



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 19, 2022

HARRY VAN ARSDALE JR.
Founder

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JOSEPH SANTIGATE

LANCE VAN ARSDALE

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 13, 2022, 4:01 P.M. (with all changes taking effect at 4:01 P.M. on the effective date)**

WAGES:

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

04/13/22 \$59.00

04/12/23 \$61.00

04/10/24 \$62.00

SUPERVISION RATES:

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

Forepersons 3 to 5 persons \$4.00 per hour

Forepersons 6 to 14 persons \$4.75 per hour

Sub forepersons \$4.75 per hour

General Foreperson:

1 Sub foreperson \$5.00 per hour

2 Sub forepersons \$5.50 per hour

3 Sub forepersons \$6.00 per hour

4 Sub forepersons \$6.50 per hour

5 Sub forepersons \$7.00 per hour

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board be as follows:

04/13/22	1.85% of the standard gross wages
04/12/23	2.00% of the standard gross wages
04/10/24	2.00% of the standard gross wages

The additional .15% is a contribution that 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 be as follows:

04/13/22	39.45% of the standard gross wages + \$5.25 per hour
04/12/23	39.45% of the standard gross wages + \$6.00 per hour
04/10/24	39.45% of the standard gross wages + \$6.00 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 8.61% 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 Journeypersons on A-rated work shall be as follows:

04/13/22	\$5.50 for all hours worked *
04/12/23	\$5.50 for all hours worked *
04/10/24	\$7.00 for all hours worked *

*\$2.00 for all hours worked, to be diverted to the Job Target Fund.

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 shall become **16.5% of standard gross wages to the Deferred Salary Plan** and is reported and paid directly to Empower/Prudential 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 Empower/Prudential as an Employer contribution.

The mandatory 1% salary deferral shall continue for all "A" rated Journeypersons and is reported and paid directly to Empower/Prudential 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, **\$2.00** to the Job Target Fund*, the National Electrical Benefit Fund and the statutory contribution to E.E.S.I.S.P.

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 be 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.

*Job Target Fund

The contribution to the Job Target Fund shall become **\$2.00 for all hours worked.**

The Job Target Fund and the Wage and Benefit Fund will be a combined amount on your invoice.



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

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 13, 2022, 4:01 P.M. (with all changes taking effect at 4:01 P.M. on the effective date)**

WAGES:

Class "MIJ" Journeypersons:

	Shall continue at 1-18 months	Shall continue at 13-24 months
04/13/22	\$26.75	\$31.25
04/12/23	\$26.75	\$31.25
04/10/24	\$27.50	\$32.00

Class "M" Journeypersons:

	Shall continue at 1-24 months	Shall continue at 25-48 months
04/13/22	\$26.75	\$31.25
04/12/23	\$26.75	\$31.25
04/10/24	\$27.50	\$32.00

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 continue at:

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

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall become **.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 be as follows:

04/13/22	22.92% of the standard gross wages, + \$1.00 per hour
04/12/23	22.92% of the standard gross wages, + \$1.25 per hour
04/10/24	22.92% of the standard gross wages, + \$1.50 per hour

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 8.49% 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 shall be as follows for all hours worked:

04/13/22	\$2.00 per hour
04/12/23	\$3.00 per hour
04/10/24	\$3.00 per hour

HEALTH REIMBURSEMENT ACCOUNT:

The contribution to the Health Reimbursement Account (HRA) shall continue at \$4.00 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 to the Deferred Salary plan shall become **15.5%** of standard gross wages, plus \$1.50 for all hours worked and is reported and paid directly to Empower/Prudential as an Employer contribution to the Deferred Salary Plan.

In addition 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 Empower/Prudential as an Employer contribution.

The mandatory 1% salary deferral shall continue for all "MIJ" and "M"-Journeypersons and is reported and paid directly to Empower/Prudential 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. 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 13, 2022, 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 become as follows,

	<u>04/13/22</u>		<u>04/12/23</u>		<u>04/10/24</u>	
	<u>1st Level</u>	<u>2nd Level</u>	<u>1st Level</u>	<u>2nd Level</u>	<u>1st Level</u>	<u>2nd Level</u>
1 st Year	\$18.00	\$18.50	\$18.00	\$18.50	\$18.00	\$18.50
2 nd Year	\$19.50	\$20.50	\$19.50	\$20.50	\$19.50	\$20.50
3 rd Year	\$21.50	\$22.50	\$21.50	\$22.50	\$21.50	\$22.50
4 th Year	\$23.50	\$25.12	\$23.50	\$25.12	\$23.50	\$25.50

Raises and Steps increases – One Half of the amount of all increases shall begin at a time period halfway 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 become **.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:

04/13/22	20.92% of the standard gross wages, plus \$1.00 per hour
04/12/23	20.92% of the standard gross wages, plus \$1.25 per hour
04/10/24	20.92% of the standard gross wages, plus \$1.50 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 8.49% 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:

04/13/22	\$1.00 for all hours worked
04/12/23	\$1.50 for all hours worked
04/10/24	\$2.00 for all hours worked

HEALTH REIMBURSEMENT ACCOUNT:

The contribution to the Health Reimbursement Account (HRA) for all Apprentices, shall continue at \$1.75 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 become **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/Prudential.

