



## JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 15, 2025

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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 09, 2025, 4:01 P.M. (with all changes taking effect at 4:01 P.M. on the effective date):**

#### **WAGES:**

Class "A" Apprentices:

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

	<u>04/09/2025</u>	<u>04/15/2026</u>	<u>04/14/2027</u>
1 <sup>st</sup> Year	\$18.50	<b>\$19.25</b>	\$19.25
2 <sup>nd</sup> Year	\$20.50	<b>\$21.25</b>	\$21.25
3 <sup>rd</sup> Year	\$22.50	<b>\$23.25</b>	\$23.25
4 <sup>th</sup> Year	\$25.50	<b>\$26.25</b>	\$26.25

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

#### **JOINT INDUSTRY BOARD:**

The contribution to the Joint Industry Board shall continue at .15% of the standard gross wages and will be allocated to the Legal Services Plan.

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:

<b>04/09/25</b>	20.92% of the standard gross wages, plus <b>\$2.00</b> per hour
<b>04/15/26</b>	20.92% of the standard gross wages, plus <b>\$2.50</b> per hour
<b>04/14/27</b>	20.92% of the standard gross wages, plus <b>\$3.00</b> per hour

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall be as follows,

04/09/25	2.04% of the standard gross wages
04/15/26	2.04% of the standard gross wages
<b>04/14/27</b>	<b>2.54% of the standard gross wages</b>

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 the total gross wages.

E.E.S.I.S.P.:

The contribution to the Electrical Employers Self-Insurance Safety Plan shall continue at 9.59% of total gross wages. Rate adjustments based on preferred, or surcharge status may be applicable as determined by the E.E.S.I.S.P Trustees.

ANNUITY FUND:

The contribution to the Annuity Fund for all Apprentices, for all hours worked, shall be as follows:

04/09/25	\$2.00 for all hours worked
04/15/26	\$2.00 for all hours worked
<b>04/14/27</b>	<b>\$2.50</b> for all hours worked

HEALTH REIMBURSEMENT ACCOUNT:

The contribution to the Health Reimbursement Account (HRA) for all Apprentices shall become **\$2.75 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 (401k Plan):

The contribution to the Deferred Salary Plan shall continue at 15.5% of standard gross wages plus \$2.50 per hour, for all hours worked, for all Apprentices.

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 Empower.

The mandatory 1% salary deferral for 3<sup>rd</sup> year and 4<sup>th</sup> year Apprentices shall continue and is reported and paid directly to Empower 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 Year Apprentices and Helpers holiday pay in their weekly paycheck.**

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. 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.