



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

HARRY VAN ARSDALE JR.
Founder

April 2, 2021

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CHRISTOPHER ERIKSON JR.

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WILLIAM HOFVING

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JOSEPH SANTIGATE

LANCE VAN ARSDALE

ATTENTION CONTRACTORS

Re: Important information regarding contract wage and benefit changes.

You will find new contract changes reflected on updated Directives. Be sure to read the documents carefully.

For contractors using a payroll company, we strongly recommend you forward any wage and benefit contract changes to your payroll company as soon as possible. They will not accept changes directly from the Joint Industry Board.

If you have any questions, you may call Kevin Duffy's office at (718) 591-2000, Ext. 1307 or 1308.

Reminder - All other benefits remain in full force and effect.



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TO: ALL EMPLOYERS OF "A" RATED JOURNEYPERSONS

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 **April 14, 2021, 4:01 P.M. (Thursday, April 15, 2021)**: Week 16, week ending 4/21/2021.

WAGES

The "A" rated Journeyman hourly wage, based on a 7-hour day, shall continue at:

04/09/20 \$58.00

SUPERVISION RATES

The minimum payments, above the pay of Journeyman, shall continue at:

| | | |
|--|-----------------|----------|
| | <u>04/09/20</u> | |
| Forepersons ³ to 5 persons | \$4.00 | per hour |
| Forepersons ⁶ to 14 persons | \$4.75 | per hour |
| Subforepersons | \$4.75 | per hour |
| <u>General Foreperson:</u> | | |
| 1 Subforeperson | \$5.00 | per hour |
| 2 Subforepersons | \$5.50 | per hour |
| 3 Subforepersons | \$6.00 | per hour |
| 4 Subforepersons | \$6.50 | per hour |
| 5 Subforepersons | \$7.00 | per hour |

Effective 5/12/16 there shall be a Minimum Rate for the Layout Person of \$3.50 above the Journeyman rate of pay.

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at 1.85% 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 39.45% of the standard gross wages + \$5.25 per hour.

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.14% of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at 1.67% 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 7.41% of total gross wages. Rate adjustments based on preferred or surcharge status may be applicable as determined by the EESISIP Trustees.

ANNUITY FUND

The contribution to the Annuity Fund for Journeypersons on A-rated work shall continue at \$3.50 for all hours worked.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at \$6.50 for all hours worked.

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

DEFERRED SALARY PLAN

The contribution of 16% of standard gross wages to the Deferred Salary Plan, shall continue and is reported and paid directly to Prudential Retirement as an Employer contribution.

The contribution of 7.65% of total gross wages, (FICA Equivalent for all "A" rated Journeypersons), shall continue to be reported and paid directly to Prudential Retirement as an Employer contribution.

The mandatory 1% salary deferral shall continue for all "A" rated Journeypersons and is reported and paid directly to Prudential Retirement as an Employee contribution. The 1% may be increased at the participant's discretion.

TEMPORARY LIGHT & POWER –

Under the Agreement and Working Rules, employees working on Temporary Light & Power will receive contributions only to the Health Reimbursement Account, Deferred Salary Plan, Annuity Plan, \$1.00 to the Wage and Benefit Fund and the National Electrical Benefit Fund and the statutory contribution to EESISIP.

This category shall continue to be reported separately under payroll suffix "LX". The Agreement and Working Rules has been amended regarding Temporary Light & Power. Please contact Local Union No. 3 for more information.

WAGE AND BENEFIT FUND

The wage and benefits contribution payable to the Joint Industry Board of the Electrical Industry shall continue at:

\$1.00 for all hours worked at the "A" Rate plus,

1. New York Electrical Contractors Association, Inc. and Association of Electrical Contractors, Inc. Employers shall contribute .00% of the standard gross payroll.
2. Current Independent Employers shall contribute .25% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .50% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute .75% of the standard gross payroll.



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TO: ALL EMPLOYERS OF 80/20 PLA AGREEMENT

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 **April 14, 2021, 4:01 P.M. (Thursday, April 15, 2021)**: Week 16, week ending 4/21/2021.

