



# JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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

TEL: (718) 591-2000 • FAX: (718) 380-7741 • www.jibei.org

May 16, 2016

HARRY VAN ARSDALE JR.  
Founder

DR. GERALD FINKEL  
Chairman  
GINA M. ADDEO  
Secretary  
JOHN E. MARCHELL  
Treasurer  
VITO V. MUNDO  
Counsel

**Employer Representatives**

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ROBERT AMABILE  
KEN BROUWER  
THOMAS CARLUCCI  
MENACHEM GAL  
STEPHEN GIANOTTI  
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JOSEPH SANTIGATE  
LANCE VAN ARSDALE

## 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 **May 11, 2016, 4:01 P.M. (Thursday, May 12, 2016)**:

WAGES:

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

05/12/16	-	\$54.00
<b>05/11/17</b>	-	<b>\$56.00</b>
05/10/18	-	\$56.00

SUPERVISION RATES:

The minimum payments, above the pay of Journeyman, shall be as follows:

	<u>05/12/16</u>	<u>05/11/17</u>	<u>05/10/18</u>
Forepersons <sup>3 to 5 persons</sup>	\$3.25 per hour	<b>\$4.00 per hour</b>	\$4.00 per hour
Forepersons <sup>6 to 14 persons</sup>	\$4.00 per hour	<b>\$4.75 per hour</b>	\$4.75 per hour
Subforepersons	\$4.00 per hour	<b>\$4.75 per hour</b>	\$4.75 per hour
<u>General Foreperson:</u>			
1 Subforeperson	\$4.25 per hour	<b>\$5.00 per hour</b>	\$5.00 per hour
2 Subforepersons	\$4.75 per hour	<b>\$5.50 per hour</b>	\$5.50 per hour
3 Subforepersons	\$5.25 per hour	<b>\$6.00 per hour</b>	\$6.00 per hour
4 Subforepersons	\$5.75 per hour	<b>\$6.50 per hour</b>	\$6.50 per hour
5 Subforepersons	\$6.25 per hour	<b>\$7.00 per hour</b>	\$7.00 per hour

**Effective 5/12/16 there shall be a Minimum Rate for the Layout Person of \$3.50 above the Journeyman rate of pay.**

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall continue at:

05/12/16	1.50%	of the standard gross wages
05/11/17	1.50%	of the standard gross wages
05/10/18	1.50%	of the standard gross wages

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 shall become:

<b>05/12/16</b>	<b>33.61%</b>	of the standard gross wages	<b>+ \$4</b>	per hour
<b>05/11/17</b>	<b>35.61%</b>	of the standard gross wages	<b>+ \$4</b>	per hour
<b>05/10/18</b>	<b>37.61%</b>	of the standard gross wages	<b>+ \$4</b>	per hour

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.54% of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at 1.533% 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 7.05% of total gross wages.

ANNUITY FUND:

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

<b>05/12/16</b>	-	<b>\$4.50</b> for all hours worked
05/11/17	-	\$4.50 for all hours worked
05/10/18	-	\$4.50 for all hours worked

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall become

<b>05/12/16</b>	-	<b>\$4.25</b> for all hours worked
05/11/17	-	\$4.25 for all hours worked
<b>05/10/18</b>	-	<b>\$4.50</b> 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 of 16% of standard gross wages to the Deferred Salary Plan, shall continue and is reported and paid directly to Mercer as an Employer contribution.

The contribution of \$2.00 per hour, for all hours worked, shall continue to be reported and paid directly to Mercer 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 Mercer as an Employer contribution.

The above contributions shall be reported and paid directly to Mercer as an Employer contribution.

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

TEMPORARY LIGHT & POWER

Under the Agreement and Working Rules, Article III, Rule 25, employees working on Temporary Light & Power will receive contributions only to the Health Reimbursement Account, Deferred Salary Plan, Annuity Plan and the National Electrical Benefit Fund. 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.

### DELINQUENCY PAYMENT

The delinquency contribution payable to the Joint Industry Board of the Electrical Industry continues as follows:

1. New York Electrical Contractors Association, Inc. and Association of Electrical Contractors, Inc. Employers shall contribute .25% of the standard gross payroll.
2. Current Independent Employers shall contribute .50% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .75% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute 1.00% of the standard gross payroll.

Those Employers who remit the contribution reports on a manual basis will receive a separate delinquency form, which must be returned with the payment.

