



75TH
ANNIVERSARY
JOINT INDUSTRY BOARD
OF THE ELECTRICAL INDUSTRY
NEW YORK'S UNIONIZED
ELECTRICAL INDUSTRY
THIS IS OUR STORY

PAST
PRESENT
AND
FUTURE



JOINT INDUSTRY BOARD
OF THE ELECTRICAL INDUSTRY

75 YEARS OF INNOVATION

INNOVATOR - EDUCATOR - LEADER



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

DR. GERALD FINKEL, CHAIRMAN JIBEI

It is with great pride that the Joint Industry Board of the Electrical Industry celebrates 75 years of service to the New York City unionized electrical industry. The Board is charged with maintaining harmonious labor relations between Local Union No. 3, International Brotherhood of Electrical Workers and its affiliated employers and as such,

acts as both a third party administrator and a homegrown advocacy group for industry affairs. Composed of an equal number of Employer and Union representatives, the Joint Industry Board (JIB) stands as a testament to the power and success of the collective bargaining system.



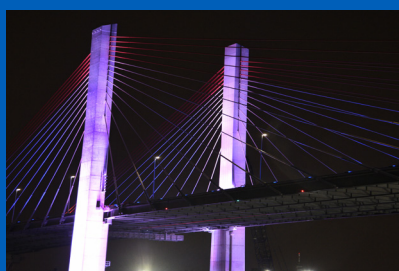
2018 JIB TRUSTEES



1943 JIB TRUSTEES



Freedom Tower



Kosciuszko Bridge



1 Vanderbilt



JIBEI CELEBRATES 75 YEARS OF PROGRESS

This unique organization is an unparalleled model of labor management cooperation, which remains largely unreplicated. Our organization grew out of the noble efforts of the Union and the Employers to create a fair distribution of the limited work opportunity during the tumultuous days of the Great Depression.

Local 3, IBEW led by Harry Van Arsdale Jr., met with a small group of progressive and enlightened employers that included Harry Fischbach of Fischbach & Moore and A. Lincoln Bush of Belmont Electric, to form a Joint Employment Committee in 1939. This would eventually be transformed into the present day JIB, which has been ably directed, over the last decade by Christopher Erikson, Business Manager of Local 3 and his Employer counterparts.

Today, the JIB is responsible for over \$13 billion in assets. This includes health care for 75,000 covered middle class lives, work assignments for 11,000 highly skilled construction electricians, training for 1,100 apprentices and the administration of 15 ERISA plans. For example, last year our Educational and Cultural Trust Fund expended \$14 million in educational, cultural and training benefits on behalf of qualified participants. It awards \$1.35 million in merit based scholarships to union members' children on an annual basis, while

running various programs geared towards the cultural enrichment of workers. In 2001, Dr. Gregory Olsen graciously funded 5 additional scholarships in honor of his father, a Local 3 union member, Sigurd B. Olsen.

As we move firmly into the 21st century, we remain cognizant of the dynamic changes that have spurred both growth and apprehension for employer and employee alike. During the past three-quarters of a century, the modern electrical industry has witnessed some of the greatest advancements in electrical technology since Edison, Westinghouse and Tesla vied for pre-eminence in the New York market.

The reasoned approach of jointly managed programs and funds has kept us in the forefront of technological innovation in all facets of New York City's electrical industry. With a new state of the art training center in Long Island City, bargaining agreements that account for the advent of prefabrication and a commitment to excellence on all projects, the Unionized electrical construction industry is prepared for the challenges of the new-age construction market.

Without question, Local 3 IBEW electrical workers, NECA-NY and other affiliated employers have been responsible for nearly all of the iconic structures that help make New

York City's 'Skyline' one of the world's most visible images. Yet, behind the pipe, wire and electrical fixtures lies a most interesting process from which many other industries and companies could benefit.

Since 1943, labor and management have consistently collaborated and compromised for the benefit of the City's electrical industry, as well as the general public.

To that end, Mr. John Liu, former New York City Comptroller, serves as our public member. While we are not immune to either the economic fluctuations or the social tensions that affect all industries, our structure gives us the ability to respond to the needs of Employers, Union Officials and the Local 3 membership.