WAGES

The hourly wage for Journeypersons on 80/20 PLA work, based on an 8-hour day, shall continue at:

| | |
|----------|---------|
| 04/09/20 | \$49.40 |
|----------|---------|

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at 1.85% 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 39.25% of the standard gross wages + \$1.50 per hour.

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.14% of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall continue at 1.67% 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 7.41% of total gross wages. Rate adjustments based on preferred or surcharge status may be applicable as determined by the EESISIP Trustees.

ANNUITY FUND

The contribution to the Annuity Fund for Journeypersons on 80/20 PLA work, for all hours worked shall continue at \$2.00 per hour, for all hours worked.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at \$3.55 per hour, for all hours worked

The HRA contribution 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

The contribution of 16% of standard gross wages to the Deferred Salary Plan, shall continue and is reported and paid directly to Prudential Retirement as an Employer contribution.

The contribution of 7.65% of total gross wages, (FICA Equivalent for all "A" rated Journeypersons), shall continue to be reported and paid directly to Prudential Retirement as an Employer contribution.

The mandatory 1% salary deferral shall continue for all "A" rated Journeypersons and is reported and paid directly to Prudential Retirement as an Employee contribution. The 1% may be increased at the participant's discretion.

WAGE AND BENEFIT FUND

The wage and benefits contribution payable to the Joint Industry Board of the Electrical Industry shall continue at:

\$1.00 for all hours worked at the "A" Rate plus,

1. New York Electrical Contractors Association, Inc. and Association of Electrical Contractors, Inc. Employers shall contribute .00% of the standard gross payroll.
2. Current Independent Employers shall contribute .25% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .50% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute .75% of the standard gross payroll.



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TO: ALL EMPLOYERS OF "M" JOURNEYPersonS AND "MIJ" JOURNEYPersonS

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 **April 14, 2021, 4:01 P.M. (Thursday, April 15, 2021)**: Week 16, week ending 4/21/2021.

WAGES

Class MIJ Journeypersons:

| | | |
|----------|--------------------|---------------------|
| | Shall continue at | Shall continue at |
| | <u>1-18 months</u> | <u>13-24 months</u> |
| 04/09/20 | \$26.00 | \$30.50 |

Class "M" Journeypersons:

| | | |
|----------|--------------------|---------------------|
| | Shall continue at | Shall continue at |
| | <u>1-24 months</u> | <u>25-48 months</u> |
| 04/09/20 | \$26.00 | \$30.50 |

The above minimum hourly wages are based on a 7-hour day with the eighth hour worked at the straight-time rate.

SUPERVISION RATES

The minimum payments, above the pay of Journeyperson, shall be as follows:

| | |
|--------------------------------|-----------------|
| Supervisors – 1-5-persons | \$1.00 per hour |
| Supervisors – 6-10 persons | \$2.00 per hour |
| Supervisors – above 10 persons | \$3.00 per hour |

PENSION, HOSPITALIZATION AND BENEFIT PLAN

The contribution to the Pension, Hospitalization and Benefit Plan shall continue at 22.92% of the standard gross wages, + \$.75 per hour.

Standard gross wages are the wages calculated at the regular hourly wage, for all hours worked.

DENTAL BENEFIT 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 .52% 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 7.31% of total gross wages. Rate adjustments based on preferred or surcharge status may be applicable as determined by the EESISP Trustees.

ANNUITY FUND

The contribution to the Annuity Fund for all hours worked shall continue at \$2.00 per hour.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) for all hours worked shall continue at \$4.00 per hour.

The HRA contribution 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

The contribution of 15% of standard gross wages to the Deferred Salary Plan, shall continue and is reported and paid directly to Prudential Retirement as an Employer contribution.

The contribution of 7.65% of total gross wages, (FICA Equivalent for all MIJ and "M" Journeypersons), shall continue and is reported and paid directly to Prudential Retirement as an Employer contribution.

