

U.A. Local No. 393 Benefit Funds

PLUMBERS, STEAMFITTERS & REFRIGERATION FITTERS

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To: All Participants in the U.A. Local 393 Supplemental Unemployment
From: Board of Trustees
Re: COVID-19 Crisis

The Trustees understand that all participants have been affected by the Santa Clara County and state-wide shutdown orders and the COVID-19 crisis. During this emergency, the Trustees have approved the following changes to the Supplemental Unemployment Plan:

- (1) **Out-of-work List/layoff/termination of employment:** To receive benefits, you will not be required to sign the out-of-work list or demonstrate that you were laid off or terminated from employment if you are unable to engage in employment because
 - a. You are under quarantine (including state or county imposed quarantine or quarantine at the direction of a health care provider or employer); or
 - b. You are engaged in caregiving for your child who is not ill because of a COVID-19 related school closure or other COVID-19 related care facility closure
- (2) **Partial Weeks:** SUB Benefits for partial weeks will be permitted during the COVID-19 emergency
- (3) **One-week Waiting Period:** If the State Employment Development Department has waived your one-week waiting period for unemployment benefits during the COVID-19 emergency, your one-week waiting period under the Plan will also be waived

This is intended as a summary and cannot be relied upon in a dispute concerning your benefits. To the extent this summary conflicts with the Formal Plan Rules, the Formal Plan Rules shall govern.