



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365

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April 19, 2022

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CHRISTOPHER ERIKSON JR.

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TO: ALL EMPLOYERS OF "A" RATED JOURNEYPERSONS

The Negotiating Committee of Local Union No. 3, IBEW and the representatives of employers have mutually agreed that the following schedule shall be in effect as of **April 13, 2022, 4:01 P.M. (with all changes taking effect at 4:01 P.M. on the effective date)**

WAGES:

The "A" rated Journeyman hourly wage, based on a 7-hour day, shall become:

04/13/22	\$59.00
04/12/23	\$61.00
04/10/24	\$62.00

SUPERVISION RATES:

The minimum payments, above the pay of Journeyman, shall continue at:

Forepersons 3 to 5 persons	\$4.00 per hour
Forepersons 6 to 14 persons	\$4.75 per hour
Sub forepersons	\$4.75 per hour

General Foreperson:

1 Sub foreperson	\$5.00 per hour
2 Sub forepersons	\$5.50 per hour
3 Sub forepersons	\$6.00 per hour
4 Sub forepersons	\$6.50 per hour
5 Sub forepersons	\$7.00 per hour

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board be as follows:

04/13/22	1.85% of the standard gross wages
04/12/23	2.00% of the standard gross wages
04/10/24	2.00% of the standard gross wages

The additional .15% is a contribution that will be allocated to the Legal Services Plan.

Standard gross wages are the wages calculated at the regular hourly wage, for all hours worked.

PENSION, HOSPITALIZATION AND BENEFIT PLAN:

The contribution to the Pension, Hospitalization and Benefit Plan be as follows:

04/13/22	39.45% of the standard gross wages + \$5.25 per hour
04/12/23	39.45% of the standard gross wages + \$6.00 per hour
04/10/24	39.45% of the standard gross wages + \$6.00 per hour

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.14% of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at 1.67% of the standard gross wages.

N.E.B.F.:

The contribution to the National Electrical Benefit Fund shall continue at 3.00% of total gross wages.

E.E.S.I.S.P.:

The contribution to the Electrical Employers Self-Insurance Safety Plan shall continue at 8.61% of total gross wages. Rate adjustments based on preferred, or surcharge status may be applicable as determined by the E.E.S.I.S.P Trustees.

ANNUITY FUND:

The contribution to the Annuity Fund for Journeypersons on A-rated work shall be as follows:

04/13/22	\$5.50 for all hours worked *
04/12/23	\$5.50 for all hours worked *
04/10/24	\$7.00 for all hours worked *

*\$2.00 for all hours worked, to be diverted to the Job Target Fund.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at \$6.50 for all hours worked.

The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the per hour Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

DEFERRED SALARY PLAN:

The contribution shall become **16.5% of standard gross wages to the Deferred Salary Plan** and is reported and paid directly to Empower/Prudential as an Employer contribution.

The contribution of 7.65% of total gross wages, (FICA Equivalent for all "A" rated Journeypersons), shall continue to be reported and paid directly to Empower/Prudential as an Employer contribution.

The mandatory 1% salary deferral shall continue for all "A" rated Journeypersons and is reported and paid directly to Empower/Prudential as an Employee contribution. The 1% may be increased at the participant's discretion.

TEMPORARY LIGHT & POWER:

Under the Agreement and Working Rules, employees working on Temporary Light & Power will receive contributions only to the Health Reimbursement Account, Deferred Salary Plan, Annuity Plan, **\$2.00** to the Job Target Fund*, the National Electrical Benefit Fund and the statutory contribution to E.E.S.I.S.P.

This category shall continue to be reported separately under payroll suffix "LX". The Agreement and Working Rules has been amended regarding Temporary Light & Power. Please contact Local Union No. 3 for more information.

WAGE AND BENEFIT FUND:

The wage and benefits contribution payable to the Joint Industry Board of the Electrical Industry shall be as follows:

1. New York Electrical Contractors Association, Inc. Employers shall contribute .00% of the standard gross payroll.
2. Current Independent Employers shall contribute .25% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .50% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute .75% of the standard gross payroll.

*Job Target Fund

The contribution to the Job Target Fund shall become **\$2.00 for all hours worked.**

The Job Target Fund and the Wage and Benefit Fund will be a combined amount on your invoice.