The following shall be contributed for all hours worked as follows:

04/09/20 \$1.50 per hour

The mandatory 1% salary deferral shall continue for all MIJ and M-Journeypersons and is reported and paid directly to Prudential Retirement as an Employee contribution. The 1% may be increased at the participant's discretion.

WAGE AND BENEFIT FUND

The wage and benefits 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 .00% of the standard gross payroll.
2. Current Independent Employers shall contribute .25% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .50% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute .75% of the standard gross payroll.



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TO: ALL EMPLOYERS OF "A" APPRENTICES

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 **April 14, 2021, 4:01 P.M. (Thursday, April 15, 2021)**: Week 16, week ending 4/21/2021.

WAGES:

Class "A" Apprentices:

The minimum hourly wages, based on a 7-hour day, shall become as follows,

| | <u>04/15/21</u> | |
|----------------------------|-----------------------------|-----------------------------|
| | <u>1st Level</u> | <u>2nd Level</u> |
| 1st Year | \$17.25 | \$17.75 |
| 2nd Year | \$18.75 | \$19.75 |
| 3rd Year | \$20.75 | \$21.75 |
| 4th Year | \$22.75 | \$24.75 |

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 Apprentice has met all of the program requirements. The contractor will be notified of all salary upgrades on an individual basis by the Apprentice Department.

The employer shall continue to pay the Apprentice's FICA for all of the above classes of Apprentices.

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 20.92% of the standard gross wages, plus \$.75 per hour.

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 0.52% 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 7.31% of total gross wages. Rate adjustments based on preferred or surcharge status may be applicable as determined by the EESISIP Trustees.

ANNUITY FUND

The contribution to the Annuity Fund for all Apprentices, for all hours worked, shall continue at \$1.00 per hour.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) for all Apprentices, for all hours worked, shall continue at \$1.75 per hour

The HRA contribution 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 Apprentices:

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 Apprentices and contributed as an Employer contribution to the participant's individual account and is reported and paid directly to Prudential Retirement.

The mandatory 1% salary deferral for 3rd year and 4th year Apprentices shall continue and is reported and paid directly to Prudential Retirement 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.

WAGE AND BENEFIT FUND

The wage and benefits 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 .00% of the standard gross payroll.
2. Current Independent Employers shall contribute .25% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .50% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute .75% of the standard gross payroll.



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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 **April 14, 2021, 4:01 P.M. (Thursday, April 15, 2021)**: Week 16, week ending 4/21/2021.

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,

| | <u>04/15/21</u> | |
|----------------------------|-----------------------------|-----------------------------|
| | <u>1st Level</u> | <u>2nd Level</u> |
| 1st Year | \$17.25 | \$17.75 |
| 2nd Year | \$18.75 | \$19.75 |
| 3rd Year | \$20.75 | \$21.75 |
| 4th Year | \$22.75 | \$24.75 |

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 20.92% of the standard gross wages, plus \$.75 per hour.

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 0.52% 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 7.31% of total gross wages. Rate adjustments based on preferred or surcharge status may be applicable as determined by the EESISIP Trustees.

ANNUITY FUND

The contribution to the Annuity Fund for all "M" Helpers, for all hours worked, shall continue at \$1.00 per hour.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) for all "M" Helpers, for all hours worked, shall continue at \$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 Prudential Retirement.

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

Under the Agreement and Working Rules, Employers are required to pay the First Level Helpers holiday pay in their weekly pay check.

WAGE AND BENEFIT FUND

The wage and benefits 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 .00% of the standard gross payroll.
2. Current Independent Employers shall contribute .25% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .50% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute .75% of the standard gross payroll.



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JOSEPH PROSCIA
RICARDO ROLLINS
JOSEPH SANTIGATE
LANCE VAN ARSDALE

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 **April 14, 2021, 4:01 P.M. (Thursday, April 15, 2021)**: Week 16, week ending 4/21/2021.