**Additional information on Work Rules, Employment Plan, Contribution Caps and Bonuses for Superintendents, and Project Managers plus Transit Checks will be forwarded at a later date.**



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## TO: ALL EMPLOYERS OF 80/20 PLA AGREEMENT

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 **May 11, 2016, 4:01 P.M. (Thursday, May 12, 2016)**:

### WAGES:

The hourly wage for Journeypersons on 80/20 PLA work, based on an 8-hour day, shall be as follows:

05/12/16	-	\$46.00
<b>05/11/17</b>	-	<b>\$47.60</b>
05/10/18	-	\$47.60

### JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at:

05/12/16	1.50%	of the standard gross wages
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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 shall become:

<b>05/12/16</b>	<b>33.61%</b>	of the standard gross wages	<b>+ \$1</b>	per hour
<b>05/11/17</b>	<b>35.61%</b>	of the standard gross wages	<b>+ \$1</b>	per hour
<b>05/10/18</b>	<b>37.61%</b>	of the standard gross wages	<b>+ \$1</b>	per hour

### DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.54% of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall continue at 1.533% 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 7.05% total gross wages.

ANNUITY FUND

The contribution to the Annuity Fund for Journeypersons on 80/20 PLA work, for all hours worked shall be as follows:

<b>05/12/16</b>	<b>\$3.00</b> per hour, for all hours worked
05/11/17	\$3.00 per hour, for all hours worked
05/10/18	\$3.00 per hour, for all hours worked

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall become

<b>05/12/16</b>	<b>\$2.35</b> per hour, for all hours worked
05/11/17	\$2.35 per hour, for all hours worked
<b>05/10/18</b>	<b>\$2.55</b> per hour, for all hours worked

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

DEFERRED SALARY PLAN

The contribution of 16% of standard gross wages to the Deferred Salary Plan, shall continue and is reported and paid directly to Mercer as an Employer contribution.

The contribution of \$1.00 per hour, for all hours worked, shall continue to be reported and paid directly to Mercer 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 Mercer as an Employer contribution.

The above contributions shall be reported and paid directly to Mercer as an Employer contribution.

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

#### DELINQUENCY PAYMENT

The delinquency contribution payable to the Joint Industry Board of the Electrical Industry shall continue as follows:

1. New York Electrical Contractors Association, Inc. and Association of Electrical Contractors, Inc. Employers shall contribute .25% of the standard gross payroll.
2. Current Independent Employers shall contribute .50% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .75% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute 1.00% of the standard gross payroll.

Those Employers who remit the contribution reports on a manual basis will receive a separate delinquency form, which must be returned with the payment.



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**TO: ALL EMPLOYERS OF "M" JOURNEYPersonS AND "MIJ" 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 **May 11, 2016, 4:01 P.M. (Thursday, May 12, 2016)**:

**WAGES:**

The MIJ Journeypersons employed before May 10, 2007 the hourly rate:

	shall become <u>1-18 months</u>	shall become <u>19-24 months</u>
<b>05/12/16</b>	<b>\$27.30</b>	<b>\$28.00</b>
<b>05/11/17</b>	<b>\$27.80</b>	<b>\$28.50</b>
<b>05/10/18</b>	<b>\$28.30</b>	<b>\$29.00</b>

For "M" Journeypersons employed before May 10, 2007 the hourly rate:

	shall become <u>1-24 months</u>	shall become <u>25-48 months</u>
<b>05/12/16</b>	<b>\$27.30</b>	<b>\$28.00</b>
<b>05/11/17</b>	<b>\$27.80</b>	<b>\$28.50</b>
<b>05/10/18</b>	<b>\$28.30</b>	<b>\$29.00</b>

For MIJ Journeypersons who become members of Local Union No. 3, IBEW on or after May 10, 2007 and/or become employed as MIJ Journeypersons on or after May 10, 2007 the hourly rate:

	shall become <u>1-12 months</u>	shall become <u>13-24 months</u>
<b>05/12/16</b>	<b>\$23.50</b>	<b>\$28.00</b>
<b>05/11/17</b>	<b>\$24.00</b>	<b>\$28.50</b>
<b>05/10/18</b>	<b>\$24.50</b>	<b>\$29.00</b>



For "M" Journeypersons who become members of Local Union No. 3, IBEW on or after May 10, 2007 and/or become employed as "M" Journeypersons on or after May 10, 2007 the hourly rate:

	shall become <u>1-24 months</u>	shall become <u>25-48 months</u>
<b>05/12/16</b>	<b>\$23.50</b>	<b>\$28.00</b>
<b>05/11/17</b>	<b>\$24.00</b>	<b>\$28.50</b>
<b>05/10/18</b>	<b>\$24.50</b>	<b>\$29.00</b>

The above minimum hourly wages are based on a 7-hour day with the eighth hour worked at the straight-time rate.

