



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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May 19, 2010

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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 13, 2010.

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 continue as follows,

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

	<u>05/13/10</u>	<u>05/12/11</u>	<u>05/10/12</u>
1st Year	\$13.75	\$14.25	\$14.25
2nd Year	\$16.55	\$17.05	\$17.05
3rd Year	\$18.65	\$19.15	\$19.15
4th Year	\$20.60	\$21.10	\$21.10

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

	<u>05/13/10</u>	<u>05/12/11</u>	<u>05/10/12</u>
1st Year	\$11.00	\$11.50	\$11.50
2nd Year	\$13.00	\$13.50	\$13.50
3rd Year	\$15.00	\$15.50	\$15.50
4th Year	\$17.00	\$17.50	\$17.50

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 4.00% of total gross wages.

ANNUITY FUND

The \$.30 per hour contribution to the Annuity Fund for all "M" Helpers, for all hours worked, shall continue.

HEALTH REIMBURSEMENT ACCOUNT

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

05/13/10	-	\$1.00 per hour
05/12/11	-	\$1.00 per hour
05/10/12	-	\$1.50 per hour

The HRA contribution shall be for all hours worked and shall be reported in the Field/Column designated Annuity/HRA, together with the \$.30 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 contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall become as follows for all "M" Helpers:

05/13/10	-	15% of standard gross wages
05/12/11	-	15% of standard gross wages
05/10/12	-	15% of standard gross wages

NEW HOLIDAY

Election Day shall be replaced by Veterans Day.

WAGE REPLACEMENT DAYS

Employees shall be allowed to withdraw funds for up to five (5) wage replacement days per year including Election Day without penalty on the job.

DEFERRED SALARY PLAN (401k Plan)

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

05/13/10	-	\$2.00 per hour
05/12/11	-	\$2.00 per hour
05/10/12	-	\$2.50 per hour

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 3rd year and 4th 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.

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.