The mandatory 1% salary deferral for 3rd year and 4th year Apprentices shall continue and is reported and paid directly to Empower/Prudential 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 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. 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 13, 2022, 4:01 P.M. (with all changes taking effect at 4:01 P.M. on the effective date):**

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:

	<u>04/13/22</u>		<u>04/12/23</u>		<u>04/10/24</u>	
	<u>1st Level</u>	<u>2nd Level</u>	<u>1st Level</u>	<u>2nd Level</u>	<u>1st Level</u>	<u>2nd Level</u>
1 st Year	\$18.00	\$18.50	\$18.00	\$18.50	\$18.00	\$18.50
2 nd Year	\$19.50	\$20.50	\$19.50	\$20.50	\$19.50	\$20.50
3 rd Year	\$21.50	\$22.50	\$21.50	\$22.50	\$21.50	\$22.50
4 th Year	\$23.50	\$25.12	\$23.50	\$25.12	\$23.50	\$25.50

Raises and Steps increases – One Half of the amount of all increases shall begin at a time period halfway 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.

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 become **.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:

04/13/22	20.92% of the standard gross wages, plus \$1.00 per hour
04/12/23	20.92% of the standard gross wages, plus \$1.25 per hour
04/10/24	20.92% of the standard gross wages, plus \$1.50 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 8.49% of total gross wages. Rate adjustments based on preferred, or surcharge status may be applicable as determined by E.E.S.I.S.P Trustees.

ANNUITY FUND

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

04/13/22	\$1.00 for all hours worked
04/12/23	\$1.50 for all hours worked
04/10/24	\$2.00 for all hours worked

HEALTH REIMBURSEMENT ACCOUNT:

The contribution to the Health Reimbursement Account (HRA) for all "M" Helpers, shall continue at \$1.75 for all hours worked.

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 become **15.5% of standard gross wages** plus \$2.50 per hour, for all hours worked, for all "M" Helpers.

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 Empower/Prudential.

The mandatory 1% salary deferral for 3rd year and 4th year "M" Helpers shall continue and is reported and paid directly to Empower/Prudential 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 pay check.

WAGE AND BENEFIT FUND:

The delinquency 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.



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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 13, 2022, 4:01 P.M. (with all changes taking effect at 4:01 P.M. on the effective date):**

WAGES:

There is a 2% wage increase in each year of the contract. The minimum hourly wage for Expeditors shall become:

04/13/22	\$34.47
04/12/23	\$35.16
04/10/24	\$35.86

The employer shall continue to pay the participant's FICA for all Expeditors.

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall become .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 become:

04/13/22	40.43% of the standard gross wages, plus \$2.95 per hour
04/12/23	40.43% of the standard gross wages, plus \$2.95 per hour
04/10/24	42.43% of the standard gross wages, plus \$2.95 per hour

The above contribution is capped at the standard weekly wage of **\$1,605.50.**

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 standard weekly wage of **\$1,605.50**.

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 standard weekly wage of **\$1,605.50**.

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 8.49% 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 Annuity Fund contribution shall continue at \$25.00 per day.

HEALTH REIMBURSEMENT ACCOUNT:

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

04/13/22	\$18.00 per day
04/12/23	\$20.00 per day
04/10/24	\$20.00 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 following contributions to the Deferred Salary Plan shall be reported and paid directly to Empower/Prudential as Employer contributions and shall be as follows:

The following contribution shall be for all classes of the Expeditor Division.

04/13/22	\$0.75 per hour, for all hours worked
04/12/23	\$1.00 per hour, for all hours worked
04/10/24	\$1.00 per hour, for all hours worked

In addition to the above, the following contribution shall be for employees who opt not to receive holiday and vacation pay from their employer as an employer contribution of the Expeditor Division.

04/13/22	14% of the standard gross wages
04/12/23	15% of the standard gross wages
04/10/24	15% of the standard gross wages

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 Empower/Prudential 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 04/13/22 – 04/12/23	up to 5 days
From 04/12/23 – 04/10/24	up to 5 days
From 04/10/24 – 04/09/25	up to 5 days
No benefits will be paid on these days.	