**SUPERVISION RATES:**

**The minimum payments, above the pay of Journeyperson, shall be as follows:**

<b>Supervisors – 1-5-persons</b>	<b>\$1.00</b> per hour
<b>Supervisors – 6-10 persons</b>	<b>\$2.00</b> per hour
<b>Supervisors – above 10 persons</b>	<b>\$3.00</b> per hour

**PENSION, HOSPITALIZATION AND BENEFIT PLAN:**

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

<b>05/12/16</b>	<b>20.92%</b> of the standard gross wages
<b>05/11/17</b>	<b>20.92%</b> of the standard gross wages
<b>05/10/18</b>	<b>21.92%</b> of the standard gross wages

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

**DENTAL BENEFIT FUND:**

The contribution to the Dental Fund of the Electrical Industry shall continue at 2.04% of the standard gross wages.

**EDUCATIONAL AND CULTURAL TRUST FUND:**

The contribution to the Educational and Cultural Trust Fund shall continue at .50% 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 7.05% of total gross wages.

ANNUITY FUND

The contribution to the Annuity Fund shall be as follows for all hours worked:

<b>05/12/16</b>	-	<b>\$2.00</b> per hour
05/11/17	-	\$2.00 per hour
05/10/18	-	\$2.00 per hour

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall be as follows for all hours worked:

<b>05/12/16</b>	-	<b>\$4.00</b> per hour
05/11/17	-	\$4.00 per hour
05/10/18	-	\$4.00 per hour

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

DEFERRED SALARY PLAN

The contribution of 15% of standard gross wages to the Deferred Salary Plan, shall continue and is reported and paid directly to Mercer as an Employer contribution.

The contribution of 7.65% of total gross wages, (FICA Equivalent for all MIJ and "M" Journeypersons), shall continue and is reported and paid directly to Mercer as an Employer contribution.

The following shall be contributed for all hours worked as follows:

05/12/16	-	\$1.50 per hour
05/11/17	-	\$1.50 per hour
05/10/18	-	\$1.50 per hour

The above shall be reported and paid directly to Mercer as an Employer contribution.

The mandatory 1% salary deferral shall continue for all MIJ and M-Journeypersons and is reported and paid directly to Mercer as an Employee contribution. The 1% may be increased at the participant's discretion.

DELINQUENCY PAYMENT

The delinquency contribution payable to the Joint Industry Board of the Electrical Industry shall continue as follows:

1. New York Electrical Contractors Association, Inc. and Association of Electrical Contractors, Inc. Employers shall contribute .25% of the standard gross payroll.
2. Current Independent Employers shall contribute .50% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .75% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute 1.00% of the standard gross payroll.

Those Employers who remit the contribution reports on a manual basis will receive a separate delinquency form, which must be returned with the payment.



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**TO: ALL EMPLOYERS OF "A" APPRENTICES**

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 **May 11, 2016, 4:01 P.M. (Thursday, May 12, 2016)**:

**WAGES:**

Class "A" Apprentices:

The minimum hourly wages, based on a 7-hour day, shall become as follows,

For all "A" Apprentices employed before May 10, 2007:

	<u>05/12/16</u>	<u>05/11/17</u>	<u>05/10/18</u>
1st Year	<b>\$16.25</b>	<b>\$16.75</b>	<b>\$17.25</b>
2nd Year	<b>\$19.05</b>	<b>\$19.55</b>	<b>\$20.05</b>
3rd Year	<b>\$21.15</b>	<b>\$21.65</b>	<b>\$22.15</b>
4th Year	<b>\$23.10</b>	<b>\$23.60</b>	<b>\$24.10</b>

For all "A" Apprentices becoming members of Local Union No. 3, IBEW on or after May 10, 2007:

	<u>05/12/16</u>	<u>05/11/17</u>	<u>05/10/18</u>
1st Year	<b>\$13.50</b>	<b>\$14.00</b>	<b>\$14.50</b>
2nd Year	<b>\$15.50</b>	<b>\$16.00</b>	<b>\$16.50</b>
3rd Year	<b>\$17.50</b>	<b>\$18.00</b>	<b>\$18.50</b>
4th Year	<b>\$19.50</b>	<b>\$20.00</b>	<b>\$20.50</b>

Raises and Steps increases – One Half of the amount of all increases shall begin at a time period half way between the scheduled annual raises provided that the Apprentice has met all of the program requirements. The contractor will be notified of all salary upgrades on an individual basis by the Apprentice Department.