Indeed, the monthly meetings and shared responsibilities of Employer and Union representatives have led to an unprecedented sharing of the wealth produced by our ever increasing productivity. Profitable firms, decent standards of living for Union members and successful project completions are our hallmarks.

Thus, we look forward to many more years of service to our affiliated contractors, manufacturers, participants, and the citizens of New York City and its greater environs.



CHRISTOPHER ERIKSON
BUSINESS MANAGER, LOCAL UNION NO. 3, I.B.E.W.

LOCAL UNION NO. 3 I.B.E.W., AFL-CIO THE RIGHT CHOICE



Local Union No. 3 of the International Brotherhood of Electrical Workers has been a proud partner of the Joint Industry Board of the Electrical Industry for the past 75 years. Along with our affiliated employers, we have established a unique and efficient means of serving our members, our customers and the general public. We currently represent over 30,000 members and have been in the forefront of the skilled trade union movement since 1887.

The Joint Industry Board has helped us to establish harmonious labor relations with NECA-NY and independent electrical contractors, as well as employers in all areas of the electrical industry. The Union's concern for a fair and equitable distribution of the limited depression era work opportunities, led to the establishment of an Employment Committee dedicated to understanding employment and related issues in electrical construction. The vision of then Business Manager Harry Van Arsdale Jr. led to the formation of a more expansive organization which, by 1943, was demonstrating a cooperative Labor-Management approach to employment and benefits.

Originally located in the Graybar building on Lexington Avenue at 43rd Street in Manhattan, it moved to its present location near Electchester, in Flushing, in 1962. Electchester is a 2,500 unit development of cooperative housing, originally established by Local 3 to provide its members with affordable housing. With the JIB residing within Electchester, the JIB and its services were more readily available to many of Local 3's membership. Local 3 also relocated from its headquarters at 25th Street and Lexington Avenue to Flushing, thereby affording greater interaction on behalf of its membership with the administrators of the JIB.

Former Business Manager of Local 3, Thomas Van Arsdale, in reflecting on the JIB and Local 3 at the 60th Anniversary Celebration of the JIB's establishment said, "We are fortunate that through the efforts of Harry Van Arsdale Jr. and his associates and the enlightened employers of his time, A. Lincoln Bush and Harry Fischbach to name a few, that they came to a meeting of the minds and established the JIB. Former Assistant Business Manager of Local 3, Denis Crimmins became the first executive secretary of the JIB and Hugh Morgan was the first employment director." They were followed by Local 3 Recording Secretary and Assistant Business Manager, Armand D'Angelo, who became the JIB's first full-time Chairman. Following him were Joseph D'Angelo; former President of Local 3, George Schuck Jr. and Local 3 members Larry Jacobson and Dr. Gerald Finkel, who serves as the current Chairman. The benefits of such an institution within the electrical industry here in the City

1939

The Joint Employment Committee is established through collective bargaining.

MARCH 30, 1943

The first meeting of the Joint Industry Board of the Electrical Industry is held at the Building Trades Employers Association Offices. Representatives from the New York Electrical Contractors Association, the Master Electrical Contractors Association, the Joint Committee of Contractor Associations and Local Union No. 3 IBEW are present.

Mr. A. Lincoln Bush is unanimously elected Chairman of the Joint Industry Board. Mr. S.J. O'Brien is unanimously elected Vice-Chairman, Denis J. Crimmins is unanimously elected Secretary-Treasurer.

Mr. H. Josephson is elected to represent the independent or non-affiliated contractors on the Joint Industry Board.



NOV. 1, 1949

Sixty acres of the 103.181 acres (formerly the Pomonok Country-Club) are purchased with the remaining acres to be acquired at a later date. 24.5 acres are sold to the City of New York at a profit of \$1,000 per acre. The land acquired by the city is to be developed as a city run housing project.