"In the event the employee does not use all 5 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."

* 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. 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.



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 19, 2022

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 13, 2022, 4:01 P.M. (with all changes taking effect at 4:01 P.M. on the effective date):**

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

WAGES:

There is a 2% wage increase in each year of the contract. The minimum hourly wage for Expeditor Helpers, based on an 8-hour day, shall become:

	<u>Expeditor Helper 1</u>	<u>Expeditor Helper 2</u>
04/13/22	\$19.38	\$24.48
04/12/23	\$19.77	\$24.97
04/10/24	\$20.17	\$25.47

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:

04/13/22	40.43% of the standard gross wages, plus \$2.95 per hour
04/12/23	40.43% of the standard gross wages, plus \$2.95 per hour
04/10/24	42.43% of the standard gross wages , plus \$2.95 per hour

The above contribution is capped at the standard weekly wage of **\$1,605.50**.

DENTAL FUND:

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

The above contribution is capped at the standard weekly wage of **\$1,605.50**.

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 standard weekly wage of **\$1,605.50**.

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 8.49% 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 Annuity Fund contribution shall continue at \$15.50 per day.

HEALTH REIMBURSEMENT ACCOUNT:

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

04/13/22	\$18.00 per day
04/12/23	\$20.00 per day
04/10/24	\$20.00 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 following contributions to the Deferred Salary Plan shall be reported and paid directly to Empower/Prudential as Employer contributions and shall be as follows:

The following contribution shall be for all classes of the Expeditor Helper Division.

04/13/22	\$.75 per hour
04/12/23	\$1.00 per hour
04/10/24	\$1.00 per hour

In addition to the above, the following contribution shall be for employees who opt not to receive holiday and vacation pay from their employer as an employer contribution of the Expeditor Helper Division.

04/13/22	14% of the standard gross wages
04/12/23	15% of the standard gross wages
04/10/24	15% of the standard gross wages

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.

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 04/13/22 – 04/12/23	up to 5 days
From 04/12/23 – 04/10/24	up to 5 days
From 04/10/24 – 04/09/25	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."

* 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. 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.

A new classification of EXPEDITOR-HELPER is established.

Re-established rates for the Expeditor Helper 1 and 2 categories. Established an Expeditor Helper 3 category.

Expeditor Helper 1 (0-36 months at this classification) \$19/per hour. (First three years)

Expeditor Helper 2 (37-60 months at this classification) \$22/per hour. (Second three years)

Expeditor Helper 3 (over 60 months at this classification) \$24/per hour. (Last two years)



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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 13, 2022, 4:01 P.M. (with all changes taking effect at 4:01 P.M. on the effective date):**

WAGES:

04/13/22	2% increase
	\$30 minimum - \$60 maximum
04/12/23	No Salary Increase
04/10/24	2% increase

Minimum starting salaries shall become:

Clerical	\$603.75 per week
Administrative	\$690.00 per week
Technical	\$747.50 per week
Engineering	\$805.00 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:

04/13/22	37.61% of the standard gross wages, plus \$0.95 per hour
04/12/23	37.61% of the standard gross wages, plus \$1.70 per hour
04/10/24	37.61% of the standard gross wages, plus \$2.45 per hour

The above contribution is capped at the standard weekly wage of **\$1,920.00**.

DENTAL FUND:

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

The above contribution is capped at the standard weekly wage of **\$1,920.00.**

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 standard weekly wage of **\$1,920.00.**

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 .67% 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 shall continue at:

- More than 12 months and up to 24 months \$13.25 per day
- More than 24 months and up to 36 months \$16.75 per day
- More than 36 months \$23.25 per day

HEALTH REIMBURSEMENT ACCOUNT:

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

- More than 12 months and up to 24 months \$9.75 per day
- More than 24 months and up to 36 months \$12.75 per day
- More than 36 months \$16.75 per day

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 Empower/Prudential as Employer contributions:

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

04/13/22	\$1.00 per hour, for all hours worked
04/12/23	\$1.25 per hour, for all hours worked
04/10/24	\$1.50 per hour, for all hours worked

In addition to the above, the following contribution shall be for employees in the ADM Division who opt to not receive holiday and vacation pay from their employer.

04/13/22	14% of the standard gross wages
04/12/23	15% of the standard gross wages
04/10/24	15% of the standard gross wages

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 Empower/Prudential 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 04/13/22 -04/12/23	up to 5 days
From 04/12/23 -04/10/24	up to 5 days
From 04/10/24 -04/09/25	up to 5 days

No benefits will be paid on these days.

