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# Labor Relations Bulletin

FROM THE NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

## Employer Guidance on COVID-19 Vaccinations

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In March of 2020, our lives changed. A novel strain of coronavirus, COVID-19, rapidly spread around the world pushing us all into a global pandemic. We began using words like “social distancing” and “new normal.” Since then, we have experienced unthinkable death rates, social unrest, and global supply chain disruptions the effects of which we are still seeing today. Unfortunately, it was all anything but normal.

However, there is a light at the end of the tunnel. As the world begins to turn again, we are beginning to face new challenges. Across the country, we are seeing employers and our customers begin to discuss vaccinations against COVID-19. Some owners and general contractors have moved to making them a jobsite requirement. As our contractors face these challenges, NECA National encourages individuals to get vaccinated and will continue to have open dialogue with the IBEW at the national level. At this point, NECA National can offer the following guidance:

- **If an owner, general contractor, local law, or other site conditions or protocols mandate vaccination and inoculation (past the 14-day waiting period of last inoculation) for employees to perform work on the jobsite, the local parties will comply with this mandate in order to secure and perform the work.**
- **An employer may place vaccination as a requirement when requesting individuals from a local union through referral. NECA maintains its position of no requirement to bargain conditions of employment for applicants.**
- **NECA encourages our chapters to engage in collective bargaining over the requirement of vaccination against COVID-19 of current employees as a condition of employment.**

NECA and the IBEW leadership are working together on this ever-changing pandemic. We have navigated through this crisis and are confident we will remain on course to a brighter future for our industry.

Stay safe and healthy.

Kevin Tighe  
Vice President  
Labor Relations and Field Services