WAGES

04/15/21 No Salary Increase

Minimum starting salaries shall continue at:

| | |
|----------------|-------------------|
| | <u>04/09/20</u> |
| Clerical: | \$525.00 per week |
| Administrative | \$600.00 per week |
| Technical | \$650.00 per week |
| Engineering | \$700.00 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 become **37.61% of the standard gross wages**, plus \$.20 per hour. *

*The above contribution is capped at the A-Rated Journeyperson's weekly wage equivalent (35-hour week) as follows:

04/09/20 \$2,030.00

*Standard gross wages are the wages calculated at the regular hourly wage, for all hours worked.

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.04% of the standard gross wages.

The above contribution is capped at the A-Rated Journeyman's weekly wage equivalent (35-hour week) as follows:

| | |
|----------|------------|
| 04/09/20 | \$2,030.00 |
|----------|------------|

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall continue at 1.02% of the standard gross wages.

The above contribution is capped at the A-Rated Journeyman's weekly wage equivalent (35-hour week) as follows:

| | |
|----------|------------|
| 04/09/20 | \$2,030.00 |
|----------|------------|

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 .57% of total gross wages. Rate adjustments based on preferred or surcharge status may be applicable as determined by the EESISP Trustees.

ANNUITY FUND:

The contribution to the Annuity Fund shall continue at:

- | | |
|---|---------|
| • More than 12 months and up to 24 months | \$13.25 |
| • More than 24 months and up to 36 months | \$16.75 |
| • More than 36 months | \$23.25 |

HEALTH REIMBURSEMENT ACCOUNT

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

| <u>Length of Employment</u> | <u>Contribution per day</u> <u>04/09/20</u> |
|---|--|
| • More than 12 months and up to 24 months | \$9.75 |
| • More than 24 months and up to 36 months | \$12.75 |
| • More than 36 months | \$16.75 |

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.

DEFERRED SALARY PLAN

The following contributions to the Deferred Salary Plan shall be reported and paid directly to Prudential Retirement as Employer contributions:

04/15/21 \$1.00 per hour, for all hours worked

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

A contribution equal to 14% of standard gross wages shall continue 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 Prudential Retirement as an Employee contribution. The 1% may be increased at the participant's discretion.

SICK & BEREAVEMENT DAYS

In the event an employee is absent from work for any of the reasons* set forth in either New York City's "Earned Safe and Sick Time Out" or New York State's "Paid Sick Leave Law," they shall receive their day's wages. All employees shall be entitled to a minimum of up to 5 paid days during the contract year:

From 04/15/21 -04/13/22 up to 5 days

No benefits will be paid on these days.

"In the event the employee does not use all days by the end of the contract year, the employer will pay the employee 1 day's salary for each unused day.

In the event the employee works for the employer less than a full year, the employee will receive a pro-rata share of sick and bereavement days."

Effective January 1, 2021, if an employee works for an employer with one hundred (100) or more employees, the employee will earn a sixth (6th) paid day after working one thousand two hundred and sixty (1,260) hours in the contract year. An employee who works one thousand four hundred seventy (1,470) hours in a contract year will earn a seventh (7th) paid day to be used for a reason stated in either the New York City or New York State Acts.

* to obtain a medical diagnosis, care or treatment for a mental or physical illness, injury or health condition or for preventive medical care; to care for a family member who needs one of the above; employer's business closes due to a public health emergency or to care for a child whose school or childcare provider is closed due to a public health emergency; if employee or a family member is a victim of an act or threat of domestic violence, unwanted sexual contact, stalking, human trafficking; sickness, bereavement.

Eighth Hour shall be at straight time at employer's discretion and as mutually agreed by the employer and the employee for employees hired after April 11, 2019. Employees hired prior to April 11, 2019, that worked an eighth hour as regularly scheduled OT, and as mutually agreed between employee and employer, may work eighth hour as straight time, providing the OT premium of the previous eighth hour is reflected over the eight regular hours.



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.jibe.org

April 2, 2021

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Founder

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Chairman

STEVEN LAZZARO

Secretary

THOMAS CLEARY

Treasurer

VITO V. MUNDO

Counsel

JOHN LIU

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RICARDO ROLLINS

JOSEPH SANTIGATE

LANCE VAN ARSDALE

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 **April 14, 2021, 4:01 P.M. (Thursday, April 15, 2021)**: Week 16, week ending 4/21/2021.