"In the event the employee does not use all 5 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."

* 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.



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TO: ALL EMPLOYERS OF SUPERINTENDENTS, ASSISTANT SUPERINTENDENTS AND "A" RATED JOURNEYPERSONS WORKING AS PROJECT MANAGERS

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 13, 2022, 4:01 P.M. (with all changes taking effect at 4:01 P.M. on the effective date):**

SUPERVISION RATES:

The "A" rated Journeyperson working as Superintendents shall continue at:

a) Minimum rates for Superintendents:

30-40 Electricians	\$5.00 over "A" rate
41-100 Electricians	\$15.00 over "A" rate
Over 100 Electricians	\$20.00 over "A" rate

b) Minimum rates for Assistant Superintendents:

\$10.00 over "A" rate

BENEFITS CONTRIBUTION CAP:

The contributions to the Pension, Hospitalization and Benefit Plan, Dental Fund and the Educational and Cultural Trust Fund administered by the Joint Industry Board shall be capped at the standard weekly wage as follows:

Superintendents and Assistant Superintendents:

4/13/22	\$2,920.00 per week
4/12/23	\$2,990.00 per week
4/10/24	\$3,025.00 per week

**ALL EMPLOYERS OF SUPERINTENDENTS AND "A" RATED JOURNEYPERSONS
WORKING AS PROJECT MANAGERS**

April 19, 2022

"A" Journeypersons working as Project Managers in the ADM Division:

4/13/22	\$2,355.00 per week
4/12/23	\$2,425.00 per week
4/10/24	\$2,460.00 per week

SICK OR BEREAVEMENT DAYS:

In the event an "A" Journeyperson, who is working as a Project Manager, is sick or absent for bereavement, he/she shall receive sick, or bereavement pay from the employer for up to 5 days. No benefits contributions are payable on sick, or bereavement days enumerated herein.

BONUSES FOR ALL CLASSIFICATIONS:

Bonuses for all classifications of workers, excluding ADM classifications can be paid twice a year provided that the annual total bonuses do not exceed 50% of the employee's wages. In the event the bonus does exceed 50% of the wages in any one year, the limitation will be recalculated based upon the individual's cumulative wages for the last four (4) years, as compared to all bonuses earned during the same period.

Bonuses for ADM classifications can be paid up to three times a year provided that the annual total bonuses do not exceed 50% of the employee's wages. In the event the bonus does exceed 50% of the wages in any one year, the limitation will be recalculated based upon the individual's cumulative wages for the last four (4) years, as compared to all bonuses earned during the same period.

If the bonus exceeds the allowable amount, contributions will be due to the Pension, Hospitalization and Benefit Plan on the excess amount.

