



## JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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May 19, 2010

### **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 13, 2010:

#### WAGES:

**11/10/11**                      **4% increase for all employees**  
**Minimum \$25.00 - Maximum \$50.00**

Minimum starting salaries shall be as follows:

Clerical	-	\$350.00 per week
Administrative	-	\$425.00 per week
Technical	-	\$465.00 per week
Engineering	-	\$525.00 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 continue at 27.61% of the standard gross wages. . Standard gross wages are the wages calculated at the regular hourly wage for all hours worked; **capped at the "A" Rate of \$1715 per week; effective 11/10/11, capped at the "A" Rate of \$1785.**

#### 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:

<b>05/13/10</b>	<b>.75%</b> of the standard gross wages
<b>05/12/11</b>	<b>.75%</b> of the standard gross wages
<b>05/10/12</b>	<b>1.00%</b> 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 .31% of total gross wages.

ANNUITY FUND:

The contribution to the Annuity Fund shall continue as follows:

<u>Length of Employment</u>	<u>Contribution per Day</u>
• More than 12 months and up to 24 months	\$ 4.00
• More than 24 months and up to 36 months	\$ 7.50
• More than 36 months	\$14.00

HEALTH REIMBURSEMENT ACCOUNT

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

<u>Length of Employment</u>	<u>Contribution per Day</u>
• More than 12 months and up to 24 months	\$ 6.50
• More than 24 months and up to 36 months	\$10.00
• More than 36 months	\$14.00

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.

VACATION-HOLIDAY-UNEMPLOYMENT PLAN

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at 13% of the participant's standard gross wages. The contribution of 13% shall be contributed to the participant's individual account and reported in the Field/Column designated VHUP. **Changes to this Plan will be effective 1/1/2011. Details will follow at a later date.**

New employees hired in the ADM Division (hired after 5/10/2007) will receive their vacation and holiday pay directly from their employer for their first full year of employment. No contribution will be made to the VHUP during this period. Vacation benefits will be accrued on a pro-rated basis when paid directly by the employer. After the first year of employment in the ADM Division, employees will have the option to continue to receive their vacation and holiday pay directly from their employer or to have 13% of their standard gross wages contributed to their VHUP based on the benefit plan contributed to by employees hired prior to 5/10/2007. The contribution of 13% shall be contributed to the participant's individual account and reported in the Field/Column designated VHUP.

DEFERRED SALARY PLAN

A contribution to the Deferred Salary Plan shall become as follows:

05/12/11	-	\$ .50 per hour
05/10/12	-	\$ .50 per hour

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

NEW HOLIDAY

Election Day shall be replaced by Veterans Day.

Employees shall have the option to take off on Election Day without penalty on the job and may take money out of his/her Deferred Salary Plan in an amount equal to the day's pay, if eligible to withdraw such amount.

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 DAYS

In the event an employee is sick and absent from work he/she shall receive sick pay from the employer as follows:

From 05/13/10 -05/11/11	up to 3 days
From 05/12/11 -05/09/12	up to 3 days
From 05/10/12 -05/8/13	up to 5 days

No benefits will be paid on sick pay.