WAGES

The minimum hourly wage for Expeditors, based on a 7-hour day, shall continue at:

04/09/20 \$33.80 (No 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 continue at .25% 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 be as follows:

04/15/21 40.43% of the standard gross wages, **plus \$2.20 per hour**

The above contribution is capped at the A-Rated Journey person's weekly wage equivalent (35-hour week) as follows:

04/09/20 \$2,030.00

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.04% of the standard gross wages.

The above contribution is capped at the A-Rated Journeyman's weekly wage equivalent (35-hour week) as follows:

| | |
|----------|------------|
| 04/09/20 | \$2,030.00 |
|----------|------------|

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall continue at 1.053% of the standard gross wages.

The above contribution is capped at the A-Rated Journeyman's weekly wage equivalent (35-hour week) as follows:

| | |
|----------|------------|
| 04/09/20 | \$2,030.00 |
|----------|------------|

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 7.31% of total gross wages. Rate adjustments based on preferred or surcharge status may be applicable as determined by the EESISIP Trustees.

ANNUITY FUND

The Annuity Fund contribution shall continue at \$25.00 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 Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

DEFERRED SALARY PLAN

The contributions to the Deferred Salary Plan shall continue at a\$.75 per hour, for all hours worked and shall be reported and paid directly to Prudential Retirement as Employer contributions:

A contribution equal to 14% of standard gross wages shall continue 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.

SICK & BEREAVEMENT DAYS

In the event an employee is absent from work for any of the reasons* set forth in either New York City's "Earned Safe and Sick Time Out" or New York State's "Paid Sick Leave Law," they shall receive their day's wages. All employees shall be entitled to a minimum of up to 5 paid days during the contract year:

From 04/15/21 -04/13/22 up to 5 days

No benefits will be paid on these days.

"In the event the employee does not use all days by the end of the contract year, the employer will pay the employee 1 day's salary for each unused day.

In the event the employee works for the employer less than a full year, the employee will receive a pro-rata share of sick and bereavement days."

Effective January 1, 2021, if an employee works for an employer with one hundred (100) or more employees, the employee will earn a sixth (6th) paid day after working one thousand two hundred and sixty (1,260) hours in the contract year. An employee who works one thousand four hundred seventy (1,470) hours in a contract year will earn a seventh (7th) paid day to be used for a reason stated in either the New York City or New York State Acts.

* to obtain a medical diagnosis, care or treatment for a mental or physical illness, injury or health condition or for preventive medical care; to care for a family member who needs one of the above; employer's business closes due to a public health emergency or to care for a child whose school or childcare provider is closed due to a public health emergency; if employee or a family member is a victim of an act or threat of domestic violence, unwanted sexual contact, stalking, human trafficking; sickness, bereavement.

WAGE AND BENEFIT FUND

The wage and benefits 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 .00% of the standard gross payroll.
2. Current Independent Employers shall contribute .25% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .50% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute .75% of the standard gross payroll.



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LANCE VAN ARSDALE

April 2, 2021

TO: ALL EMPLOYERS OF NEW CATEGORY – EXPEDITOR HELPER

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 **April 14, 2021, 4:01 P.M. (Thursday, April 15, 2021)**: Week 16, week ending 4/21/2021.

Benefits are to be reported under the Expeditor "XP" payroll suffix.

WAGES

The minimum hourly wage for Expeditor Helpers, based on an 8-hour day, shall continue at:

| | <u>Expeditor Helper 1</u> | <u>Expeditor Helper 2</u> |
|----------|---------------------------|---------------------------|
| 04/09/20 | \$19.00 | \$24.00 |

The employer shall pay the participant's FICA for all Expeditor Helpers.

