

Home



TEAMSTERS LOCAL 760



electionbuddy

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LATEST NEWS – LOCAL #760



UPS Voting System

UPS Teamsters Contract Vote

Official Results

Ballot ending: 08/22/2023 11:00:00 (Eastern)

The ballots were cast and tallied as follows.

TOTAL		
UPS Teamsters National Master Tentative Agreement		
YES, I vote for the Tentative Agreement.	Total	Percent
NO, I vote against the Tentative Agreement.	139303	86.35
Total	20694	13.72
150997		
Western Region of Teamsters Supplemental Tentative Agreement		
YES, I vote for the Tentative Agreement.	Total	Percent
NO, I vote against the Tentative Agreement.	23556	85.52
Total	3996	14.52
27552		
Central Region Supplemental Tentative Agreement		
YES, I vote for the Tentative Agreement.	Total	Percent
NO, I vote against the Tentative Agreement.	28356	82.52
Total	6005	17.48
34361		
Teamsters Local Union 177 Drivers Supplemental Tentative Agreement		
YES, I vote for the Tentative Agreement.	Total	Percent
NO, I vote against the Tentative Agreement.	4635	89.19
Total	562	10.81
5197		
Teamsters Local Union 177 Mechanics Supplemental Tentative Agreement		
YES, I vote for the Tentative Agreement.	Total	Percent
NO, I vote against the Tentative Agreement.	108	77.70
Total	31	22.30
139		
Local 623 Supplemental Tentative Agreement		
YES, I vote for the Tentative Agreement.	Total	Percent
NO, I vote against the Tentative Agreement.	1109	82.58
Total	234	17.42
1343		
Local 769 Latin America Inc. Supplemental Tentative Agreement		
YES, I vote for the Tentative Agreement.	Total	Percent
NO, I vote against the Tentative Agreement.	18	15.52
Total	98	84.48
116		

Local 804 Supplemental Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	3874	85.59
NO, I vote against the Tentative Agreement.	652	14.41
Total	4526	
Local 901 Puerto Rico Supplemental Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	154	66.38
NO, I vote against the Tentative Agreement.	78	33.62
Total	232	
Local 901 St. Thomas / St. Croix Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	0	0.00
NO, I vote against the Tentative Agreement.	0	0.00
Total	0	
Atlantic Area Supplemental Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	10296	73.11
NO, I vote against the Tentative Agreement.	3787	26.89
Total	14083	
Local 243 & Metro Detroit Supplemental Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	1370	87.60
NO, I vote against the Tentative Agreement.	194	12.40
Total	1564	
Local Union 89 Louisville Air Rider Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	3042	79.78
NO, I vote against the Tentative Agreement.	771	20.22
Total	3813	
State of Michigan Rider Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	1798	84.53
NO, I vote against the Tentative Agreement.	329	15.47
Total	2127	
Ohio Rider to the Central Region Supplemental Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	5481	84.96
NO, I vote against the Tentative Agreement.	970	15.04
Total	6451	
Central Pennsylvania Supplemental Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	2781	74.56
NO, I vote against the Tentative Agreement.	949	25.44
Total	3730	
Cartage Services, Inc. Freight Pickup & Delivery Supplemental Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	476	84.40
NO, I vote against the Tentative Agreement.	88	15.60
Total	564	

Metro Philadelphia Supplemental Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	2143	79.34
NO, I vote against the Tentative Agreement.	558	20.66
Total	2701	
Northern California Supplement and Sort Rider Tentative Agreements	Total	Percent
YES, I vote for the Tentative Agreements.	6218	81.42
NO, I vote against the Tentative Agreements.	1419	18.58
Total	7637	
New England Supplemental Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	6477	83.25
NO, I vote against the Tentative Agreement.	1303	16.75
Total	7780	
Teamsters Southern Region Supplemental Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	30214	85.11
NO, I vote against the Tentative Agreement.	5288	14.89
Total	35502	
Trailer Conditioners, Inc. (TCI) Supplemental Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	51	83.61
NO, I vote against the Tentative Agreement.	10	16.39
Total	61	
Upstate/West New York Supplemental Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	1641	60.31
NO, I vote against the Tentative Agreement.	1080	39.69
Total	2721	
Western Pennsylvania Supplemental Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	1483	74.11
NO, I vote against the Tentative Agreement.	518	25.89
Total	2001	
Alaska Local No. 959 Full-Time Employees Rider and Part-Time Employees Rider Tentative Agreements	Total	Percent
YES, I vote for the Tentative Agreements.	278	85.02
NO, I vote against the Tentative Agreements.	49	14.98
Total	327	
Hawaii Teamsters and Allied Workers, Local 996 Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	268	90.54
NO, I vote against the Tentative Agreement.	28	9.46
Total	296	
Joint Council of Teamsters No. 28 Rider and Sort Addendum Tentative Agreements	Total	Percent
YES, I vote for the Tentative Agreements.	3309	89.14
NO, I vote against the Tentative Agreements.	403	10.86
Total	3712	