NOV. 9, 1949

The ECH Holding Corp. is founded. The first order of business is to purchase Bayberry Land located at Sebonac Neck, in the town of Southampton, Suffolk County, Long Island, New York for the sum of \$125,000 (plus an agents fee of \$6,250) from Pauline Sabin Davis of the Davis Cup fame.



JULY 1, 1964

The Agreement of July 1, 1964 provided for all contractors to contribute 1% of gross wages to the Educational and Cultural Trust Fund. The purpose is to establish scholarships for members' children and tuition reimbursement for members and spouses.

JAN. 1, 1967

Effective beginning on January 1, 1967, the Joint Industry Board Electrical Employers Self-Insurance Safety Plan became operative as a self-insurer for Workmen's Compensation Insurance. The plan began to accept job injury claims from its Employee members. The Employer premium contribution was 2% of payroll gross wages.

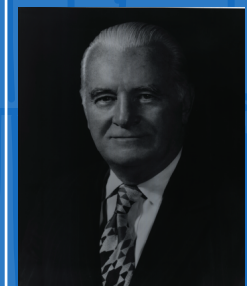
MAY 10, 1972

Robert F. Wagner, former NYC Mayor, was appointed the Public Representative of the JIB by Judge David N. Edelstein, Chief Judge of the United States District Court for the Southern District of New York.



FEB. 16, 1986

Harry Van Arsdale Jr., one of the nation's greatest labor leader dies. Mr. Van Arsdale Jr. was the Financial Secretary and former Business Manager of Local Union No. 3. He had served as the Treasurer of the International Brotherhood of Electrical Workers. He was also President of the New York Central Labor Council, and a Founding Trustee of the Joint Industry Board. He served the industry and the city in numerous positions throughout his distinguished career.



1944

As per amendments to the Joint Hospitalization and Pension Plan, all "M" division members receive benefits equal to the "A", "G", "I", "J" members and "A" apprentices. retroactive to September 25, 1944.

1945

Employers contribute an additional 3% of gross wages for "A" and "I" Journeymen in order to provide a Vacation Benefit.

1947

The Joint Apprentice and Training Committee is established.

1958

The Medical Department is established to provide diagnostic care for members only.

1958

The Educational Fund is established to administer the training courses, which are conducted at Bayberry Land.

JULY 1, 1964

The Joint Industry Board moves from 420 Lexington Avenue, NYC to the newly constructed Electric Industry Center as the first tenant.



SEPT. 1, 1977

All first year apprentices who entered the program beginning September 1, 1977 would be required to attend the Labor College - SUNY in addition to the electrical training classes.

FEB. 13, 1985

Joseph D'Angelo informs the committee that the Internal Revenue Service has accepted the Industry's Deferred Salary Plan (401 (k)) for the members of Local No. 3. The first multi-employer plan of its kind.

JUNE 24, 2000

Local Union No. 3 IBEW celebrates its 100th anniversary at a gala event on Ellis Island.

DECEMBER 2001

Bayberry Land closes its doors for the final time. In an agreement to sell the property to Michael Pascucci, the Electrical Industry retained the right to use the property until September 2003. The profit realized from the sale will be used to purchase another property at a new, more modern facility.

SEPT. 2, 2002

Chinese Labor Delegation from Hubei Province, China visit the Electrical Industry.

SEPT. 11, 2009

The Officers and Trustees of the Educational and Cultural Trust Fund host the unveiling of the 9/11 Memorial.



2017

January 28, 2017 a Conference on Racism in the Construction Industry is held. Sponsored by Local 3, the Harry Van Arsdale Jr. Memorial Association and the Educational and Cultural Trust Fund.



On March 4, 2017 New York Electrical Contractors celebrates its 125th Anniversary.



SEPT 11, 2001

Seventeen members of Local Union No. 3 are among the thousands killed in the attack on the World Trade Center; several other members receive injuries while evacuating.

The industry response to the September 11th tragedy includes many members volunteering their skills in the rescue and recovery efforts in lower Manhattan.

Soon after the attack, the JIB arranges counselling sessions for members and their families.

2006

The Joint Industry Board of the Electrical Industry launches its website jibei.org. The site will help members understand and access their benefits. It will also allow employers to electronically submit contribution reports.

