



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 20, 2011

ALL EMPLOYERS OF "A" APPRENTICES – 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 5, 2011:

WAGES

The Class "A" Apprentices hourly wages, based on a 7-hour day, shall be as follows:

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% 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% 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.

ALL EMPLOYERS OF "A" APPRENTICES – WHITE PLAINS

ANNUITY FUND

The contribution shall become **\$4.00** per day to the Annuity Fund for all Apprentices.

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 Apprentices. The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the **\$4.00** 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 Apprentices. 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
Effective 5/03/12	7.65% of the employee's <u>total</u> gross wages

A 1% salary deferral for all classes of apprentices 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.