



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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May 5, 2009

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ALL EMPLOYERS OF "M" HELPERS – 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 07, 2009:

WAGES

The "M" Helpers hourly wages, based on an 8-hour day, shall be as follows:

5/07/09

1 st Year	\$13.75
2 nd Year	\$16.55
3 rd Year	\$18.65
4 th Year	\$20.60

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 **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 1.00% 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 "M" HELPERS – WHITE PLAINS

ANNUITY FUND

The existing \$2.00 per day contribution to the Annuity Fund for all "M" Helpers shall continue. (Effective 5/05/11, this contribution shall become \$4.00 per day).

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at an amount equal to \$1.57 per hour for ALL HOURS WORKED for 2nd through 4th year Helpers. The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the \$2.00 per day Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

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' total gross wages, (including overtime), for all Helpers. The contribution of 13.00% shall be reported for **EACH** employee in the Field/Column designated VHUP.

DEFERRED SALARY PLAN

EMPLOYER CONTRIBUTION

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

Effective 5/08/08	1% of employee's <u>total</u> gross wages
Effective 5/07/09	2.5 % of employee's <u>total</u> gross wages
Effective 5/06/10	4% of employee's <u>total</u> gross wages
Effective 5/05/11	6% of employee's <u>total</u> gross wages
Effective 5/03/12	7.65% of employee's <u>total</u> gross wages

A 1% salary deferral for all classes of helpers shall continue 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 is 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.