2007

The Educational and Cultural Trust Fund is in the process of concluding a deal for the purchase of a Bayberry replacement property. A search committee and Employer and Union Trustees after looking nearly three years, were negotiating a closing date on the Santorini Beach Resort located in Cutchogue, Long Island.

2012

The Educational and Cultural Trust Fund celebrate the Grand Opening of the Long Island Educational Center Meeting House classrooms.



2016

The Electrical Industry celebrate the grand opening of the Electrical Industry Training Center.



2017

In April of 2017 members of our counterparts from the JIB-UK visited NYC, where fresh and open discussions were held at both the LIC Training Center and the Long Island Educational Center. This dialogue was a continuation from when the JIB Trustees visited the UK in 2016.



Former New York City Comptroller, John Liu is appointed the Public Member of the JIBEI at the October Trustee meeting.





JIBEI LEADERSHIP



MAY 2, 2013 THE SPIRE IS HOISTED ATOP FREEDOM TOWER

Our Unity is our strength and together we will continue to move forward. ”

of New York are innumerable. Continuance in this work will ensure the ongoing success of the Joint Industry Board of the Electrical Industry; its employers and of Local 3, IBEW.

With the continued leadership of progressive employers and since 2006, Local 3 Business Manager Christopher Erikson, and the JIB marched forward in meeting the evolving needs of the membership of Local 3 and their families.

In response to member needs, Union and Employer representatives of the Board developed a transparent hiring hall referral process for the construction division. With a computerized list, unemployed electricians are slotted by lost time and have access at the JIB to examine their placement on the list. The Employment Department also administers our Furlough Plan, which is designed to ensure members can share in the available work opportunities and that the burden of unemployment is distributed fairly. The Plan has been tweaked on numerous occasions to meet the needs of both the employer and the member.

The first collectively bargained multi-employer 401(k), Deferred Salary Plan was established in 1983 and has grown to nearly \$6 billion in members' accounts. The JIB's Educational and Cultural Trust Fund is one of the Nation's premier union educational programs, providing a myriad of learning and vocational opportunities for the union membership. On October 14, 2016, the Educational and Cultural Trust Fund opened its new Training Center in Long Island City. This center is a state-of-the-art facility established to meet the training needs of the industry into the future, developing the highest trained electrical workers in the metropolitan area.

A new Members' Service Center is located in the lobby of the Electrical Industry Center in Flushing, Queens. It provides members with a one-stop location to register with the Employment Department; have an interview with the Pension Department if retirement is being contemplated; report a death to the Electrical Workers Death Benefit Society and remit their dues to the Local 3 Dues Department.

The ever evolving Joint Industry Board system is forever seeking new ways and means to better serve the electrical industry. We congratulate the Board on its institutional success and recognize that it represents one of the great historic outcomes of collective bargaining between labor and management. Local 3 looks forward to continuing this relationship and to developing the human resources, programs and tools necessary to best serve Local 3's membership, the electrical industry, and the community of New York City.

NEW YORK ELECTRICAL CONTRACTORS ASSOC. INC.



BEN D'ALESSANDRO, PRESIDENT
NEW YORK ELECTRICAL CONTRACTORS ASSOC. INC.

A major achievement took place on March 30, 1943. While World War II raged on, and the construction industry faced problems never before seen, the leadership and members of the New York Electrical Contractors Association (New York Electrical) made the most significant strides ever accomplished in labor-management cooperation with Local 3, IBEW. They formed the Joint Industry Board of the Electrical Industry (JIB). This collaborative organization would open a whole new world of benefits, labor relations, and education for the electrical industry in the City of New York.

In effect, the newly formed JIB, as it was known, ensured the well-being of the electrical industry and took the industry into the future. Throughout the ensuing years, the JIB's unprecedented success would lead to the formation of similar programs across the globe. The very same leaders of New York Electrical, who had come out of the Depression of the 1930s, were the men who made the commitment to promote labor harmony and secure prosperity within the electrical industry. Its founders included industry visionaries A. Lincoln Bush, Efrem A. Kahn and Harry F. Fischbach, working together with Local 3, IBEW Business Manager, Harry Van Arsdale Jr.

