

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 Annuity Fund contribution shall continue at \$14.00 per day.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at \$18.00 per day. The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the \$14.00 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 contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at 13% of the participant's standard gross wages. The 13% shall be contributed to the participant's individual account and reported in the Field/Column designated VHUP. **Changes to this Plan will be effective 1/1/2011. Details will follow at a later date.**

NEW HOLIDAY

Election Day shall be replaced by Veterans Day.

Employees shall have the option to take off on Election Day without penalty on the job and may take money out of his/her Deferred Salary Plan in an amount equal to the day's pay, if eligible to withdraw such amount.

DEFERRED SALARY PLAN

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

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

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

SICK DAYS

In the event an employee is sick and absent from work he/she shall receive sick pay from the employer as follows:

From 05/13/10 -05/11/11 up to 3 days

From 05/12/11 -05/09/12

up to 3 days

From 05/10/12 -05/8/13

up to 5 days

No benefits will be paid on sick pay.

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.