



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

May 11, 2009

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

Employee Representatives

JOSEPH R. BECHTOLD
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

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 14, 2009:

WAGES

The minimum hourly wages for "M" Journeypersons and "MIJ" Journeypersons are based on a 7-hour day with the 8th hour worked at the straight time rate.

The MIJ hourly rate effective 5/14/2009 shall continue as follows:

<u>1-18 months</u>	<u>19-24 months</u>
\$25.30	\$26.00

For "M" Journeypersons employed before May 10, 2007 the hourly rate effective 5/14/2009 shall continue as follows:

<u>1-24 months</u>	<u>25-48 months</u>
\$25.30	\$26.00

For individuals 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 effective 5/14/2009 shall continue as follows:

<u>1-24 months</u>	<u>25-48 months</u>
\$21.50	\$26.00

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at "0%."

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 2.04% 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 **total** gross wages.

ALL EMPLOYERS OF "M" JOURNEYPERSONS AND "MIJ" JOURNEYPERSONS
May 11, 2009

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 existing \$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 required contribution to the Health Reimbursement Account (HRA) shall continue at an amount equal to \$2.50 per hour for ALL HOURS WORKED. 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.

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 7.65% of **total** gross wages (FICA Equivalent for all "M" rated Journeypersons) continues to be contributed as an Employer contribution to the participant's Deferred Salary Plan account (not to exceed the maximum annual employee FICA payment required by law) and is reported and paid directly to Putnam Investments.

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.