Teamsters Joint Council No. 37 Package Rider and Sort Rider Tentative Agreements	Total	Percent
YES, I vote for the Tentative Agreements.	3092	90.54
NO, I vote against the Tentative Agreements.	323	9.46
Total	3415	

Joint Council No. 3 Feeder, Package, Mechanics & Combination Employees Rider Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	1641	91.47
NO, I vote against the Tentative Agreement.	153	8.53
Total	1794	

Joint Council No. 3 Sort Supplemental Tentative Agreement	Total	Percent
YES, I vote for the Tentative Agreement.	949	90.64
NO, I vote against the Tentative Agreement.	98	9.36
Total	1047	

Southwest Automotive Addendum and Utility Addendum Tentative Agreements	Total	Percent
YES, I vote for the Tentative Agreements.	212	83.79
NO, I vote against the Tentative Agreements.	41	16.21
Total	253	

Southwest Package Rider and Sort Rider Tentative Agreements	Total	Percent
YES, I vote for the Tentative Agreements.	13814	83.45
NO, I vote against the Tentative Agreements.	2740	16.55
Total	16554	

- There were 260335 eligible voters, of which 151231 cast a ballot, representing 58.1% of the eligible voters.
- There were 38 e-ballots cast in which the voter did not make a selection.
- There were 552 e-ballots declared void.

These Official Results witnessed and certified by Sean O'Brien, International Brotherhood of Teamsters General President; Fred Zuckerman, International Brotherhood of Teamsters General Secretary-Treasurer; Basil Darling, Rank-and-File Observer; Sean McGovern, Rank-and-File Observer; and Dan Hilderbrand, BallotPoint President.

Sean O'Brien, International Brotherhood of Teamsters General President

signature

Fred Zuckerman, International Brotherhood of Teamsters General Secretary-Treasurer

signature

Basil Darling, Rank-and-File Observer

signature

Sean McGovern, Rank-and-File Observer

signature

Dan Hilderbrand, BallotPoint President

signature

Report generated: 08/22/2023 14:29:52 (Eastern)

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9115 SW Olsson Rd, Suite 203, Portland, OR 97223

BallotPoint
Election Services

THE ANN GALLAGHER MEMORIAL SCHOLARSHIP FOR 2023

Amount of Scholarship: \$1,000.00

Qualifications: (1) Graduating High School Senior

(2) Son or Daughter of Union Building Trades Member

(3) Minimum 500 word essay on why this scholarship is important to you

RETURN TO: WASHINGTON STATE BUILDING & CONSTRUCTION TRADES COUNCIL
906 Columbia St SW, Ste 107
Olympia, WA 98501
360-357-6778 phone
360-357-6783 fax

DEADLINE DATE: FRIDAY, MAY 19, 2023

QUESTIONS: PLEASE CONTACT OFFICE@WABUILDINGTRADES.ORG

THE ANN GALLAGHER MEMORIAL SCHOLARSHIP FOR 2023

Date: _____ Telephone Number: _____

Email: _____

Name of Student (First) _____ (Last) _____ (MI) _____

Address _____

Date of Birth _____ Place of Birth _____

Number & ages of brothers/sisters under 21 _____

Name of Parent/Guardian _____

Building Trades Union Affiliation Joint Council of Teamsters No. 28

HIGH SCHOOL INFORMATION

List all office and honors you have received _____

List all clubs and activities in which you have actively participated _____

What College do you plan to attend? _____

GPA _____ PSAT W _____ /M _____ /CR _____ SAT W _____ /M _____ /CR _____

List all Science, Math, English and vocational classes taken in high school and include grades for each,
or provide your high school transcript.


