



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 20, 2023

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ALL EMPLOYERS OF "M" JOURNEYPersonS AND "MIJ" JOURNEYPersonS – WHITE PLAINS

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 19, 2023, at 4:01 PM (with all changes taking effect at 4:01 P.M. on the effective date) through April 15, 2026, at 4:00 P.M.:

WAGES

The minimum hourly wage, based on an 8-hour day for M and MIJ Journeypersons (7-hour day for 5th year apprentices on 'A' construction jobs), shall become:

| | |
|--|------------------------|
| <u>"M" Journeypersons</u> | <u>04/19/23</u> |
| 1st Year & 2nd Year | \$30.00 |
| 3rd Year & * | \$32.50 |
| | |
| <u>MIJ's</u> | <u>04/19/23</u> |
| 1-12 months | \$26.50 |
| 13-18 months | \$30.00 |

* \$2.50 increase for every two points earned by taking classes through E & C; 6 point maximum or \$40 max wage rate.

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall be as follows:

| | |
|----------------|--|
| 4/19/23 | 0.00% of the standard gross wages |
| 4/17/24 | 0.15%** of the standard gross wages |
| 4/16/25 | 0.15%** 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 shall be as follows:

| | |
|----------------|--|
| 4/19/23 | \$5.28 per clock hour plus 1% of the hourly wages |
| 4/17/24 | \$6.03 per clock hour plus 1% of the hourly wages |
| 4/16/25 | \$6.03 per clock hour plus 1% of the hourly wages |

DENTAL FUND

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

| | |
|----------------|--|
| 4/19/23 | \$0.54 per clock hour |
| 4/17/24 | \$0.54 per clock hour plus 1% of the hourly wages |
| 4/16/25 | \$0.54 per clock hour plus 1% of the hourly wages |

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall be as follows:

| | |
|----------------|--|
| 4/19/23 | \$0.13 per clock hour |
| 4/17/24 | \$0.13 per clock hour |
| 4/16/25 | \$0.13 per clock hour plus .40% of the hourly wages |

N.E.B.F.

The contribution to the National Electrical Benefit Fund shall continue at 3% of the total-gross wages.

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

The contribution to the Electrical Employers Self-Insurance Safety Plan shall continue at \$0.13 per clock hour.

ANNUITY FUND

The contribution to the Annuity Fund shall continue at \$1.00 per clock hour.

HEALTH REIMBURSEMENT ACCOUNT

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

| | |
|----------------|------------------------------|
| 4/19/23 | \$1.25 per clock hour |
| 4/17/24 | \$2.00 per clock hour |
| 4/16/25 | \$2.00 per clock hour |

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

DEFERRED SALARY PLAN

The following shall be reported and paid directly to Empower as Employer contributions:

\$2.50 per hour plus 7.65% of employee's total-gross wages,

A 1% salary deferral shall become mandatory and shall be reported and paid directly to Empower as an Employee contribution. The 1% may be increased at the employee's discretion.