



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.jibe.org

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June 28, 2010

Revised

TO: ALL EMPLOYERS OF EMPLOYEES PERFORMING WORK IN STREET LIGHTING AND TRAFFIC SIGNALS

"DL" PAYROLL

The Negotiating Committee of Local Union No. 3, IBEW and the representatives of employers have mutually agreed that effective May 20, 2010:

WAGES

The hourly wages, based on a 35-hour weekly straight-time rate for the classifications listed below shall be as follows:

	<u>5/20/2010</u>	<u>11/17/2011</u>
"A" Auto Mechanic	\$34.70	\$36.09
"B" Auto Mechanic	\$26.02	\$27.06
"C" Auto Mechanic	\$17.35	\$18.04
"A" Material Handlers	\$31.65	\$32.92
"B" Material Handlers	\$15.83	\$16.46
Electro-Pole Maintainers	\$31.83	\$33.10
Gasser/Washer	\$15.17	\$15.78

The hourly wages, based on a 40-hour weekly straight-time rate for the classifications listed below shall be as follows:

	<u>5/20/2010</u>	<u>11/17/2011</u>
Electro-Pole Foundation Technician	\$39.17	\$40.66
Electro-Pole Foundation	\$37.17	\$38.66
Dispatchers	\$35.71	\$37.14

The employer shall continue to pay the employee's social security tax (FICA) for all of the above classes of employees.

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall become:

05/20/10	1.00% of the standard gross wages
05/19/11	1.50% of the standard gross wages
05/17/12	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 continue at 36.43% of the standard gross wages.

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall become **2.79%** of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall become:

05/20/10	.283% of the standard gross wages
05/19/11	.283% of the standard gross wages
05/17/12	.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 current contribution to the Electrical Employers Self-Insurance Safety Plan shall continue at 4.00% of total gross wages.

ANNUITY FUND

The contribution to the Annuity Fund for all job classifications listed above, for all hours worked, shall be as follows:

05/20/10	-	\$1.50
05/19/11	-	\$1.50
05/17/12	-	\$1.85

HEALTH REIMBURSEMENT ACCOUNT ("HRA")

The contribution to the Health Reimbursement Account shall continue at \$37.75 per day for all job classifications listed above. The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the \$1.50 per hour Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

VACATION-HOLIDAY-UNEMPLOYMENT PLAN

The required contribution to the Vacation-Holiday-Unemployment Plan ("VHUP") shall become for **Electro-Pole Foundation Technician, Electro-Pole Foundation** and **Electro-Pole Maintainers**:

05/20/10	-	17.40% of standard gross wages
05/19/11	-	18.40% of standard gross wages
05/17/12	-	19.40% of standard gross wages

The above contribution shall be reported for **EACH** participant in the Field/Column designated VHUP. **You must identify the Individuals in these Categories on the provided form.**

For all other classifications, the contribution shall continue at 16.40% of the employees' standard gross wages and shall be reported for **EACH** participant in the Field/Column designated VHUP.

NEW HOLIDAY

Election Day shall be replaced by Veterans Day.

WAGE REPLACEMENT DAYS

Employees shall be allowed to withdraw funds for the equivalent of a day's pay if he/she chooses to take off for Election Day and/or one Medical Exam Day without penalty on the job.

DELINQUENCY PAYMENT

The delinquency contribution payable to the Joint Industry Board of the Electrical Industry shall be 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.