A. Lincoln Bush, who served as president of New York Electrical from 1940 to 1944, and who was instrumental in the JIB's development, also served as its first chairman. Under his leadership and through the JIB, New York Electrical established educational programs for electricians and benefit packages for electricians and their families. Many of these benefit plans were the first of their kind to ever be negotiated.

75 years later, the JIB still provides a forum for industry analysis and future planning between contractors and union officials, while also serving as a model for labor-management relations all over the world. Members of New York Electrical serve as trustees, along with members of Local Union 3, IBEW to a variety of funds administered by the Joint Industry Board. New York Electrical, Local Union 3, IBEW, and the JIB are leading partners on all legislative initiatives at the city, state and federal levels. In addition, the JIB is also instrumental in training for new innovative technologies in New York City's unionized construction industry.

The New York Electrical Contractors Association and Local 3 IBEW have a shared commitment to providing the finest in electrical, light and power installations. This is its tradition and its future.



NEW YORK ELECTRICAL CELEBRATES ITS 125TH ANNIVERSARY



ASSOCIATION OF ELECTRICAL CONTRACTORS, INC.

Following WWII, there was an unprecedented call for electrical labor and innovations. With an open dialogue between management and labor, the Joint Industry Board of the Electrical Industry was formed to ensure that these demands were met, without sacrificing the safety of workers or the standards of the industry. With an emphasis on education, safety, and communication, founders Harry Van Arsdale Jr., A. Lincoln Bush, Efrem A. Kahn, Jeremiah P. Sullivan and Harry Fishbach worked to protect the welfare of the electrical industry and the people of New York City.

Today, the Association of Electrical Contractors works with Local Union #3 of the International Brotherhood of Electrical Workers on the JIB with a common motivation to continue the improvement of the electrical industry. Just as the founders of the JIB faced the challenge of post-war construction, today the JIB strives to keep pace with innovations in construction technology. Technology is constantly evolving, and the electrical industry must evolve with it. We are persistent in our efforts to upgrade, expand, and incorporate the latest equipment to guarantee that our members stay ahead of the developing expansion of the electrical and technological trades.

The purpose of the JIB is "to better serve the needs of the public." The best way to do this is to empower our workers through education. Through the Electrical Industry's Apprenticeship Training Program and the Educational and Cultural Trust Fund, the JIB ensures that the industry will continue to educate workers of the next generation, while also re-educating those who have served in the industry longer. With access to classes, seminars, and professionals in all branches of the industry, we deliver education and experience that only the unionized electrical industry can offer. We aim to improve our productivity consistently, without sacrificing our unwavering commitment to our standards of safety, service, and integrity.

The JIB works to protect the well-being, not only of our valued members and workers, but also for the safety of people of NYC.



JOHN MANNINO, PRESIDENT
ASSOCIATION OF ELECTRICAL CONTRACTORS, INC.

As an important institution within the business center of the nation, the Association of Electrical Contractors represents a large number of New York City contractors in governmental enterprises. Working with the Department of Buildings, Subcontractors Trade Association, National Electrical Contractors Association, and, of course, Local # 3, IBEW, the Association of Electrical Contractors embodies the past, present, and future of the electrical industry.

We are proud to serve on the Joint Industry Board. The Board's standards and position within the structure of the NYC business community allows us to play a vital part in this very demanding City.



As the JIBEI Commemorates its 75th Anniversary, it is noteworthy to highlight the incredible success of the various departments that administer the many benefits enjoyed by members of Local Union No. 3, IBEW.

EMPLOYMENT DEPARTMENT

The Employment Department serves as the distributor of “labor-power” between the affiliated contractors and Local Union #3. The employment department provides the highly skilled workforce, required by our contractors, to remain competitive in the ever evolving and complex electrical industry. Unemployed workers are given job assignments from a computerized list and slotted based on previous unemployment.