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at .25% 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 be as follows:

04/15/21 40.43% of the standard gross wages, **plus \$2.20 per hour**

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall continue 3.04% of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall continue at 1.053% 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 7.31% of total gross wages. Rate adjustments based on preferred or surcharge status may be applicable as determined by the EESISIP Trustees.

ANNUITY FUND

The Annuity Fund contribution shall become **\$15.50 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 Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

DEFERRED SALARY PLAN

The contribution to the Deferred Salary Plan shall become **\$.75 per hour, for all hours worked** and shall be reported and paid directly to Prudential Retirement as Employer contributions.

All Expeditor Helper employees are to be paid vacations and holidays by the employer for the first five years of employment as an Expeditor Helper.

A contribution equal to 14% of standard gross wages shall be 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 the employees with 5 or more years who have elected to receive these benefits from their employer.

SICK & BEREAVEMENT DAYS

In the event an employee is absent from work for any of the reasons* set forth in either New York City's "Earned Safe and Sick Time Out" or New York State's "Paid Sick Leave Law," they shall receive their day's wages. All employees shall be entitled to a minimum of up to 5 paid days during the contract year:

From 04/15/21 -04/13/22 up to 5 days

No benefits will be paid on these days.

"In the event the employee does not use all days by the end of the contract year, the employer will pay the employee 1 day's salary for each unused day.

In the event the employee works for the employer less than a full year, the employee will receive a pro-rata share of sick and bereavement days."

Effective January 1, 2021, if an employee works for an employer with one hundred (100) or more employees, the employee will earn a sixth (6th) paid day after working one thousand two hundred and sixty (1,260) hours in the contract year. An employee who works one thousand four hundred seventy (1,470) hours in a contract year will earn a seventh (7th) paid day to be used for a reason stated in either the New York City or New York State Acts.

* to obtain a medical diagnosis, care or treatment for a mental or physical illness, injury or health condition or for preventive medical care; to care for a family member who needs one of the above; employer's business closes due to a public health emergency or to care for a child whose school or childcare provider is closed due to a public health emergency; if employee or a family member is a victim of an act or threat of domestic violence, unwanted sexual contact, stalking, human trafficking; sickness, bereavement.

WAGE AND BENEFIT FUND

The wage and benefits 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 .00% of the standard gross payroll.
2. Current Independent Employers shall contribute .25% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .50% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute .75% of the standard gross payroll.

2021 New Benefit Chart - NYC

Payroll Changes Effective Week Ending April 21, 2021 - Week 16

| DIVISION | WAGES | JIB | PENSION/ MAJOR MEDICAL | DENTAL FUND | 401K (reported and remitted directly to Prudential Retirement) | ANNUITY | HEALTH REIMBURSE- MENT ACCOUNT | E & C | NEBF | EESISP | WAGE & BENEFIT FUND |
|--|----------------------|-------------------------------|--|-------------------------------|---|----------------------|--------------------------------------|-------------------------------|-------------------------|-------------------------------|--------------------------------|
| "A" Journeypersons CA Payroll | \$58.00 | 1.85% of standard-gross wages | 39.45% of standard-gross wages + \$5.25 per clock hr. | 3.14% of standard-gross wages | 7.65% of total-gross wages + 16% of standard-gross wages | \$3.50 per clock hr. | \$6.50 per clock hr. | 1.67% of standard-gross wages | 3% of total-gross wages | 7.41%** of total-gross wages | \$1.00 per clock hr. + %*** |
| Eighty (80) / Twenty (20) PLA IM Payroll | \$49.40 | 1.85% of standard-gross wages | 39.25% of standard-gross wages + \$1.50 Per clock hr. | 3.14% of standard-gross wages | 7.65% of total-gross wages + 16% of standard-gross wages | \$2.00 per clock hr. | \$3.55 per clock hr. | 1.67% of standard-gross wages | 3% of total-gross wages | 7.41%** of total-gross wages | \$1.00 per clock hr. + %*** |
| Temporary Light & Power LX Payroll (Eighty/Twenty PLA) | \$58.00 (\$49.40) | N/A | N/A | N/A | 7.65% of total-gross wages + 16% of standard-gross wages | \$3.50 per clock hr. | \$6.50 per clock hr. | N/A | 3% of total-gross wages | 5.425%** of total-gross wages | \$1.00 per clock hr. |
| "M" & "MIJ" Journeypersons VO Payroll | \$26.00 | "0%" | 22.92% of standard-gross wages + \$.75 per clock hr. | 2.04% of standard-gross wages | 15% of standard-gross wages + 7.65% of total-gross wages + \$1.50 per clock hr. | \$2.00 per clock hr. | \$4.00 per clock hr. | .52% of standard-gross wages | 3% of total-gross wages | 7.31%** of total-gross wages | %*** |
| "M" 3 rd yr + "MIJ" 18 mos. Journeypersons VO Payroll | \$30.50 | | | | | | | | | | |

