



## JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 23, 2010

### **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 6, 2010:

#### **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
<b>5/06/10</b>	-	<b>\$47.75</b>
5/05/11	-	\$48.75
5/03/12	-	\$50.75

#### **SUPERVISION RATES**

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

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

#### **JOINT INDUSTRY BOARD**

The contribution to the Joint Industry Board shall continue at 1.50% (effective April 22, 2010) 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 .50% (effective April 22, 2010) 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 \$1.50 per hour contribution to the Annuity Fund for Journeypersons on A-rated work shall continue 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 \$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 Mercer Trust Company 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
<b>Effective 5/06/10</b>	<b>17% of employee's <u>total</u> gross wages</b>
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 Mercer Trust Company as an Employee contribution. The 1% may be increased at the employee's discretion.

TEMPORARY LIGHT, HEAT & POWER

Under circumstances as defined under Article LIX of the Inside Wiremen and Teledata Agreement and Working Rules, employees working on Temporary Light,

Heat & Power will receive contributions only to the Health Reimbursement Account, Deferred Salary Plan, Annuity Plan and the National Electric Benefit Fund.

***Due*** to this new Contract change, this category shall be reported separately under payroll suffix **WX**.

#### **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 contribute .25% of the "standard gross payroll" to this fund.
2. Independent Employers shall contribute 1.00% of the "standard gross payroll" to this fund.

Those Employers who remit the contribution reports on a manual basis will receive a separate delinquency form, which must be returned with the payment.