



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

April 23, 2010

HARRY VAN ARSDALE JR.
Founder

DR. GERALD FINKEL
Chairman
GINA M. ADDEO
Secretary
JOHN E. MARCHELL
Treasurer
VITO V. MUNDO
Counsel

Employer Representatives
GINA M. ADDEO
ROBERT AMABILE
SALVATORE ANELLI
SAL CAPUTO
THOMAS CARLUCCI
MENACHEM GAL
BARRY KATZEN
RICHARD P. KLEINKNECHT
STEVEN LAZZARO
BARRY KATZEN
CIRO LUPO
MICHAEL M. MAZZEO, JR.
DAVID B. PINTER
JOHN PINTO
DAVID I. SAMUELS
GARY SEGAL

Employee Representatives
RONALD BRYAN
CHRISTOPHER ERIKSON
MARK G. HANSEN
WILLIAM HOFVING
JOHN E. MARCHELL
AUSTIN McCANN
VINCENT McELROEN
RAYMOND MELVILLE
ROBERT OLENICK
LUIS RESTREPO
PAUL RYAN
JOSEPH SANTIGATE
STEVEN SCHWARTZ
LANCE VAN ARSDALE

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 May 6, 2010:

WAGES

The "M" Helpers hourly wages, based on an 8-hour day, shall be as follows:

	<u>5/06/10</u>
1 st Year	\$13.75
2 nd Year	\$16.55
3 rd Year	\$18.65
4 th Year	\$20.60

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at 1.50% (effective April 22, 2010) 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 continue at 3.04% of the "standard gross wages."

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall continue at .50% (effective April 22, 2010) of the "standard gross wages."

N.E.B.F.

The contribution to the National Electrical Benefit Fund shall continue at 3.00% 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 existing \$2.00 per day contribution to the Annuity Fund for all "M" Helpers shall continue. (Effective 5/05/11, this contribution shall become \$4.00 per day.)

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at an amount equal to \$1.57 per hour for ALL HOURS WORKED for 2nd through 4th year Helpers. The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the \$2.00 per day 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 continue at an amount equal to 13.00% of the employees' total gross wages, (including overtime), for all Helpers. The contribution of 13.00% shall be reported for **EACH** employee in the Field/Column designated VHUP.

DEFERRED SALARY PLAN

EMPLOYER CONTRIBUTION

The following contributions shall be reported and paid directly to Mercer Trust Company as employer contributions:

Effective 5/08/08	1% of the employee's <u>total</u> gross wages
Effective 5/07/09	2.5 % of the employee's <u>total</u> gross wages
Effective 5/06/10	4% of the employee's <u>total</u> gross wages
Effective 5/05/11	6% of the employee's <u>total</u> gross wages
Effective 5/03/12	7.65% of the employee's <u>total</u> gross wages

A 1% salary deferral for all classes of helpers shall continue and shall be reported and paid directly to Mercer Trust Company 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 .25% of the "standard gross payroll" to this fund.
2. Independent Employers shall contribute 1.00% of the "standard gross payroll" to this fund.

Those Employers who remit the contribution reports on a manual basis will receive a separate delinquency form, which must be returned with the payment.