Freshman
Class Grade

Sophomore
Class Grade

Junior
Class Grade

Senior
Class Grade

Attach a minimum 500 word essay on why you feel this scholarship is
important to you and what your future goals are.



Caribbean Casino



TO ALL TEAMSTERS 760 MEMBERS:

The Caribbean Casino is now offering the following discounts to all 760 members.

15% off - up to \$50 daily

**50% off one meal and 3 drinks
on Thursdays**





For Immediate Release
March 25, 2022

Contact:
Kara Deniz, (202) 497-6610
kdeniz@teamster.org

Erin Dennis, (607) 259-0607
Local174@berlinrosen.com

TEAMSTERS INTERNATIONAL UNION DONATES \$1 MILLION TO SUPPORT STRIKING CONCRETE WORKERS IN SEATTLE

The International Brotherhood of Teamsters' new administration, sworn in this week, passed a powerful resolution to donate \$1 million to 300+ members and their families in Seattle who have been on strike for nearly five months

New General President Sean M. O'Brien and General Secretary-Treasurer Fred Zuckerman visited the concrete workers' picket line today to show the international union's unwavering support

(SEATTLE) – The International Brotherhood of Teamsters announced Friday a \$1 million donation to Teamsters Local 174 members in Seattle who have been on an unfair labor practice (ULP) strike for nearly five months against the companies that control the concrete industry in the region: Cadman Materials, Inc., Lehigh Cement, CalPortland, Salmon Bay Sand and Gravel Company, Gary Merlino Construction and Stoneway Concrete.

The members of Local 174, which include sand and gravel concrete mixer drivers, dump truck drivers and support staff, are standing up for basic healthcare benefits for retirees and are seeking modest wage increases that would bring their pay in line with that of other construction trades in the region. Meanwhile, the companies, which have made millions through public works contracts, have refused to negotiate a fair contract in good faith.

"Our members in Seattle have shown inspiring strength and solidarity by fighting for good jobs and standing up to the corporate greed of these big concrete companies. But we know strikes take a financial and an emotional toll on families," said the **Teamsters' newly inaugurated General President Sean M. O'Brien**. "I'm proud to join my brothers and sisters on the picket line because we are one union, and their fight is our entire union's fight. These companies need to be reminded that the might of our international union is fully behind these workers."

(MORE)

Page 2/2—Teamsters International Union Donates \$1 Million to Support Striking Concrete Workers in Seattle

O'Brien will spend the afternoon meeting with members and their families to hear about their experiences and how the union's new administration can support them.

The companies have stalled negotiations for months and, instead of bargaining with the union in good faith, have brought third-party contractors into Washington state who are operating dangerous concrete mixer trucks with missing DOT numbers and outdated inspections.

By refusing to negotiate with workers to end the strike, Seattle's concrete companies have held up critical construction projects including the West Seattle Bridge, Sound Transit's expansion projects, the Convention Center expansion, the Highway 520 restoration project, and low-income housing projects.

The Teamsters' \$1 million donation will directly support members standing strong on the picket line by providing necessary financial stability to their families at home. The funding also will provide mental health and wellbeing treatment services to any members in need.

"Every day that these concrete companies delay negotiations and drag out the strike, our members and their families feel the financial pain," said **Rick Hicks, Teamsters Local 174 Secretary-Treasurer**. "They are fighting for the fair pay and healthcare benefits that all working people deserve, especially in an injury-prone industry like construction that is extremely dangerous and physically demanding. In the meantime, workers are living without paychecks and healthcare because these rich companies are willfully holding them, their families and the entire City of Seattle hostage over unconscionable greed. This donation from our International Union is a welcome relief that will help ensure our members' families have the financial support they need and allow us to continue fighting for good jobs in Seattle."