The employer shall continue to pay the Apprentice's FICA for all of the above classes of Apprentices.

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall continue at "0%" of the standard gross wages. 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 shall continue at 19.92% of the standard gross wages.

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall continue at 2.04% of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at 0.50% 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 7.05% of total gross wages.

ANNUITY FUND

The contribution to the Annuity Fund for all Apprentices shall continue as follows:

05/12/16 - \$1.00 per hour, for all hours worked -

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall become:

**05/12/16**                      **\$1.75** per hour, for all hours worked

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

DEFERRED SALARY PLAN (401k Plan)

The contribution to the Deferred Salary Plan shall continue at 15% of standard gross wages for all Apprentices:

The contribution to the Deferred Salary Plan shall continue at \$2.50 per hour, for all hours worked.

The above contribution shall be for all hours worked for all Apprentices and contributed as an Employer contribution to the participant's individual account and is reported and paid directly to Mercer.

The mandatory 1% salary deferral for 3<sup>rd</sup> year and 4<sup>th</sup> year Apprentices shall continue and is reported and paid directly to Mercer as an Employee contribution. The 1% may be increased at the participant's discretion.

**Under Article II, Section 10 (d) of the Agreement and Working Rules, Employers are required to pay the First Year Apprentices and Helpers holiday pay in their weekly pay check.**

DELINQUENCY PAYMENT

The delinquency contribution payable to the Joint Industry Board of the Electrical Industry shall continue as follows:

1. New York Electrical Contractors Association, Inc. and Association of Electrical Contractors, Inc. Employers shall contribute .25% of the standard gross payroll.
2. Current Independent Employers shall contribute .50% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .75% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute 1.00% of the standard gross payroll.

Those Employers who remit the contribution reports on a manual basis will receive a separate delinquency form, which must be returned with the payment.



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ROBERT AMABILE  
KEN BROUWER  
THOMAS CARLUCCI  
MENACHEM GAL  
STEPHEN GIANOTTI  
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JOSEPH SANTIGATE  
LANCE VAN ARSDALE

## **TO: ALL EMPLOYERS OF "M" HELPERS**

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 **May 11, 2016, 4:01 P.M. (Thursday, May 12, 2016):**.

### WAGES:

#### Class "M" Helpers:

The minimum hourly wages, based on a 7-hour day with the eighth hour worked at the straight-time rate, shall become as follows,

For all "M" Helpers employed before May 10, 2007:

	<u>05/12/16</u>	<u>05/11/17</u>	<u>05/10/18</u>
1st Level	<b>\$16.25</b>	<b>\$16.75</b>	<b>\$17.25</b>
2nd Level	<b>\$19.05</b>	<b>\$19.55</b>	<b>\$20.05</b>
3rd Level	<b>\$21.15</b>	<b>\$21.65</b>	<b>\$22.15</b>
4th Level	<b>\$23.10</b>	<b>\$23.60</b>	<b>\$24.10</b>

For all "M" Helpers becoming members of Local Union No. 3, IBEW on or after May 10, 2007:

	<u>05/12/16</u>	<u>05/11/17</u>	<u>05/10/18</u>
1st Level	<b>\$13.50</b>	<b>\$14.00</b>	<b>\$14.50</b>
2nd Level	<b>\$15.50</b>	<b>\$16.00</b>	<b>\$16.50</b>
3rd Level	<b>\$17.50</b>	<b>\$18.00</b>	<b>\$18.50</b>
4th Level	<b>\$19.50</b>	<b>\$20.00</b>	<b>\$20.50</b>

Raises and Steps increases – One Half of the amount of all increases shall begin at a time period half way between the scheduled annual raises provided that the "M" Helpers has met all of the program requirements. The contractor will be notified of all salary upgrades on an individual basis by Local Union No. 3.

