

WHAT YOU NEED TO KNOW ABOUT REFERRAL AND THE REDUCTION IN FORCE MOU

IMPORTANT: Local Unions that refer applicants for work under the Nuclear Power Construction Labor Agreement for Plant Vogtle Units 3&4 (NPCLA) **must** post the April 15, 2020 MOU between NABTU and RCC, and this explanation on their website, if applicable; if possible, in their referral halls; and should, if possible, email those documents to their members.

- Under Article V of the NPCLA, applicants for the classifications covered by the NPCLA are referred by Local Unions in accordance with their established referral procedures.
- The MOU covering the reduction in force alters referral with respect to hiring that takes place after the reduction in force.
- Under the MOU, employees who are laid off as part of this reduction in force will be eligible for direct rehire ahead of others eligible for referral. That means the Local Union must offer recall to the laid off employees ahead of other applicants who are eligible for referral.
- The MOU does not mandate the order of referral of those who were laid off, but it does require that they be offered referral before those who were not laid off.
- If, however, an employee who was laid off as part of the reduction in force refuses a recall after May 11, 2020, that employee will lose their right of direct rehire.