** EESISP , subject to safety preferred or surcharge rates.

*** NYECA & AEC, 0%, Current Independent, .25%, New Independent, .50%, Independent recently Association terminated, .75%

2021 New Benefit Chart - NYC

Payroll Changes Effective Week Ending April 21, 2021 - Week 16

| DIVISION | WAGES | JIB | PENSION/ MAJOR MEDICAL | DENTAL FUND | 401K (reported and remitted directly to Prudential Retirement) | ANNUITY | HEALTH REIMBURSE- MENT ACCOUNT | E & C | NEBF | EESISP | WAGE & BENEFIT FUND |
|--|--|------------------------------|--|--------------------------------|--|--|--|---------------------------------|-------------------------|-------------------------------|---------------------------|
| | <u>1st Level</u> <u>2nd Level</u> | | | | | | | | | | |
| "A" Apprentices 1-4 "M" Helpers 1-4 PR Payroll | ¹ \$17.25 ¹ \$17.75 ² \$18.75 ² \$19.75 ³ \$20.75 ³ \$21.75 ⁴ \$22.75 ⁴ \$24.75 | "0%" | 20.92% of standard-gross wages + \$.75 per clock hr. | 2.04% of standard-gross wages | 15% of standard-gross wages + \$2.50 per clock hr. | \$1.00 per clock hr. | \$1.75 per clock hr. | .52% of standard-gross wages | 3% of total-gross wages | 7.31% ** of total-gross wages | % *** |
| ADM AF Payroll | No Salary Increase | "0%" | 37.61%* of standard-gross wages + \$.20 per clock hr. | 3.04%* of standard-gross wages | \$1.00 per clock hr. Over 5 yrs with Election + 14% of standard-gross wages | <u>Per day</u> +12 months-\$13.25 +24 months-\$16.75 +36 months-\$23.25 | <u>Per day</u> +12 months-\$ 9.75 +24 months-\$12.75 +36 months-\$16.75 | 1.02%* of standard-gross wages | 3% of total-gross wages | .57% ** of total-gross wages | N/A |
| Expeditors XP Payroll | \$33.80 | .25% of standard-gross wages | 40.43%* of standard-gross wages + \$2.20 per clock hr. | 3.04%* of standard gross wages | \$.75 per clock hr. Over 5 yrs with Election + 14% of standard-gross wages | \$25.00 per day | \$18.00 per day | 1.053%* of standard-gross wages | 3% of total-gross wages | 7.31%** of total-gross wages | % *** |
| Expeditor Helper 1 Expeditor Helper 2 XP Payroll | \$19.00 \$24.00 | .25% of standard-gross wages | 40.43%* of standard-gross wages + \$2.20 per clock hr. | 3.04%* of standard-gross wages | \$.75 per clock hr. | \$15.50 per day | \$18.00 per day | 1.053%* of standard-gross wages | 3% of total-gross wages | 7.31%** of total-gross wages | % *** |
| | | | ** EESISP , subject to safety preferred or surcharge rates. | | | | | | | | |
| *Paid on a weekly standard-gross wage up to \$2,030.00 | | | *** NYECA & AEC, 0%, Current Independent, .25%, New Independent, .50%, Independent recently Association terminated, .75% | | | | | | | | |