

2022 New Benefit Chart - 'J' Division

Payroll Changes Effective Week Ending Jan 5, 2022, Week #1

DIVISION	JIB	PENSION/ MAJOR MEDICAL	VACATION/ HOLIDAY/ UNEMPLOYMENT FUND	DENTAL FUND	401k (reported and remitted directly to Prudential Retirement)	ANNUITY	HEALTH REIMBURSEMENT ACCOUNT	E & C	NEBF	EESISP	WAGE & BENEFIT FUND
"A" Rated and Above-please refer to Directive HA Payroll	1.85% of standard-gross wages	39.45% of standard-gross wages + \$5.25 per clock hr.	N/A	3.14% of standard-gross wages	7.65% of total-gross wages & 19.40% 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	8.61% ** of total-gross wages	\$1.00 per clock hr. + %***
Electro-Pole Foundation Technician, Electro-Pole Foundation Installer & Electro-Pole Maintainers DL Payroll	1.85% of standard-gross wages	48.84% of standard-gross wages + \$2.20 per clock hr.	N/A	3.14% of standard-gross wages	7.65% of total-gross wages & 19.40% of standard-gross wages	\$3.10 per clock hr.	\$37.75 per day	1.67% of standard-gross wages	3% of total-gross wages	8.61% ** of total-gross wages	%***
All other Employees performing work in Street Lighting & Traffic Signals DL Payroll	1.85% of standard-gross wages	48.84% of standard-gross wages + \$2.20 per clock hr.	N/A	3.14% of standard-gross wages	7.65% of total-gross wages & 18% of standard-gross wages	\$3.10 per clock hr.	\$37.75 per day	1.67% of standard-gross wages	3% of total-gross wages	8.61% ** of total-gross wages	%***

"A" rated and above Employees shall continue to be reported on the "HA" payroll

Non-"A" rated Street Lighting shall continue to be reported on the "DL" payroll

** EESISP, subject to Trustee changes.

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



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 24, 2019

HARRY VAN ARSDALE JR.
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TO: ALL EMPLOYERS OF ELECTRO-POLE TECHNICIANS, ELECTRO-POLE ELECTRICIANS, AND ABOVE GRADES PERFORMING WORK IN STREET LIGHTING AND TRAFFIC SIGNALS

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 24, 2019, 4:01 P.M. (Thursday, April 25, 2019)**: **The changes to the hourly amounts payable to the Annuity Fund, Health Reimbursement Account, Deferred Salary Plan and the Wage and Benefit Fund will be effective May 16nd, week 21, so contractors have time to make the necessary adjustments to the amounts reported to the Joint Industry Board and Prudential Retirement.**

WAGES

The hourly wage for the **Electro-Pole Technician**, based on a 7-hour day, shall be as follows:

04/25/19	\$58.50
04/23/20	\$60.50
04/29/21	\$60.50

The hourly wage for the **Electro-Pole Electrician**, based on a 7-hour day, shall be as follows:

04/25/19	\$56.00
04/23/20	\$58.00
04/29/21	\$58.00

The wages for the Forepersons shall be as follows:

<u>WEEKLY WAGES</u>	<u>04/25/19</u>	<u>04/23/20</u>	<u>04/29/21</u>
Foreperson	\$2,519.49	\$2,589.40	\$2,589.40
General Foreperson	\$2,672.87	\$2,742.87	\$2,742.87
Garage Foreperson	\$2,471.00	\$2,541.00	\$2,541.00

Effective 5/19/2016, the Employer will no longer have to pay benefits on foreperson's paid vacation.

ALL EMPLOYERS OF ELECTRO-POLE TECHNICIANS, ELECTRO-POLE ELECTRICIANS, AND ABOVE GRADES PERFORMING WORK IN STREET LIGHTING AND TRAFFIC SIGNALS

April 24, 2019

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall become:

04/25/19 **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 become:

04/25/19 **38.45%** of the standard gross wages + **\$5.25** per hour
04/23/20 **39.45%** of the standard gross wages + **\$5.25** per hour
04/29/21 **39.45%** of the standard gross wages + **\$5.25** per hour

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall become:

04/25/19 **3.14%** of the standard gross wages

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall become **1.65% 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 become **7.41% of total gross wages.**

ANNUITY FUND ***Effective May 16, 2019**

The contribution to the Annuity Fund for Electro-Pole Technicians, Electro-Pole Electricians and above grades, for all hours worked, shall be as follows:

04/25/19 **\$3.50** for all hours worked

**ALL EMPLOYERS OF ELECTRO-POLE TECHNICIANS, ELECTRO-POLE
ELECTRICIANS, AND ABOVE GRADES PERFORMING WORK IN STREET
LIGHTING AND TRAFFIC SIGNALS**

April 24, 2019

HEALTH REIMBURSEMENT ACCOUNT ***Effective May 16, 2019**

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

04/25/19 \$6.50 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 ***Effective May 16, 2019**

The contribution of 19.40% of standard gross wages to the Deferred Salary Plan, shall continue and is reported and paid directly to Prudential Retirement as an Employer contribution.

