



# JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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

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HARRY VAN ARSDALE JR.  
Founder

May 11, 2009

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## **TO: ALL EMPLOYERS OF EXPEDITORS**

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 14, 2009:

### WAGES

The minimum hourly wage for expeditors shall be as follows:

**05/14/09                      \$29.01 (\$1.00 increase)**

The employer shall continue to pay the employee's FICA for all expeditors.

### JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at 1.00% 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 1.033% 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 4.86% of **total** gross wages.

### ANNUITY FUND

The Annuity Fund contribution shall continue at \$14.00 per day.

**ALL EMPLOYERS OF EXPEDITORS**  
**May 11, 2009**

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HEALTH REIMBURSEMENT ACCOUNT

The required contribution to the Health Reimbursement Account (HRA) shall continue at \$18.00 per day. The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the \$14.00 per day Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

***UNTIL FURTHER NOTICE,***  
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' "standard gross wages." The contribution of 13.00% shall be reported for **EACH** employee in the Field/Column designated VHUP.

DEFERRED SALARY PLAN

The mandatory 1% salary deferral shall continue and is reported and paid directly to Putnam Investments as an Employee contribution. The 1% may be increased at the employee'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.