



# JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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May 11, 2009

**HARRY VAN ARSDALE JR.**  
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#### Employer Representatives

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PAUL RYAN

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STEVEN SCHWARTZ

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## **TO: ALL EMPLOYERS OF "A" RATED EMPLOYEES PERFORMING WORK IN STREET LIGHTING AND TRAFFIC SIGNALS**

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 21, 2009:

### WAGES

The "A" rated Employee hourly wage, based on a 7-hour day, shall become  
**5/21/09 - \$49.00**

### WEEKLY WAGES

Foreperson	2248.24
General Foreperson	2401.62
Garage Foreperson	2199.75

### 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 27.61% of the "standard gross wages" plus:

\$4.00 per hour for all hours worked.

### 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.

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ANNUITY FUND

The contribution to the Annuity Fund for employees on A-rated work, shall continue at \$2.00 per hour FOR ALL HOURS WORKED.

HEALTH REIMBURSEMENT ACCOUNT ('HRA')

The required contribution to the Health Reimbursement Account (HRA) shall continue to be an amount equal to \$4.00 per hour for ALL HOURS WORKED. The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the \$2.00 per hour Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

DEFERRED SALARY PLAN

The contribution of 16.40% of the employees' "standard gross wages" and the \$2.00 per hour continues to be contributed to the participant's Deferred Salary Plan account as an Employer contribution and is reported and paid directly to Putnam Investments.

The 7.65% of **total** gross wages (FICA Equivalent) 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 combined with the above mentioned 16.40% of "standard gross wages" and the \$2.00 per hour when reported and paid directly to Putnam Investments.

The mandatory 1% salary deferral shall continue to be 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 be 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.