



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 20, 2023

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ALL EMPLOYERS OF 'M' HELPERS – 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

For all 'M' Helpers:

	<u>4/19/23</u>	
	<u>First Half</u>	<u>Second Half</u>
1st Level	\$16.00	\$16.50
2nd Level	\$17.00	\$18.00
3rd Level	\$19.00	\$20.00
4th Level	\$21.00	\$22.75

For all 'M' Helpers becoming members of Local Union No. 3, IBEW, advancement to the next level will be after 18 months of employment.

JOINT INDUSTRY BOARD

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

4/19/23	2.00% of the standard-gross wages, plus \$.25 per clock hour
4/17/24	2.15%* of the standard-gross wages, plus \$.25 per clock hour
4/16/25	2.15%* of the standard-gross wages, plus \$.25 per clock hour

Please report the \$.25 per clock hour in the Field/Column designated VHUP.(see top of page 2)

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.

VACATION-HOLIDAY-UNEMPLOYMENT PLAN (VHUP)

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at \$0.00. However, please add the \$.25 per clock hour Joint Industry Board contribution to the Field/Column designated VHUP for EACH employee.

PENSION, HOSPITALIZATION AND BENEFIT PLAN

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

4/19/23	36.43% of the standard-gross wages
4/17/24	36.43% of the standard-gross wages, plus \$.75 per clock hour
4/16/25	36.43% of the standard-gross wages, plus \$.75 per clock hour

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.04% of the standard-gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND

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

4/19/23	1.02% of the standard-gross wages
4/17/24	1.02% of the standard-gross wages
4/16/25	1.42% of the standard-gross 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 .50% of the total-gross wages.

ANNUITY FUND

The contribution to the Annuity Fund shall be as follows:

4/19/23	\$.75 per clock hour
4/17/24	\$.75 per clock hour
4/16/25	\$1.00 per clock hour

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) for 2nd through 4th year Apprentices shall be as follows:

4/19/23	\$2.00 per clock hour
4/17/24	\$2.00 per clock hour
4/16/25	\$2.50 per clock hour

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

DEFERRED SALARY PLAN

The contribution of 20.65% of the employee's total-gross wages shall be reported and paid directly to Empower as an Employer contribution.

A 1% salary deferral for all classes of apprentices 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.

BENEFIT AND WAGE DELINQUENCY FUND

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

1. New York Electrical Contractors Association, Inc. Employers shall contribute .00% of the standard-gross payroll to this fund.
2. Independent Employers shall contribute .75% of the standard-gross payroll to this fund.