



**JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY**

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365

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April 29, 2011

HARRY VAN ARSDALE JR.  
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VITO V. MUNDO  
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MICHAEL WHALEN, JR.

**TO: ALL EMPLOYERS OF "M" JOURNEYPersonS AND "MIJ" JOURNEYPersonS**

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 11, 2011, 4:01 P.M.

**WAGES:**

For MIJs employed before May 10, 2007 the hourly rate:

	shall remain 1-18 months	shall remain 19-30 months
<u>05/11/11</u>	\$25.30	\$26.00
<u>05/09/12</u>	\$25.30	\$26.00

For MIJs employed after May 10, 2007 the hourly rate:

	shall remain 1-18 months	shall remain 19-30 months
<u>05/11/11</u>	\$21.50	\$26.00
<u>05/09/12</u>	\$21.50	\$26.00

For "M" Journeypersons employed before May 10, 2007 the hourly rate:

	shall remain 1-24 months	shall remain 25-48 months
<u>05/11/11</u>	\$25.30	\$26.00
<u>05/09/12</u>	\$25.30	\$26.00

For "M" Journeypersons who become members of Local Union No. 3, IBEW on or after May 10, 2007 and/or become employed as "M" Journeypersons on or after May 10, 2007 the hourly rate:

	shall remain 1-24 months	shall remain 25-48 months
<u>05/11/11</u>	\$21.50	\$26.00
<u>05/09/12</u>	\$21.50	\$26.00

The above minimum hourly wages are based on a 7-hour day with the eighth hour worked at the straight-time rate.

**ALL EMPLOYERS OF "M" JOURNEYPERSONS AND "MIJ" JOURNEYPERSONS-  
April 29, 2011**

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PENSION, HOSPITALIZATION AND BENEFIT PLAN:

The contribution to the Pension, Hospitalization and Benefit Plan shall continue at:

19.92% of the standard gross wages. Standard gross wages are the wages calculated at the regular hourly wage for all hours worked.

DENTAL BENEFIT FUND:

The contribution to the Dental Fund of the Electrical Industry shall continue at:

1.79% of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at:

.25% 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:

5.00% of total gross wages.

ANNUITY FUND

The \$1.00 per hour contribution to the Annuity Fund for Journeypersons on M-rated work, for all hours worked, shall continue.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall be as follows for all hours worked:

<b>05/11/11</b>	-	<b>\$3.00 per hour</b>
05/09/12	-	\$3.50 per hour

The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the \$1.00 per hour Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

**ALL EMPLOYERS OF "M" JOURNEYPersonS AND "MIJ" JOURNEYPersonS-  
April 29, 2011**

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VACATION-HOLIDAY-UNEMPLOYMENT PLAN

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at:

05/11/11 - 14% of standard gross wages  
05/09/12 - 15% of standard gross wages

The contribution to the Vacation-Holiday-Unemployment Plan shall be contributed to the participant's individual account and reported in the Field/Column designated VHUP.

DEFERRED SALARY PLAN

The following contributions are due to the Deferred Salary Plan and shall be reported and paid directly to Mercer as Employer contributions:

5.65% of total gross wages, (FICA Equivalent for all MIJ and "M" Journeypersons),

**05/11/11 - \$ .50 per hour**  
05/09/12 - \$1.00 per hour.

The mandatory 1% salary deferral shall continue for all MIJ and M-Journeypersons 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 continues 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.