***Effective May 16, 2019, the contribution shall become \$0.00 per hour, for all hours worked. The \$2.00 per hour is redirected to the HRA above.**

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

The above contributions shall be reported and paid directly to Prudential Retirement as an Employer contribution.

The mandatory 1% salary deferral shall continue to be 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 be as follows:

***Effective May 16, 2019, \$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 .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 wage and benefit form, which must be returned with the payment.



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May 1, 2019

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REVISED

TO: ALL EMPLOYERS OF EMPLOYEES PERFORMING WORK IN STREET LIGHTING AND TRAFFIC SIGNALS

"DL" PAYROLL

The Negotiating Committee of Local Union No. 3, IBEW and the representatives of employers have mutually agreed that effective **April 24, 2019, 4:01 P.M. (Thursday, April 25, 2019):**

WAGES

The hourly wages, based on a 35-hour weekly straight-time rate for the classifications listed below shall be as follows:

	<u>04/25/19</u>	<u>04/23/20</u>	<u>04/29/21</u>
"A" Auto Mechanic	\$39.86	\$40.36	\$40.86
"B" Auto Mechanic	\$30.02	\$30.52	\$31.02
"C" Auto Mechanic	\$20.18	\$20.68	\$21.18
"A" Material Handlers	\$36.41	\$36.91	\$37.41
"B" Material Handlers	*\$20.26	\$20.76	\$21.26
Electro-Pole Maintainers	\$36.61	\$37.11	\$37.61
Gasser/Washer	\$17.71	\$18.21	\$18.71

***"B" Material Handler receives an additional 10% in the first year.**

The hourly wages, based on a 40-hour weekly straight-time rate for the classifications listed below shall be as follows:

	<u>04/25/19</u>	<u>04/23/20</u>	<u>04/29/21</u>
Electro-Pole Foundation Technician	*\$45.22	*\$45.72	*\$46.22
Electro-Pole Foundation	\$42.66	\$43.16	\$43.66
Dispatchers	\$41.01	\$41.51	\$42.01

***Additional \$.50 to lead person in the 1st year.**

All classifications shall receive their FICA and Medicare equivalent as a contribution to the 401k plan. (See Deferred Salary Plan)

**TO: ALL EMPLOYERS OF EMPLOYEES PERFORMING WORK IN STREET LIGHTING
AND TRAFFIC SIGNALS**

May 1, 2019

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall become:

04/25/19 **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 become:

04/25/19 **45.84%** of the standard gross wages + **\$.20** per clock hour
04/23/20 **46.84%** of the standard gross wages + **\$.20** per clock hour
04/29/21 **48.84%** of the standard gross wages + **\$.20** per clock hour

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall become:

04/25/19 **3.14%** of the standard gross wages

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall become **1.65% 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 current contribution to the Electrical Employers Self-Insurance Safety Plan shall become **7.41% of total gross wages.**

ANNUITY FUND

The contribution to the Annuity Fund for all job classifications listed above, for all hours worked, shall continue at:

04/25/19 \$3.10

HEALTH REIMBURSEMENT ACCOUNT ("HRA")

The contribution to the Health Reimbursement Account shall continue at \$37.75 per day for all job classifications listed above. 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 required contribution of 19.40% of standard gross wages to the Deferred Salary Plan shall continue for Electro-Pole Foundation Technician, Electro-Pole Foundation and Electro-Pole Maintainers: Plus the FICA Equivalent contribution below.

For all other classifications, the contribution shall become:

04/25/19 **18.00%** of the standard gross wages

The contribution shall be reported and paid directly to Prudential Retirement as an Employer contribution. Plus the FICA Equivalent contribution below.

The contribution of 7.65% of total gross wages, (FICA Equivalent), shall be reported and paid directly to Prudential Retirement as an Employer contribution.

The above contributions shall be reported and paid directly to Prudential Retirement as an Employer contribution.

WAGE AND BENEFIT FUND

The wage and benefits contribution payable to the Joint Industry Board of the Electrical Industry shall be 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.