



**JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY**

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

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May 16, 2016

**HARRY VAN ARSDALE JR.**  
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Counsel

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**Employee Representatives**

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JAMES BUA  
CHRISTOPHER ERIKSON  
ANTHONY FALLEO  
ELLIOT HECHT  
WILLIAM HOFVING  
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**TO: ALL EMPLOYERS OF "M" HELPERS**

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, 2016, 4:01 P.M. (Thursday, May 12, 2016):**

WAGES:

Class "M" Helpers:

The minimum hourly wages, based on a 7-hour day with the eighth hour worked at the straight-time rate, shall become as follows,

For all "M" Helpers employed before May 10, 2007:

	<u>05/12/16</u>		<u>05/11/17</u>		<u>05/10/18</u>	
	<u>1<sup>st</sup> Level</u>	<u>2<sup>nd</sup> Level</u>	<u>1<sup>st</sup> Level</u>	<u>2<sup>nd</sup> Level</u>	<u>1<sup>st</sup> Level</u>	<u>2<sup>nd</sup> Level</u>
<b>1<sup>st</sup> Year</b>	<b>\$16.25</b>	<b>\$17.65</b>	<b>\$16.75</b>	<b>\$18.15</b>	<b>\$17.25</b>	<b>\$18.65</b>
<b>2<sup>nd</sup> Year</b>	<b>\$19.05</b>	<b>\$20.10</b>	<b>\$19.55</b>	<b>\$20.60</b>	<b>\$20.05</b>	<b>\$21.10</b>
<b>3<sup>rd</sup> Year</b>	<b>\$21.15</b>	<b>\$22.13</b>	<b>\$21.65</b>	<b>\$22.63</b>	<b>\$22.15</b>	<b>\$23.13</b>
<b>4<sup>th</sup> Year</b>	<b>\$23.10</b>	<b>\$25.20</b>	<b>\$23.60</b>	<b>\$25.70</b>	<b>\$24.10</b>	<b>\$26.20</b>

For all "M" Helpers becoming members of Local Union No. 3, IBEW on or after May 10, 2007:

	<u>05/12/16</u>		<u>05/11/17</u>		<u>05/10/18</u>	
	<u>1<sup>st</sup> Level</u>	<u>2<sup>nd</sup> Level</u>	<u>1<sup>st</sup> Level</u>	<u>2<sup>nd</sup> Level</u>	<u>1<sup>st</sup> Level</u>	<u>2<sup>nd</sup> Level</u>
<b>1<sup>st</sup> Year</b>	<b>\$13.50</b>	<b>\$14.50</b>	<b>\$14.00</b>	<b>\$15.00</b>	<b>\$14.50</b>	<b>\$15.50</b>
<b>2<sup>nd</sup> Year</b>	<b>\$15.50</b>	<b>\$16.50</b>	<b>\$16.00</b>	<b>\$17.00</b>	<b>\$16.50</b>	<b>\$17.50</b>
<b>3<sup>rd</sup> Year</b>	<b>\$17.50</b>	<b>\$18.50</b>	<b>\$18.00</b>	<b>\$19.00</b>	<b>\$18.50</b>	<b>\$19.50</b>
<b>4<sup>th</sup> Year</b>	<b>\$19.50</b>	<b>\$21.50</b>	<b>\$20.00</b>	<b>\$22.00</b>	<b>\$20.50</b>	<b>\$22.50</b>

Raises and Steps increases – One Half of the amount of all increases shall begin at a time period half way between the scheduled annual raises provided that the "M" Helpers has met all of the program requirements. The contractor will be notified of all salary upgrades on an individual basis by Local Union No. 3.

For all "M" Helpers becoming members of Local Union No. 3 on or after May 12, 2013 advancement to the next level will be after 18 months of employment.

The employer shall continue to pay the "M" Helper's FICA for all of the above classes of "M" Helpers.

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall continue at "0%" 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 19.92% of the standard gross wages.

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall continue at 2.04% of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at 0.50% 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 7.05% of total gross wages.

ANNUITY FUND

The contribution to the Annuity Fund for all "M" Helpers, for all hours worked, shall continue as follows:

05/12/16 - \$1.00 per hour

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) for all "M" Helpers, for all hours worked, shall become:

**05/12/16**                      **\$1.75 per hour**

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

#### DEFERRED SALARY PLAN (401k Plan)

The contribution to the Deferred Salary Plan shall continue at 15% of standard gross wages for all "M" Helpers:

The contribution to the Deferred Salary Plan shall continue at \$2.50 per hour, for all hours worked.

The above contribution shall be for all hours worked for all "M" Helpers and contributed as an Employer contribution to the participant's individual account and is reported and paid directly to Mercer.

The mandatory 1% salary deferral for 3<sup>rd</sup> year and 4<sup>th</sup> year "M" Helpers shall continue and is reported and paid directly to Mercer as an Employee contribution. The 1% may be increased at the participant's discretion.

**Under Article II, Section 10 (d) of the Agreement and Working Rules, Employers are required to pay the First Year Apprentices and Helpers holiday pay in their weekly pay check.**

#### 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.