###

Founded in 1903, the International Brotherhood of Teamsters represents 1.3 million hardworking men and women throughout the United States, Canada and Puerto Rico. Visit www.teamster.org for more information. Follow us on Twitter @Teamsters and "like" us on Facebook at www.facebook.com/teamsters.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA
General President
78 Louisiana Avenue, NW
Washington, DC 20001



KEN HALL
General Secretary-Treasurer
702.524.6800
www.teamster.org

MEMORANDUM

DATE: December 16, 2021
TO: All IBT Officers, Employees and Affiliates
FROM: Bradley T. Raymond, General Counsel *Bradley T. Raymond*
RE: Rome Aloise

After conducting an evidentiary hearing, Independent Review Officer Barbara S. Jones decided on October 7, 2021, that Rome Aloise had "violated his prior suspension order, brought reproach upon the union, and violated a number of provisions of the IBT Constitution." Subsequently, on December 10, 2021, Judge Jones issued a Decision imposing the following penalty: "Mr. Aloise is permanently barred from the Teamsters and is permanently enjoined from participating in union affairs in accordance with the Final Order." This penalty is effective on and after January 31, 2022. A copy of the Decision is attached.

Judge Jones states in her Decision that while "Teamsters, including family members, may have contact with Mr. Aloise in social settings, however, they are prohibited from discussing any of the affairs or business of the Teamsters with Mr. Aloise. This prohibition includes, but is not limited to, seeking Mr. Aloise's advice or consultation regarding Teamster business, affairs or activities; soliciting or engaging Mr. Aloise in connection with any type of Teamster business, affairs or activities; allowing Mr. Aloise to participate in any Teamster sponsored events; and/or allowing Mr. Aloise to participate in local union or International officer elections in any way. To be clear, no Teamster shall discuss or conduct any Teamster business with Mr. Aloise. Teamsters are also prohibited from permitting Mr. Aloise to exercise any control or influence, directly or indirectly, in any way or degree, in the affairs of the IBT or any of its constituent entities." She goes on to state that "Teamsters who violate this order shall be subject to disciplinary action by the Independent Disciplinary Officers."

We strongly recommend that each Affiliate take all appropriate steps to communicate the foregoing prohibitions to their officers, employees and members. Any questions concerning these matters may be brought to the IBT Legal Department.

In the Matter of
ROME ALOISE

Before the
INDEPENDENT REVIEW OFFICER

DISCIPLINARY DECISION OF THE INDEPENDENT REVIEW OFFICER

December 10, 2021

59

Following a *de novo* hearing regarding charges filed on February 14, 2020 by the Independent Investigations Officer against Mr. Aloise, I issued a decision, on October 7, 2021, in which I found that a preponderance of the evidence supported certain of the charges. More specifically, I found Mr. Aloise violated his prior suspension order, brought reproach upon the union, and violated a number of provisions of the IBT Constitution. See *In Re Rome Aloise, Opinion of the Independent Review Officer*, October 7, 2021. On December 3, 2021, after receiving submissions from the parties, I held a hearing to determine the appropriate sanction in this matter.

I have considered the criteria set out in Section 3553(a) of Title 18. See *In re Rome Aloise, Disciplinary Decision*, December 22, 2017. This includes evaluating the "nature and circumstances of the offense and the history and characteristics" of Mr. Aloise; the need for the discipline imposed to "reflect the seriousness of the offense, to promote respect for the law, and to provide just punishment for the offense;" the need for the "punishment to deter future violations; the kinds of penalties available; and the need to avoid unwarranted disparities amongst offenders with similar characteristics and who committed similar offenses." *Id.*

In addition, I have considered the submissions of the parties and relevant precedent, as well as arguments from counsel and a statement by Mr. Aloise regarding the appropriate sanction that were made during the hearing on December 3, 2021. Notably, I have also considered that Mr. Aloise violated the terms of a previous suspension order, which was based upon a number of violations of the IBT Constitution. See *In Re Rome Aloise, Opinion of the Independent Review Officer*, October 24, 2017 and *Disciplinary Decision*, December 22, 2017.

In rendering the previous disciplinary sanction, I considered Mr. Aloise's contributions and service to the IBT. As this is the second instance in which Mr. Aloise has been found to

have violated the IBT Constitution, he is "not entitled to any such consideration." See *United States v. IBT [Friedman]*, 838 F. Supp. 800, 816 (SDNY 1993), *aff'd*, 33 F.3d 50 (2d Cir. 1994).

