



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.jibei.org

April 29, 2011

HARRY VAN ARSDALE JR.
Founder

DR. GERALD FINKEL
Chairman
GINA M. ADDEO
Secretary
JOHN E. MARCHELL
Treasurer
VITO V. MUNDO
Counsel

Employer Representatives

GINA ADDEO
ROBERT AMABILE
SALVATORE CAPUTO
THOMAS CARLUCCI
MENACHEM GAL
STEPHEN GIANOTTI
RICHARD P. KLEINKNECHT
STEVEN LAZZARO
CIRO LUPO
MICHAEL M. MAZZEO, JR.
DAVID B. PINTER
JOHN PINTO
DAVID I. SAMUELS
GARY SEGAL
RUDY WEISSBERG

Employee Representatives

BENJAMIN ARANA
RONALD BRYAN
CHRISTOPHER ERIKSON
ELLIOT HECHT
WILLIAM HOFVING
JOHN E. MARCHELL
AUSTIN McCANN
VINCENT McELROEN
RAYMOND MELVILLE
ROBERT OLENICK
LUIS RESTREPO
PAUL RYAN
JOSEPH SANTIGATE
LANCE VAN ARSDALE
MICHAEL WHALEN, JR.

TO: ALL EMPLOYERS OF EMPLOYEES IN THE ADMINISTRATIVE DIVISION

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 11, 2011, 4:01 P.M.

WAGES:

11/09/11 4% increase for all employees
Minimum \$25.00 - Maximum \$50.00

Minimum starting salaries shall be as follows:

Clerical	-	\$350.00 per week
Administrative	-	\$425.00 per week
Technical	-	\$465.00 per week
Engineering	-	\$525.00 per week

The employer shall continue to pay the employee's FICA for the above classes of the Administrative Division.

PENSION, HOSPITALIZATION AND BENEFIT PLAN:

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

27.61% of the standard gross wages. . Standard gross wages are the wages calculated at the regular hourly wage for all hours worked; **capped at the "A" Rate of \$1715 per week;** effective 11/09/11, capped at the "A" Rate of \$1785.

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall continue at:

2.79% of the standard gross wages.

ALL EMPLOYERS OF EMPLOYEES IN THE ADMINISTRATIVE DIVISION - April 29, 2011

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at:

05/11/11	.75% of the standard gross wages
05/09/12	1.00% 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:

.39% of total gross wages.

ANNUITY FUND:

The contribution to the Annuity Fund shall continue as follows:

<u>Length of Employment</u>	<u>Contribution per Day</u>
•More than 12 months and up to 24 months	\$ 4.00
•More than 24 months and up to 36 months	\$ 7.50
•More than 36 months	\$14.00

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue as follows:

<u>Length of Employment</u>	<u>Contribution per Day</u>
•More than 12 months and up to 24 months	\$ 6.50
•More than 24 months and up to 36 months	\$10.00
•More than 36 months	\$14.00

The HRA daily contribution shall be reported in the Field/Column designated Annuity/HRA together with the daily Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

VACATION-HOLIDAY-UNEMPLOYMENT PLAN

Contributions to this fund have been changed to a contribution to the Deferred Salary Plan or Employer paid Vacation/Holiday benefits. See Deferred Salary Plan below for additional details.

DEFERRED SALARY PLAN

The following contributions are due to the Deferred Salary Plan and shall be reported and paid directly to Mercer as Employer contributions:

05/11/11	-	\$.50 per hour
05/09/12	-	\$.50 per hour

The above contribution shall be for all hours worked for all classes of the Administrative Division.

A contribution equal to 13% of standard gross wages is required for all employees who do not receive holiday and vacation pay from their employer as an employer contribution. The contractor is responsible for holiday and vacation pay for all employees with less than 5 years in the industry and for employees with 5 or more years who have elected to receive these benefits from their employer.

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.