hour but less than 24 hours worked per monthly reporting period = 1 credit earned
- 24 hours or more worked per monthly reporting period = 2 credits earned

Weeks of benefit are paid in exchange for credits earned. One credit equals one week of benefit available. Each member has an account to track credits and can accrue a maximum of 52 credits in their account.

You can also accrue credits by us receiving reciprocity payments while working outside of Local 8's jurisdiction. The "health and welfare" dollars are prioritized in this manner:

1. Paying for Health Insurance
2. Satisfying the VEBA/SFBF
3. Earning credits for the ERP

If we receive payment sufficient to satisfy #1 and #2, contributions are converted to credits.

Here is the calculation:

Take the dollar amount per hour above H&W and VEBA then multiply number of reciprocity hours. Divide that by \$1.00 per hour ERP contribution. This amount equals hours worked for the credit formula.

This brochure is intended to be a summary of the benefits available under this plan. While all efforts are made to keep this brochure up to date, in the event of a discrepancy, the Plan Document, available for review at the Fund Office, will govern.

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EFFECTIVE: MAY 1, 2006



EMPLOYEE RETENTION PROGRAM (ERP)

Revised: June 2024



Application for Benefits

When you sign the book, you should return a completed application to the benefits office as long as you have not been employed more than one day in a benefit week. The ERP application is available online or at the benefits office. Receipt of a completed application sets the calculation of benefits into motion.

You must complete a new application EACH WEEK you are laid off, in order to continue receiving ERP benefits.

Plan Design

Benefits are paid on a weekly basis at an amount equal to 18% of the base wage* at 40 hours per week. Once you run out of credits, you are ineligible to receive the benefit until you have obtained at least 1 credit.

***The “base wage” is the JIW rate, or the applicable percentage based on apprentice classification.**

Please Keep in Mind

The benefit week is Monday thru Sunday and applications are due prior to 8:00 AM (local time) on Tuesday for the preceding week.

- We **do not** accept applications on Tuesday unless the Funds office is closed on Monday. This allows for members to still submit for the **preceding benefit week only**.
- We do not HOLD applications until you are eligible.
- If you are employed for only 1 day in a benefit week, you can still collect benefits for that week
- Benefits are taxable income for which tax reporting documents will be provided
- All ERP Benefit Payments are by Direct Deposit. No paper checks will be issued.
- Tax Levy or child support orders will affect your benefit amount.
- Even if you are unemployed for only one week, you still must submit a weekly claim to be considered for benefits.

Ineligibility

You are ineligible for benefits if you:

- Quit or are terminated for cause
- Working outside Local 8's jurisdiction within the electrical industry
- Working for an employer who is not signatory to the Collective Bargaining Agreement
- Have retired or received a termination-of-employment distribution from the pension plan
- Have received disability benefits
- Are on a scheduled vacation or are on medical/disability leave

Note: Class 26 / 27 employees, Residential employees, Retirees and Dependents are NOT eligible for ERP benefits.

Rolling the Book

If you rolled the book, you are not eligible for ERP benefits unless you were working out of the Local 8 jurisdiction for an employer who is subject to reciprocity.

To be eligible for benefits after having rolled the Local 8 book (but before you accept a new referral) you must meet the following 3 requirements:

1. You were employed out of the jurisdiction when you rolled the Local 8 book
2. You can provide proof (such as pay stubs) that you were employed by a qualifying employer out of the jurisdiction when you rolled, and
3. You are currently on the Local 8 available-to-work book.

If you were not employed out of Local 8's jurisdiction when you rolled, you are not eligible for ERP benefits. You will not be eligible until you accept a work referral from Local 8 and then have a clean lay off.

Frequently Asked Questions

How do I get an ERP Benefit?

- Have fulfilled the current eligibility requirements
- Not be on a scheduled vacation or on medical/disability leave
- Have returned a completed application to the Funds Office by the appropriate deadline.

How can I submit an application?

Applications are available at the Funds Office or on our website. Submit by mail, online, fax or drop off at the Funds office.

When can I submit an application?

We accept applications from Wednesday of the week you are unemployed until 8:00 AM (local time) of the following Tuesday. Please keep in mind, we do not “hold” applications until you are eligible.

Is there a waiting period before I can receive the ERP Benefit?

No. Effective May 27, 2024, serving a waiting period is no longer required.

What does it mean when the ERP benefit is suspended for a week?

In any week that the referral office fills calls from Book 2, the ERP is suspended for that week. No one is eligible for payments unless the member is on Book 2 or an apprentice.

What if no calls are filled from Book 1 and Book 2?

In any week that the referral office cannot fill calls from either book 1 or book 2, then ERP is suspended for that week for ALL members on Book 2 as well as journeyman on Book 1.

