Stabilization Agreement of the Sheet Metal Industry (SASMI)

TEMPORARY RESOLUTION

Whereas, SASMI provides both unemployment and underemployment benefits to participants who are available for work but unable to work due to a lack of availability to work; and

Whereas, SASMI provides underemployment benefits to participants unable to work due to illness or injury; and

Whereas, SASMI has historically provided emergency benefits in response to natural disasters; and

Whereas, the country and the world are currently experiencing a global pandemic from the Coronavirus (COVID-19); and

Whereas, in response to the pandemic, any person experiencing possible symptoms or exposed to someone who is possibly infected is being asked to self-quarantine at home to minimize the risk of spreading the infection; and

Whereas, in response to the Pandemic the government at all levels, federal, state and local, is imposing restrictions on travel, gathering and other activities, up to and including, requirements that citizens Shelter at Home; and

Whereas, the Trustees are aware of situations where industry customers are closing jobsites in response to Coronavirus concerns; and

Whereas, some individuals are choosing to maximize their social distancing based on other considerations such as other health conditions or risk factors specific to them or a close family member; and

Whereas, some individuals have unexpected family responsibilities as the result of school and daycare closures due to the Coronavirus; and

Whereas, the Trustees recognize that voluntarily absenting oneself from the work force in response to a quarantine or other concerns or remaining with an employer who is unable to place a participant at a work site (displaced worker) could place an economic burden on participants;

Now therefore, the Trustees hereby resolve to provide a Temporary Benevolent Disaster Relief Benefit for the 2020A Stabilization Period for Participants who for at least one week as defined by their CBA (generally 40 hours) during a calendar month have unable to report
to work, and were not paid for those hours, due to a covered event as follows:

A. Quarantined and Displaced Participants:

1. A Quarantined Participant is defined as a participant who (a) is experiencing possible symptoms of COVID-19, (b) was exposed to someone who is possibly infected with COVID-19, or (c) resides with a family member who was exposed to someone who is possibly infected with COVID-19.

2. A Displaced Participant is defined as a participant who is unable to work because their employer has told them not to report to work due to a COVID-19 related situation or who is prevented from going to work by governmental action, such as a Shelter at Home Order.

B. Voluntarily Removed Participant. A participant who has made the decision to temporarily remove themself from the worksite due to concerns about COVID-19 or because of obligations related to the closing of schools and daycares is considered to be a Voluntarily Removed Participant.

C. The Temporary Benefit – This temporary benefit is being made available for the 2020A Stabilization Period but will be extended by the Trustees based upon a number of factors including any changes in the law.

1. A participant eligible for this benefit will, upon application, receive the equivalent of one (1) week of wages as defined by the applicable CBA (generally 40 hours pay) per month of eligibility paid at the end of the month by direct deposit into the participant’s bank account.

2. The benefit is available retroactive to March 1, 2020, therefore, a maximum of four (4) payments will be available in the 2020A Stabilization Period.

3. Receipt of this benefit does not impact a participant’s eligibility for the SASMI Welfare Benefit or for Unemployment or Underemployment Benefits from the Fund but is taken into account as a benefit received when determining severance and HCRA benefit amounts.

D. Eligibility Requirements

1. The Participant was unable to report to work, and was not paid for those hours, due to being a Quarantined, Displaced, or Voluntarily Removed Participant for at least one week as defined by their CBA (generally 40 hours) during a calendar month in which this benefit is available (initially March through June 2020) and the Participant is eligible for this benefit if they are eligible for benefits under Article II and have not terminated participation nor lose qualification for Benefits under
Article X at any time during such Stabilization Period or before receipt of payment.

2. The benefit will be paid after application by the Participant based on the following criteria:

a. A Quarantined Participant must provide a statement (written, electronic or email) from a medical professional (physician or Public Health Official) indicating that the participant has tested positive for the Coronavirus or should be in quarantine. If a statement is not available the Participant may send in a statement detailing their communications with medical professionals (times, who called, phone numbers, and what they were told) and indicating that the medical professional indicated it was not possible to provide a written statement at this time.

b. A Displaced Participant must provide a statement from their employer (written, electronic or email) substantiating that the employer instructed the Participant to not show up for work because of a COVID-19 related purpose. In the case of a Shelter at Home order the Displaced Participant should provide information about the order (geographic area and dates) and whether they are impacted because they reside in the impacted area or because they work in the impacted area.

c. A Voluntarily Removed Participant must provide an explanation as to the basis for their decision such as information about health concerns or information about the closing of schools or childcare facilities.

3. Limitations on Eligibility

a. The benefit is based on being unable to report to work and not receiving wages for at least a week during the calendar month. Days for which the employer voluntarily continues wages or continues wages in compliance with a state or federal law do not count towards eligibility for this benefit. State unemployment, however, does not affect eligibility.

b. Participants applying for benefits as a Quarantined or Displaced Participant are eligible for the benefit as long as they have not received benefits in excess of 200% of contributions as set out in Article II, Section 6(b) of the Plan.

c. Participants applying for benefits as a Voluntarily Removed Participant are eligible for benefits as long as they have not received benefits in excess of 100% of contributions received.

d. A Participant loses eligibility for this Special Temporary Benefit if they have
received benefits in four periods without recycling or if they have an 18-month lapse in contributions, as set in Article II section 7.

E. The Trustees will determine if the benefit will be continued in all or part of the 2020B Stabilization period based on the course of the pandemic and its impact on the industry.

F. Due to the impact of the pandemic on the whole country including the SASMI Fund Office and the Local Unions Advance benefits will only be paid by direct deposit into a Participant's bank account. Applications from participants without bank accounts will be handled as a payment as soon as administratively possible.

The purpose of these temporary modifications is to assist participants as they take actions that are for the good of the whole community. These modifications are temporary. The Trustees are monitoring the situation on an ongoing basis and will revise or terminate these temporary provisions as appropriate.