



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365
TEL: (718) 591-2000 • FAX: (718) 380-7741 • www.jibe.org

May 19, 2010

HARRY VAN ARSDALE JR.
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TO: ALL EMPLOYERS OF "A" RATED JOURNEYPERSONS

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 13, 2010:

WAGES:

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

05/13/10	-	\$49.00
11/10/11	-	\$51.00
05/10/12	-	\$51.00

SUPERVISION RATES:

The minimum payments, above the pay of Journeyman, shall continue as follows:

Forepersons - 3 to 5 persons	\$3.00 per hour
Forepersons - 6 to 14 persons	\$3.75 per hour
Subforepersons	\$3.75 per hour
General Foreperson:	
1 Subforeperson	\$4.00 per hour
2 Subforepersons	\$4.50 per hour
3 Subforepersons	\$5.00 per hour
4 Subforepersons	\$5.50 per hour
5 Subforepersons	\$6.00 per hour

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall become:

05/13/10	1.00% of the standard gross wages
05/12/11	1.50% of the standard gross wages
05/10/12	1.50% 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 become **2.79%** of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall become:

05/13/10	.283% of the standard gross wages
05/12/11	.283% of the standard gross wages
05/10/12	.533% 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 4.00% of total gross wages.

ANNUITY FUND:

The contribution to the Annuity Fund for Journeypersons on A-rated work, for all hours worked, shall be as follows:

05/13/10	-	\$2.00
05/12/11	-	\$2.00
05/10/12	-	\$2.50

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 \$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 to the Deferred Salary Plan shall become:

05/13/10	-	14% of standard gross wages
05/12/11	-	15% of standard gross wages
05/10/12	-	16% of standard gross wages

The above contributions shall be reported and paid directly to Mercer as an Employer contribution.

The contribution of \$2.00 per hour, for all hours worked, shall continue to be reported and paid directly to Mercer as an Employer contribution.

The contribution of 7.65% of total gross wages, (FICA Equivalent for all "A" rated Journeypersons), shall continue to be reported and paid directly to Mercer as an Employer contribution.

The mandatory 1% salary deferral shall continue for all "A" rated Journeypersons and is reported and paid directly to Mercer as an Employee contribution. The 1% may be increased at the participant's discretion.

NEW HOLIDAY

Election Day shall be replaced by Veterans Day.

WAGE REPLACEMENT DAYS

Employees shall be allowed to withdraw funds for up to five (5) wage replacement days per year including Election Day without penalty on the job.

DELINQUENCY PAYMENT

The delinquency contribution payable to the Joint Industry Board of the Electrical Industry continues 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.