'ANGUS BARKS'

By Jeff Francis
AEG Executive Board

Voluntary TLOW Guidelines

• TLOW's are offered on a voluntary basis
• A poll by seniority of the classification is conducted when area management decides TLOW's are advisable
• IUE members should check with their steward whenever they are polled for a TLOW
• TLOW's are usually 30, 60, or 90 days in duration
TLOW's longer than 30 days must be approved by Local 201
TLOW's 30 days or less should be discussed with Local 201

• Your service and seniority dates are not affected by a TLOW. Your medical and dental insurance continues while on TLOW.
• Employees with less than 3 years service must continue paying normal contributions to continue medical insurance and premium dental. Employees with more than 3 years service continue medical & dental at no cost.

• Most IUE members qualify for Unemployment benefits while on TLOW.
• IUE members with 1+ yrs service are eligible for Income Extension Aid.
• You have an IEA fund equal to 1 weeks pay times your years of service.
Your IEA fund depletes as you collect benefits.
Your fund is renewed as soon as you return to work.

• IEA plus Unemployment equals 75% of weekly gross straight-time pay.
EXAMPLE- R19= 1096.20/wk 75%=822.15
Unemployment=628
IEA=194.15/wk (minus taxes)

• If Unemployment has a 1 week waiting period, IEA has a 1 week wait

• Most dayworkers can earn up to 3 days pay and still qualify for a waiting period week. Your earnings can equal less than your Unemployment rate plus 1/3, and still qualify that week.
EXAMPLE- R23w/10%NSB= 274/day 274x3days=822
benefit rate (628) plus 1/3= 837

• Copies of Unemployment stubs must accompany IEA forms.
• You can submit IEA forms each week, or submit all weeks together.
• IEA forms are available at Employment, or at the Union Hall.

• Time out on TLOW counts towards pension service.
• TLOW's negatively impact vacation rate and pension earnings applied to that year.
• Rate progression halts during TLOW's longer than 2 weeks.
• After 2 full weeks on TLOW, you will not be eligible for holiday pay.

• Area Management can call you back to work before the end of a TLOW if the work picture changes.

jfrancis@local201iuecwa.org