For all "M" Helpers becoming members of Local Union No. 3 on or after May 12, 2013 advancement to the next level will be after 18 months of employment.

The employer shall continue to pay the "M" Helper's FICA for all of the above classes of "M" Helpers.

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall continue at "0%" of the standard gross wages. 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 shall continue at 19.92% of the standard gross wages.

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall continue at 2.04% of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at 0.50% 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 7.05% of total gross wages.

ANNUITY FUND

The contribution to the Annuity Fund for all "M" Helpers, for all hours worked, shall continue as follows:

05/12/16 - \$1.00 per hour

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall become:

**\$1.75 per hour, for all hours worked**



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

#### DEFERRED SALARY PLAN (401k Plan)

The contribution to the Deferred Salary Plan shall continue at 15% of standard gross wages for all "M" Helpers:

The contribution to the Deferred Salary Plan shall continue at \$2.50 per hour, for all hours worked.

The above contribution shall be for all hours worked for all "M" Helpers and contributed as an Employer contribution to the participant's individual account and is reported and paid directly to Mercer.

The mandatory 1% salary deferral for 3<sup>rd</sup> year and 4<sup>th</sup> year "M" Helpers shall continue and is reported and paid directly to Mercer as an Employee contribution. The 1% may be increased at the participant's discretion.

**Under Article II, Section 10 (d) of the Agreement and Working Rules, Employers are required to pay the First Year Apprentices and Helpers holiday pay in their weekly pay check.**

#### DELINQUENCY PAYMENT

The delinquency contribution payable to the Joint Industry Board of the Electrical Industry shall continue as follows:

1. New York Electrical Contractors Association, Inc. and Association of Electrical Contractors, Inc. Employers shall contribute .25% of the standard gross payroll.
2. Current Independent Employers shall contribute .50% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .75% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute 1.00% of the standard gross payroll.

Those Employers who remit the contribution reports on a manual basis will receive a separate delinquency form, which must be returned with the payment.



# JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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

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May 16, 2016

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Founder

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## **TO: ALL EMPLOYERS OF EMPLOYEES IN THE ADMINISTRATIVE DIVISION**

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 **May 11, 2016, 4:01 P.M. (Thursday, May 12, 2016)**:

### WAGES:

05/12/16	No Salary Increase
<b>05/11/17</b>	<b>3% increase for all employees</b> <b>Minimum \$25.00 - Maximum \$50.00</b>
05/10/18	No Salary Increase

Minimum starting salaries shall be as follows:

	<u>05/12/16</u>	<u>05/11/17</u>	<u>05/10/18</u>
Clerical:	\$385.00 per week	\$385.00 per week	\$385.00 per week
Administrative	\$460.00 per week	\$460.00 per week	\$460.00 per week
Technical	\$465.00 per week	<b>\$515.00 per week</b>	\$515.00 per week
Engineering	\$525.00 per week	<b>\$575.00 per week</b>	\$575.00 per week

The employer shall continue to pay the employee's FICA for the above classes of the Administrative Division.

### PENSION, HOSPITALIZATION AND BENEFIT PLAN:

The contribution to the Pension, Hospitalization and Benefit Plan shall become:

<b>05/12/16</b>	<b>32.61%</b>	of the standard gross wages*
05/11/17	32.61%	of the standard gross wages*
<b>05/10/18</b>	<b>33.61%</b>	of the standard gross wages*

\*The above contribution is capped at the A-Rated Journeyman's weekly wage equivalent (35-hour week) as follows:

<b>05/12/16</b>	<b>\$1,890.00</b>
<b>05/11/17</b>	<b>\$1,960.00</b>
<b>05/10/18</b>	<b>\$1,960.00</b>

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

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall continue:

05/12/16                      3.54% of the standard gross wages

The above contribution is capped at the A-Rated Journeyman's weekly wage equivalent (35-hour week) as follows:

<b>05/12/16</b>	<b>\$1,890.00</b>
<b>05/11/17</b>	<b>\$1,960.00</b>
<b>05/10/18</b>	<b>\$1,960.00</b>

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at 1.00% of the standard gross wages.

The above contribution is capped at the A-Rated Journeyman's weekly wage equivalent (35-hour week) as follows:

<b>05/12/16</b>	<b>\$1,890.00</b>
<b>05/11/17</b>	<b>\$1,960.00</b>
<b>05/10/18</b>	<b>\$1,960.00</b>

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 .55% of total gross wages.

