

EXPLANATION OF NABTU-RCC REDUCTION IN FORCE MOU

1. Some employees on site have tested positive for coronavirus and others are in quarantine.
2. Management has therefore decided to implement a reduction in force to allow for better social distancing and increased efforts to control the environment on site.
3. Instead of mandating who is laid off, management reached an agreement with the union to start by laying off those who agree to be laid off.
4. If too many employees in critical path positions agree to be laid off, the union and management will discuss which critical positions can be part of the reduction in force.
5. Anyone laid off will be eligible for Georgia unemployment benefits. Georgia unemployment benefits range from \$55 to \$365 weekly, depending upon an employee's base earnings, **plus** the new federal \$600 per week supplement, for a total of a \$965 maximum weekly benefit. Benefits are available for the normal 26 weeks, plus an additional 13, for a total of 39 weeks. However, the additional \$600 weekly benefit is only through July 31, 2020, after which the benefit would drop back to a maximum of \$365 per week.
6. Management will file the unemployment claims for all employees laid off as part of this reduction in force. The unemployment system in Georgia and elsewhere, however, is backlogged, and benefits may not be payable immediately.
7. Employees with a retention bonus who are laid off will receive their retention bonus when laid off, or as soon thereafter as practicable.
8. Employees who are part of this reduction in force will be eligible for rehire ahead of others on the referral list. If, however, employees who are part of the reduction in force refuse a recall after May 11, 2020, they will lose their right of first refusal and direct hire. Recall will be run through the referral hall.
9. These rules were negotiated by the company and union and only apply to this reduction in force.