APPRENTICE DEPARTMENT

The Apprentice Program of the Joint Industry Board provides both vocational and college training for more than 1,100 apprentice Electricians. The Apprentice Program is sixty six months in length and includes 9,100 hours of on the job training and 900 hours of vocational classroom training. The 900 hours of vocational instruction includes 320 hours of paid hands on instruction at the Electrical Industry’s state of the art Long Island City Training Center.

PENSION DEPARTMENT

Launched on January 1, 1941, the Pension Plan pre-dates the establishment of the JIB (1943). It became the first multi-employer Pension Plan to be established for Union members in the United States. There are currently over 11,000 members on pension. The Pension Department serves all participants looking to retire or currently on pension. They give guidance and help members transition into retirement.

JIBEI DEPARTMENTS

EDUCATIONAL & CULTURAL TRUST FUND

In 1964, the Educational and Cultural Trust Fund of the Electrical Industry was founded by Harry Van Arsdale Jr., in conjunction with fellow Trustees from Local Union No. 3 and the signatory Employers. The Fund was formed for the purpose of providing educational enrichment for electrical workers and their families.

It provides both job related and non-vocational training and extensive benefits for college level studies.

ELECTRICAL EMPLOYERS SELF INSURANCE SAFETY PLAN

The Electrical Employers Self Insurance Safety Plan (EESISP) is the largest and oldest group self-insured trust fund in New York State. For over 50 years, it has provided workers’ compensation and disability coverage to the members of Local Union No. 3, IBEW and affiliated employers. Since its inception, EESISP has paid over \$1 billion in indemnity benefits and medical costs related to on the job injuries.

In 1996, EESISP created a model Alternate Dispute Resolution and managed care program for workers’ compensation in New York.

JIB MEDICAL PC

The 54 year old medical facility at the Electrical Industry Center has a notable history. We have cutting-edge, modern medical approaches and unique health care programs. At the same time, JIB Medical PC has maintained the time and caring that are critical for a good doctor-patient relationship.

JIB Medical has a Cardio Prevention Program to prevent heart disease, while focusing on improvements in the daily lives of participants through smoking cessation, and our healthy lifestyle programs.

LONG ISLAND EDUCATIONAL CENTER

The Long Island Educational Center opened in May of 2009. Since that time educational seminars and critical thinking courses have been held at this property. Located on the North Fork of Long Island, the center is a thriving hub of educational opportunities that enrich participants' cognitive abilities to make them more productive both on the job and in their communities.

LIC TRAINING CENTER

The Electrical Industry Training Center celebrated its grand opening in October of 2016. Located in Long Island City, it is an 82,000 sq. ft., hands-on training facility for members of Local Union No. 3.

The renovated building has three floors of training space. Twenty-two class rooms and labs have been dedicated to the various skills that apprentices and journeypersons must have to become the finest electrical workers in the world.

MOVING FORWARD



While we are well aware that the past is not necessarily prologue, we remain confident that the Joint Industry Board's historical record bodes well for our future. The Officers and members of the Board, consisting of Labor and Management, look forward to making positive contributions to a more productive, substantially safer, increasingly inclusive and technologically savvy New York City Unionized Electrical Industry.

JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

HARRY VAN ARSDALE JR.

Founder

DR. GERALD FINKEL

Chairman

GINA M. ADDEO

Secretary

JOHN E. MARCHELL

Treasurer

VITO V. MUNDO

General Counsel

JOHN LIU

Public Member

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Robert Amabile

Ken Brouwer

Anthony Caulo

Ben D'Alessandro

Kristine DeNapoli

Stephen Gianotti

Kevin Harrand

Carol Kleinberg

Steven Lazzaro

Ciro J. Lupo

John Mannino

Sandra Milad-Gibson

Hal Sokoloff

David Wardell

Employee Representatives

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James Bua

Christopher Erikson

Christopher Erikson Jr.

Anthony Falleo

Elliot Hecht

William Hofving

John E. Marchell

Vincent McElroen

Raymond Melville

Robert Olenick

Luis Restrepo

Ricardo Rollins

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Lance Van Arsdale

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