2024 New Benefit Chart - NYC**Payroll Changes Effective 4/10/2024, 4:01 P.M., week ending April 17, 2024 Wk #16**

DIVISION	WAGES	JIB	PENSION/ MAJOR MEDICAL	DENTAL FUND	401K (reported and remitted directly to Empower)	ANNUITY	HEALTH REIMBURSE- MENT ACCOUNT	E & C	NEBF	EESISP	WAGE & BENEFIT FUND/JOB TARGET FUND
"A" Journeypersons CA Payroll	\$62.00	2.00% of standard-gross wages	39.45% of standard-gross wages + \$6.00 per clock hr.	3.14% of standard-gross wages	7.65% of total-gross wages + 16.5% of standard-gross wages	\$4.50 per clock hr.	\$7.00 per clock hr.	1.67% of standard-gross wages	3% of total-gross wages	9.72%** of total-gross wages	\$2.00 per clock hr. + %****
Temporary Light & Power LX Payroll	\$62.00	N/A	N/A	N/A	7.65% of total-gross wages + 16.5% of standard-gross wages	\$4.50 per clock hr.	\$7.00 per clock hr.	N/A	3% of total-gross wages	7.735%** of total-gross wages	\$2.00 per clock hr.
"M" & "MIJ" Journeypersons VO Payroll	\$27.50	.15% of standard-gross wages	22.92% of standard-gross wages + \$1.50 per clock hr.	2.04% of standard-gross wages	15.5% of standard-gross wages + 7.65% of total-gross wages + \$1.50 per clock hr.	\$3.00 per clock hr.	\$4.00 per clock hr.	.52% of standard-gross wages	3% of total-gross wages	9.59%** of total-gross wages	%****
"M" 3 rd yr + "MIJ" 18 mos. Journeypersons VO Payroll	\$32.00										
"A" Apprentices 1-4 "M" Helpers 1-4 PR Payroll	1st Level 1 \$18.00 2nd Level 1 \$18.50 2 \$19.50 2 \$20.50 3 \$21.50 3 \$22.50 4 \$23.50 4 \$25.50	.15% of standard-gross wages	20.92% of standard-gross wages + \$1.50 per clock hr.	2.04% of standard-gross wages	15.5% of standard-gross wages + \$2.50 per clock hr.	\$2.00 per clock hr.	\$1.75 per clock hr.	.52% of standard-gross wages	3% of total-gross wages	9.59%** of total-gross wages	%****
ADM AF Payroll	2% Increase	"0"	37.61%* of standard-gross wages + \$2.45 per clock hr.	3.04%* of standard-gross wages	\$1.50 per clock hr. Over 5 yrs with Election + 15% of standard-gross wages	Per day +12 months-\$13.25 +24 months-\$16.75 +36 months-\$23.25	Per day +12 months-\$ 9.75 +24 months-\$12.75 +36 months-\$16.75	1.02%* of standard-gross wages	3% of total-gross wages	.76%** of total-gross wages	N/A
Expeditors XP Payroll	\$35.86	.25% of standard-gross wages	42.43%*** of standard-gross wages + \$2.95 per clock hr.	3.04%*** of standard gross wages	\$1.00 per clock hr. Over 5 yrs with Election + 15% of standard-gross wages	\$25.00 per day	\$20.00 per day	1.053%*** of standard-gross wages	3% of total-gross wages	9.59%** of total-gross wages	%****
Expeditor Helper 1	\$20.17										
Expeditor Helper 2	\$23.35	.25% of standard-gross wages	42.43%*** of standard-gross wages + \$2.95 per clock hr.	3.04%*** of standard-gross wages	\$1.00 per clock hr.	\$15.50 per day	\$20.00 per day	1.053%*** of standard-gross wages	3% of total-gross wages	9.59%** of total-gross wages	%****
Expeditor Helper 3 XP Payroll	\$25.47										

* Paid on a weekly standard-gross wage up to \$1,920.00

** EESISP, subject to Trustee changes.

*** Paid on a weekly standard-gross wage up to \$1,605.50

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

2022 New Benefit Chart - NYC**Payroll Changes Effective April 13, 2022, 4:01 P.M. - week ending 4/20/2022 Wk #16**

DIVISION	WAGES	JIB	PENSION/ MAJOR MEDICAL	DENTAL FUND	401K (reported and remitted directly to Empower)	ANNUITY	HEALTH REIMBURSE- MENT ACCOUNT	E & C	NEBF	EESISP	WAGE & BENEFIT FUND/JOB TARGET FUND
"A" Journeypersons CA Payroll	\$59.00	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 + 16.5% 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	\$2.00 per clock hr. + %****
Temporary Light & Power LX Payroll	\$59.00	N/A	N/A	N/A	7.65% of total-gross wages + 16.5% of standard-gross wages	\$3.50 per clock hr.	\$6.50 per clock hr.	N/A	3% of total-gross wages	6.625%** of total-gross wages	\$2.00 per clock hr.
"M" & "MIJ" Journeypersons VO Payroll "M" 3 rd yr + "MIJ" 18 mos. Journeypersons VO Payroll	\$26.75 \$31.25	 .15% of standard-gross wages	22.92% of standard-gross wages + \$1.00 per clock hr.	2.04% of standard-gross wages	15.5% 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	8.49%** of total-gross wages	%****
"A" Apprentices ¹⁻⁴ "M" Helpers ¹⁻⁴ PR Payroll	¹ \$18.00 ² \$19.50 ³ \$21.50 ⁴ \$23.50 ¹ \$18.50 ² \$20.50 ³ \$22.50 ⁴ \$25.50	.15% of standard-gross wages	20.92% of standard-gross wages + \$1.00 per clock hr.	2.04% of standard-gross wages	15.5% 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	8.49%** of total-gross wages	%****
ADM AF Payroll	2 % Increase	"0"	37.61%* of standard-gross wages + \$.95 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	.67%** of total-gross wages	N/A
Expeditors XP Payroll	\$34.47	.25% of standard-gross wages	40.43%*** of standard-gross wages + \$2.95 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	8.49%** of total-gross wages	%****
Expeditor Helper 1	\$19.38	.25% of standard-gross wages	40.43%*** of standard-gross wages	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	8.49%** of total-gross wages	%****
Expeditor Helper 2 XP Payroll	\$24.48		+ \$2.95 per clock hr.								

* Paid on a weekly standard-gross wage up to \$1,920.00

** EESISP, subject to Trustee changes.

*** Paid on a weekly standard-gross wage up to \$1,605.50

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