While an officer of the IBT, Mr. Aloise has consistently demonstrated an inability to comply with the IBT's rules and with orders from the Independent Disciplinary Officers. Accordingly, Mr. Aloise is permanently barred from the Teamsters and is permanently enjoined from participating in union affairs in accordance with the Final Order. See Final Order ¶¶ 2, 4 and 5.

Teamsters "who are permanently enjoined from participating in union affairs under the mechanisms established by the Final Order are also permanently enjoined from knowingly associating with any member or employee of the IBT or any of its constituent entities." Final Order ¶ 5. Additionally, under the Final Order, "all current and future members, officers, agents, representatives, employees and persons holding positions of trust in the IBT and any of its constituent entities are permanently enjoined from knowingly associating with any person enjoined from participating in union affairs." Final Order at ¶ 2(C). Further, the Final Order prohibits members from knowingly permitting any barred member "to exercise any control or influence, directly or indirectly, in any way or degree, in the affairs of the IBT or any of its constituent entities." See Final Order at ¶ 2 (E).

In this case, I find that certain exceptions to the associational ban are warranted.

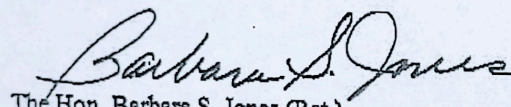
Teamsters, including family members, may have contact with Mr. Aloise in social settings, however, they are prohibited from discussing any of the affairs or business of the Teamsters with Mr. Aloise. This prohibition includes, but is not limited to, seeking Mr. Aloise's advice or consultation regarding Teamster business, affairs or activities; soliciting or engaging Mr. Aloise in connection with any type of Teamster business, affairs or activities; allowing Mr. Aloise to

participate in any Teamster sponsored events; and/or allowing Mr. Aloise to participate in local union or International officer elections in any way. To be clear, no Teamster shall discuss or conduct any Teamster business with Mr. Aloise. Teamsters are also prohibited from permitting Mr. Aloise to exercise any control or influence, directly or indirectly, in any way or degree, in the affairs of the IBT or any of its constituent entities.

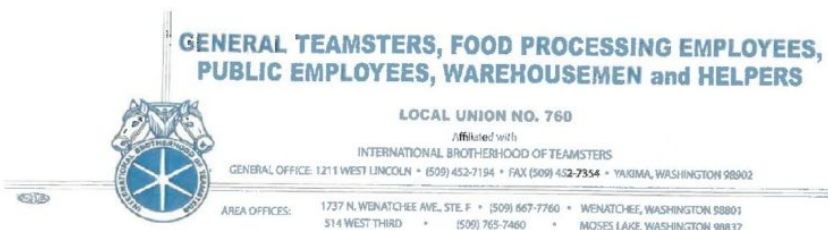
Teamsters who violate this order shall be subject to disciplinary action by the Independent Disciplinary Officers.

In order to properly transition Mr. Aloise's various responsibilities with the IBT, this order shall become effective on January 31, 2022.

SO ORDERED:


The Hon. Barbara S. Jones (Ret.)
Independent Review Officers

Dated: December 10, 2021



**PUBLICACIÓN DE LOS RESULTADOS DE LA ASAMBLEA DE
NOMINACIONES DE IBT**

SINDICATO LOCAL/FEDERACION OBRERA/COM. GEN. DE AJ. 760

Se realizó una asamblea de nominaciones el día 20 de Agosto de 2020 para nominar candidatos para Delegado y Delegado Suplente a la 30.ª Convención Internacional de IBT, que se celebrará en Las Vegas, NV.
Se elegirán 6 Delegados y 2 Delegados Suplentes

Los siguientes candidatos fueron nominados en la asamblea:

DELEGADOS	Nombre del candidato	Afiliación electoral (si corresponde)
	Leonard J. Crouch	Team760
	Douglas D. Downard	Team760
	Martin U. Morales	Team760
	Mariangelica A. Devila	Team760
	Augustine J. Gallegos	Team760
	Robert B. Koerner	Team760

El número de nominados no excede el número de delegados a ser elegidos y por lo tanto, los candidatos denominados anteriormente son declarados elegidos.