ANNUITY FUND:

The contribution to the Annuity Fund shall be as follows:

<u>Length of Employment</u>	<u>Contribution per Day</u>
• More than 12 months and up to 24 months	\$ 9.25
• More than 24 months and up to 36 months	\$12.75
• More than 36 months	\$19.25

**05/12/16      plus, \$.50 per hour, for all hours worked.**

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall become as follows:

<u>Length of Employment</u>	<u>Contribution per Day</u>
• More than 12 months and up to 24 months	<b>\$ 8.00</b>
• More than 24 months and up to 36 months	<b>\$11.00</b>
• More than 36 months	<b>\$15.00</b>

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

DEFERRED SALARY PLAN

The following contributions to the Deferred Salary Plan shall be reported and paid directly to Mercer as Employer contributions:

5/12/16	\$ .50 per hour, for all hours worked
5/11/17	\$ .50 per hour, for all hours worked
<b>5/10/18</b>	<b>\$ .75 per hour, for all hours worked</b>

The above contribution shall be for all classes of the Administrative Division.

A contribution equal to 13% of standard gross wages shall continue for all employees who do not receive holiday and vacation pay from their employer as an employer contribution. Effective **5/11/2017**, this contribution shall become equal to **14%** of standard gross wages. The contractor is responsible for holiday and vacation pay for all employees with less than 5 years in the industry and for employees with 5 or more years who have elected to receive these benefits from their employer.

The mandatory 1% salary deferral shall continue and is reported and paid directly to Mercer as an Employee contribution. The 1% may be increased at the participant's discretion.

**SICK & BEREAVEMENT DAYS**

In the event an employee is sick and absent from work he/she shall receive sick pay from the employer. Employees may now use these days for bereavement. In the event an employee is not employed by a contractor for the full contract year, sick and bereavement days will be prorated.

From 05/12/16 -05/10/17                      up to 5 days

From 05/11/17 -05/09/18                      up to 5 days

From 05/10/18 -04/09/19                      up to 5 days

No benefits will be paid on these days.

**“In the event the employee does not use all 5 days by the end of the contract year, the employer will pay the employee 1 day’s salary for each unused day.**

**In the event the employee works for the employer less than a full year, the employee will receive a pro-rata share of sick and bereavement days.”**



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**TO: ALL EMPLOYERS OF EXPEDITORS**

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 **May 11, 2016, 4:01 P.M. (Thursday, May 12, 2016)**:

**WAGES:**

The minimum hourly wage for Expeditors shall become as follows:

05/12/16	\$31.84 (0% increase)
<b>05/11/17</b>	<b>\$32.16 (1% increase)</b>
<b>05/10/18</b>	<b>\$32.80 (2% increase)</b>

The employer shall continue to pay the participant's FICA for all Expeditors.

**JOINT INDUSTRY BOARD:**

The contribution to the Joint Industry Board shall continue at .25% of the standard gross wages.

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 shall be as follows:

05/12/16	40.43% of the standard gross wages
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The above contribution is capped at the A-Rated Journey person's weekly wage equivalent (35-hour week) as follows:

<b>05/12/16</b>	<b>\$1,890.00</b>
<b>05/11/17</b>	<b>\$1,960.00</b>
<b>05/10/18</b>	<b>\$1,960.00</b>

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall be as follows:

05/12/16	3.54%	of the standard gross wages
05/11/17	3.54%	of the standard gross wages
05/10/18	3.54%	of the standard gross wages

The above contribution is capped at the A-Rated Journeyman's weekly wage equivalent (35-hour week) as follows:

<b>05/12/16</b>	<b>\$1,890.00</b>
<b>05/11/17</b>	<b>\$1,960.00</b>
<b>05/10/18</b>	<b>\$1,960.00</b>

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at 1.033% of the standard gross wages.

The above contribution is capped at the A-Rated Journeyman's weekly wage equivalent (35-hour week) as follows:

<b>05/12/16</b>	<b>\$1,890.00</b>
<b>05/11/17</b>	<b>\$1,960.00</b>
<b>05/10/18</b>	<b>\$1,960.00</b>

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 7.05% of total gross wages.

