



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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ALL EMPLOYERS OF "A" RATED JOURNEYPersonS – 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 7, 2009:

WAGES

The "A" rated Journeyman hourly wage, based on a 7-hour day, shall be as follows:

5/08/08	-	\$44.75
5/07/09	-	\$45.75
5/06/10	-	\$47.75
5/05/11	-	\$48.75
5/03/12	-	\$50.75

SUPERVISION RATES

The minimum payments above the pay of "A" Journeymen shall continue as follows:

Forepersons	4% above "A" rated Journeymen pay
General Forepersons	8% above "A" rated Journeymen pay

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 become 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 1.00% 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 .50% of **total** gross wages.

ALL EMPLOYERS OF "A" RATED JOURNEYPERSONS – WHITE PLAINS

ANNUITY FUND

Effective May 7, 2009, the existing \$1.00 per hour contribution to the Annuity Fund for Journeypersons on A-rated work **shall become \$1.50 per hour for ALL HOURS WORKED**. (Effective 5/05/11, the contribution to the Annuity Fund shall become \$2.00 per hour for ALL HOURS WORKED.)

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at 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 **\$1.50** per hour Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

VACATION-HOLIDAY-UNEMPLOYMENT PLAN

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at \$.06 (6 cents) per hour and shall be reported for EACH employee in the Field/Column designated VHUP. As a result of this contribution, effective May 1, 2009 each "A" Journeyperson and "A" Technician working for a contributing employer or unemployed but registered as available for employment shall be entitled to term life insurance coverage which is currently in the amount of \$50,000.

DEFERRED SALARY PLAN

EMPLOYER CONTRIBUTION

The following contributions shall be reported and paid directly to Putnam Investments as employer contributions:

Effective 5/08/08	14% of employee's <u>total</u> gross wages
Effective 5/07/09	15.5 % of employee's <u>total</u> gross wages
Effective 5/06/10	17% of employee's <u>total</u> gross wages
Effective 5/05/11	19% of employee's <u>total</u> gross wages
Effective 5/03/12	20.65% of employee's <u>total</u> gross wages

The mandatory 1% salary deferral shall continue for all Journeypersons and shall be reported and paid directly to Putnam Investments 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 shall continue as follows:

1. New York Electrical Contractors Association, Inc. Employers shall **not** contribute to this fund.
2. Independent Employers 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.