DELEGADOS SUPLENTE	Nombre del candidato	Afiliación electoral (si corresponde)
	Armando Lopez	Team760
	Leslie A. Gonzales	Team760

El número de nominados no excede el número de delegados a ser elegidos y por lo tanto, los candidatos denominados anteriormente son declarados elegidos.



**Corrections Officer and Teamsters Local 760 Member
Passes Away from COVID-19 Complications**

Ongoing pandemic make a dangerous job even more dangerous

Teamsters Local 760 is saddened to announce the passing of our Brother Dan Oaks, who died on August 1 from complications related to COVID-19. Brother Oaks was 58 years old and had been a Teamster for 15 years working as a Corrections Officer in Yakima County.

Brother Oaks' death comes amid a large COVID-19 outbreak at the Yakima County Correctional Facility, where according to the Yakima Herald (8.1.2020) 34 Corrections Officers and 130 inmates have already tested positive for the virus.

"Brother Oaks was a strong Teamster for fifteen years, and he will be greatly missed by his family, his community and his Union," said Teamsters Local 760 Secretary-Treasurer Leonard Crouch. "Teamsters 760 offers our deepest condolences to the Oaks family, and we send our prayers to all persons currently suffering with this deadly disease."

"Being a Corrections Officer was always a dangerous job, but this deadly pandemic has raised the stakes even higher for our hardworking members," Crouch continued. "For Teamster leaders, nothing has a higher priority than making sure our members are safe at work, which makes this situation all the more heartbreaking. COVID-19 has now taken deadly aim at a member of our Teamster family, but we hope that his death will not be in vain. We must learn to treasure the time we have, be kind and generous with each other, and above all, work together in solidarity to stay safe in our workplaces and communities."

Brother Oaks leaves behind his wife (Joy) and their two children.

If you would like to donate to help support the Oaks Family, please send your donation to:

Joy Oaks
c/o Teamsters Memorial Fund for Daniel Oaks
Teamsters Local 760
1211 W Lincoln Ave.
Yakima, WA 98902

Please make all donations payable to Joy Oaks.



**THE JAMES R. HOFFA
MEMORIAL SCHOLARSHIP FUND**

IS PROUD TO PRESENT

Isabellarose Lutgen

THIS

**CERTIFICATE
for
\$1,000 (Bootstrap)
College Scholarship**

THE PRESENTATION OF THIS \$1,000 SCHOLARSHIP IS MADE IN RECOGNITION OF SCHOLASTIC ACHIEVEMENT AND IS INTENDED FOR ITS CONTINUANCE THROUGH HIGHER EDUCATION. THE RECIPIENT GOES FORTH WITH THE BEST WISHES OF THE OFFICERS AND MEMBERS OF THE UNION.

PRESENTED THIS 1 **DAY OF** August , 2020

EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The Families First Coronavirus Response Act (FFCRA or Act) requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

► PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- ⅔ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total; and
- Up to 10 weeks more of paid sick leave and expanded family and medical leave paid at ⅔ for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

► ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *Employees who have been employed for at least 30 days* prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.

► QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

- | | |
|---|---|
| <ol style="list-style-type: none">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); | <ol style="list-style-type: none">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; or6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services. |
|---|---|

► ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

For additional information
or to file a complaint:
1-866-487-9243
TTY: 1-877-889-5627
dol.gov/agencies/whd



WH1422 REV 03/20

ParagraphAdd BWS Shortcode

LEARN MORE!

Additional Member Benefits at No Cost!

Through a partnership with American Income Life Insurance Company, additional benefits are being provided to all members of IBT Local 760.

LEARN MORE!



Yakima Office

Address: 1211 West Lincoln Ave

Phone: (509) 452-7194

FAX: (509) 452-7354

Toll-Free: 1-800-755-6459



Wenatchee Office

Address: 1737 N. Wenatchee Ave., Ste. F

Phone: (509) 667-7760

FAX: (509) 667-7769

Toll-Free: 1-800-757-6466



Moses Lake Office

Address: 514 West Third

Phone: (509) 765-7460

FAX: (509) 765-7447

Toll-Free: 1-877-384-2523