



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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May 5, 2009

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ALL EMPLOYERS OF "M" JOURNEYPersonS, "MIJ" JOURNEYPersonS AND 5TH YEAR APPRENTICES – 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 hourly wage, based on an 8-hour day (7-hour day for 5th year apprentices on "A" construction jobs), shall be as follows:

5/07/09 - \$25.30
5/05/11 - \$26.00

JOINT INDUSTRY BOARD - 0.00%

PENSION, HOSPITALIZATION AND BENEFIT PLAN

The contribution to the Pension, Hospitalization and Benefit Plan shall become **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.

E.E.S.I.S.P.

The contribution to the Electrical Employers Self-Insurance Safety Plan shall continue at .50% of **total** gross wages.

ANNUITY FUND

The existing \$.90 per hour contribution to the Annuity Fund for Journeypersons on M-rated work, for ALL HOURS WORKED, shall continue. (Effective 5/05/11, the contribution to the Annuity Fund for Journeypersons on M-rated work shall become \$1.00 per hour for ALL HOURS WORKED.)

**ALL EMPLOYERS OF "M" JOURNEYPERSONS, "MIJ" JOURNEYPERSONS
AND 5TH YEAR APPRENTICES- WHITE PLAINS**

HEALTH REIMBURSEMENT ACCOUNT

The required contribution to the Health Reimbursement Account (HRA) shall continue at an amount equal to 3.88% of the employees' total gross wages, (including overtime). The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the \$.90 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 required contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at an amount equal to \$2.50 per hour for ALL HOURS WORKED. The contribution of \$2.50 per hour 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 shall continue and 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.