



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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May 19, 2010

TO: ALL EMPLOYERS OF "M" JOURNEYPersonS AND "MIJ" 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 MIJ hourly rate:

	shall remain <u>1-18 months</u>	shall remain <u>19-24 months</u>
<u>05/13/10</u>	\$25.30	\$26.00
<u>05/12/11</u>	\$25.30	\$26.00
<u>05/10/12</u>	\$25.30	\$26.00

For "M" Journeypersons employed before May 10, 2007 the hourly rate:

	shall remain <u>1-24 months</u>	shall remain <u>25-48 months</u>
<u>05/13/10</u>	\$25.30	\$26.00
<u>05/12/11</u>	\$25.30	\$26.00
<u>05/10/12</u>	\$25.30	\$26.00

For "M" Journeypersons who become members of Local Union No. 3, IBEW on or after May 10, 2007 and/or become employed as "M" Journeypersons on or after May 10, 2007 the hourly rate:

	shall remain <u>1-24 months</u>	shall remain <u>25-48 months</u>
<u>05/13/10</u>	\$21.50	\$26.00
<u>05/12/11</u>	\$21.50	\$26.00
<u>05/10/12</u>	\$21.50	\$26.00

The above minimum hourly wages are based on a 7-hour day with the eighth hour worked at the straight-time rate.

PENSION, HOSPITALIZATION AND BENEFIT PLAN:

The contribution to the Pension, Hospitalization and Benefit Plan shall continue at

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 become **1.79%** of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall become **.25%** 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 \$1.00 per hour contribution to the Annuity Fund for Journeypersons on M-rated work, for all hours worked, shall continue.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall be as follows for all hours worked:

05/13/10	-	\$2.50 per hour
05/12/11	-	\$3.00 per hour
05/10/12	-	\$3.50 per hour

The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the \$1.00 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 become:

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

The contribution to the Vacation-Holiday-Unemployment Plan shall be contributed to the participant's individual account and reported in the Field/Column designated VHUP.

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.

DEFERRED SALARY PLAN

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

The following shall be contributed for all hours worked as follows:

05/12/11	-	\$.50 per hour
05/10/12	-	\$1.00 per hour

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

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

DELINQUENCY PAYMENT

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