ANNUITY FUND

The Annuity Fund contribution shall continue at:

**05/12/16** \$21.00 per day  
**plus, \$.50 per hour, for all hours worked.**

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at \$18.00 per day. The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

DEFERRED SALARY PLAN

The following contributions shall be as follows to the Deferred Salary Plan and shall be reported and paid directly to Mercer as Employer contributions:

- 05/12/16- \$.50 per hour, for all hours worked
- 05/11/17- \$.50 per hour, for all hours worked
- 05/10/18- \$.75 per hour, for all hours worked**

A contribution equal to 13% of standard gross wages shall continue for all employees who do not receive holiday and vacation pay from their employer as an employer contribution. Effective **5/11/2017**, this contribution shall become equal to **14%** of standard gross wages. The contractor is responsible for holiday and vacation pay for all employees with less than 5 years in the industry and for employees with 5 or more years who have elected to receive these benefits from their employer.

SICK & BEREAVEMENT DAYS

In the event an employee is sick and absent from work he/she shall receive sick pay from the employer. Employees may now use these days for bereavement.

- From 05/12/16 -05/10/17 up to 5 days
- From 05/11/17 -05/09/18 up to 5 days
- From 05/10/18 -04/10/19 up to 5 days
- No benefits will be paid on these days.

**"In the event the employee does not use all 5 days by the end of the contract year, the employer will pay the employee 1 day's salary for each unused day.**

**In the event the employee works for the employer less than a full year, the employee will receive a pro-rata share of sick and bereavement days."**



DELINQUENCY PAYMENT

The delinquency contribution payable to the Joint Industry Board of the Electrical Industry shall continue as follows:

1. New York Electrical Contractors Association, Inc. and Association of Electrical Contractors, Inc. Employers shall contribute .25% of the standard gross payroll.
2. Current Independent Employers shall contribute .50% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .75% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute 1.00% of the standard gross payroll.

Those Employers who remit the contribution reports on a manual basis will receive a separate delinquency form, which must be returned with the payment.



**2016 New Benefit Chart - NYC**

**Payroll Changes Effective Week Ending May 18, 2016-Week # 20**

DIVISION	WAGES		JIB	PENSION/ MAJOR MEDICAL	DENTAL FUND	401K (reported and remitted directly to Mercer)	ANNUITY	HEALTH REIMBURSE- MENT ACCOUNT	E & C	NEBF	EESISP	WAGE & BENEFITS DELQ FUND
	PRIOR 5/10/07	AFTER 5/10/07										
"A" Apprentices <sup>1-4</sup> "M" Helpers <sup>1-4</sup> PR Payroll	<sup>1</sup> \$16.25 <sup>2</sup> \$19.05 <sup>3</sup> \$21.15 <sup>4</sup> \$23.10	<sup>1</sup> \$13.50 <sup>2</sup> \$15.50 <sup>3</sup> \$17.50 <sup>4</sup> \$19.50	"0%"	19.92% of standard-gross wages	2.04% of standard-gross wages	15% of standard-gross wages + \$2.50 per clock hr.	\$1.00 Per clock hr.	<b>\$1.75 per clock hr.</b>	.50% of standard-gross wages	3% of total-gross wages	7.05% of total-gross wages	%***
ADM AF Payroll	No Salary Increase		"0%"	<b>32.61%*</b> of standard-gross wages	3.54%* of standard-gross wages	\$.50 per clock hr.  Over 5 yrs with Election +13% of standard-gross wages	Per day +12 months-\$ 9.25 +24 months-\$12.75 +36 months-\$19.25  <b>Plus: \$.50 per clock hour</b>	<b>Per day</b> <b>+12 months-\$ 8.00</b> <b>+24 months-\$11.00</b> <b>+36 months-\$15.00</b>	1.00%* of standard-gross wages	3% of total-gross wages	.55% of total-gross wages	N/A
Expeditors XP Payroll	\$31.84		.25% of standard-gross wages	<b>40.43%*</b> of standard-gross wages	3.54%* of standard-gross wages	\$.50 per clock hr.  Over 5 yrs with Election +13% of standard-gross wages	\$21.00 per day  <b>Plus: \$.50 per clock hour</b>	\$18.00 per day	1.033%* of standard-gross wages	3% of total-gross wages	7.05% of total-gross wages	%***

\*Paid on a weekly standard-gross wage up to \$1,890

\*\*\*NYECA&AEC,.25%,Current Independent, .50%,New Independent,.75%, Independent recently Association terminated,1.00%