



## JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 20, 2011

## **ALL EMPLOYERS OF "M" HELPERS – 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 5, 2011:

### **WAGES**

The "M" Helpers hourly wages, based on an 8-hour day, shall continue as follows:

1 <sup>st</sup> Year	\$13.75
2 <sup>nd</sup> Year	\$16.55
3 <sup>rd</sup> Year	\$18.65
4 <sup>th</sup> Year	\$20.60

### **JOINT INDUSTRY BOARD**

The contribution to the Joint Industry Board shall continue at 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 36.43% of the "standard gross wages."

### **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% of the "standard gross wages."

## ALL EMPLOYERS OF "M" HELPERS – WHITE PLAINS

### N.E.B.F.

The contribution to the National Electrical Benefit Fund shall continue at 3.00% of the **total** gross wages.

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

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

### ANNUITY FUND

The contribution shall become **\$4.00** per day to the Annuity Fund for all "M" Helpers.

### HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at an amount equal to \$1.57 per hour for ALL HOURS WORKED for 2nd through 4th year Helpers. The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the **\$4.00** 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 required contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at an amount equal to 13.00% of the employees' total gross wages, (including overtime), for all Helpers. The contribution of 13.00% 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 Mercer Trust Company as employer contributions:

Effective 5/08/08	1% of the employee's <u>total</u> gross wages
Effective 5/07/09	2.5 % of the employee's <u>total</u> gross wages
Effective 5/06/10	4% of the employee's <u>total</u> gross wages
<b>Effective 5/05/11</b>	<b>6% of the employee's <u>total</u> gross wages</b>
Effective 5/03/12	7.65% of the employee's <u>total</u> gross wages

A 1% salary deferral for all classes of helpers shall continue 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.

## **ALL EMPLOYERS OF "M" HELPERS – WHITE PLAINS**

### **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 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.