



# JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365

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April 29, 2011

HARRY VAN ARSDALE JR.  
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Chairman  
GINA M. ADDEO  
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JOHN E. MARCHELL  
Treasurer  
VITO V. MUNDO  
Counsel

#### Employer Representatives

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SALVATORE CAPUTO  
THOMAS CARLUCCI  
MENACHEM GAL  
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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 EXPEDITORS**

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:

The minimum hourly wage for Expeditors shall continue at:

05/11/11	\$29.01
11/09/11	\$30.01 (\$1.00 increase)

The employer shall continue to pay the participant's FICA for all Expeditors.

### JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall become:

05/11/11	1.50% of the standard gross wages
05/09/12	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:

36.43% of the standard gross wages.

### DENTAL FUND:

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

2.79% of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND:

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

05/11/11	.283% of the standard gross wages
05/09/12	.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:

5.00% 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

**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:

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

The above contribution shall be for all hours.

**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 employer 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.

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.