



CLOTHING & TOOL PLAN

OF THE

ELECTRICAL INDUSTRY

Summary Plan Description

JANUARY 2026



The following information constitutes a description of the benefits provided by the Clothing and Tool Plan. This description is presented to Participants in the Plan to set forth in clear and concise language the benefits available under the Plan, the eligibility requirements, and the procedures for applying for those benefits. This information applies to benefits as of January 1, 2026, unless specifically stated otherwise. This Summary Plan Description operates as the Plan document.

GENERAL INFORMATION

Name of Plan:	Clothing and Tool Plan of the Electrical Industry
Plan Identification No:	11-3105790
Plan Year:	October 1 st through September 30 th
Plan Administrator And Agent for Legal Process:	Joint Industry Board of the Electrical Industry 158-11 Harry Van Arsdale Jr. Avenue Flushing, N.Y. 11365-3067 (718) 591-2000

Service may also be made upon any member of the
Joint Industry Board
158-11 Harry Van Arsdale Jr. Avenue
Flushing, N.Y. 11365-3067
(718) 591-2000

SOURCES OF CONTRIBUTIONS

The Plan was established and is maintained under Collective Bargaining Agreements (CBAs) between Local Union No. 3, International Brotherhood of Electrical Workers, AFL-CIO, 158-11 Harry Van Arsdale Jr. Avenue, Flushing, NY 11365 ("Union"), and the New York Electrical Contractors Association, Inc. ("NYECA"), 633 Third Avenue, Suite 9F, New York, NY 10017, and other Employers who are not members of the Association but make contributions to the Plan. Upon a written request from any Participant, the Administrator will state in writing whether a particular Employer is obligated to contribute to the Plan, and if so, the Employer's primary business address and the rate of contributions applicable to the particular Employer. The Administrator will also provide, upon a written request from a Participant, a copy of the CBA between the Union and the Participant's Employer. Copies of CBAs, Participation Agreements, and other relevant documents are available for inspection at the office of the Administrator during normal business hours.

The Plan is funded exclusively by Employer contributions and earnings on investments. Participants are not required or permitted to contribute to the Plan.

SECTION I

ELIGIBILITY FOR BENEFITS

The benefits set forth in Section II. A. are applicable to Participants who are employed by an Employer that falls into one of the following categories:

1. An Employer who is a member of the New York Electrical Contractors Association, Inc. or an independent Employer bound by the CBA between NYECA and the Union;
2. An Employer who is a member of the Westchester/ Fairfield Division of NYECA and bound by the CBA between NYECA and the Union (White Plains);

The benefits set forth in section II. B. are applicable to participants who are employed by an employer in the following category:

1. An Employer who is a member of the Northeastern Line Constructors Chapter of National Electrical Contractors Association Inc. and therefore is required to make contributions to the Plan pursuant to the CBA between the Northeastern Line Constructors Chapter of NECA and the Union ("Outside Utility Agreement").

An eligible Employee becomes a Participant in the Plan upon completion of one hour of Service in Covered Employment.

SECTION II

BENEFITS

A. In the event of a loss by fire or theft, the participant will be reimbursed by the Joint Industry Board according to the following schedule:

Clothing	\$250.00
Overcoat	\$250.00
Work Shoes	\$250.00
Basic Tools	\$400.00

Participants should contact the Members Records department at the Joint Industry Board, at 718-969-4030 to request an application for reimbursement.

B. For participants working under the Outside Utility Agreement, additional benefits are as follows:

1. Fire-Retardant Clothing & Tool Allowance

Each participant is eligible for a benefit of \$1,000 for fire-retardant clothing & fire-retardant rain gear every fiscal year (July 1st – June 30th) after 1,000 hours has been reported for the participant. Eligible members will be notified on July 1st of each year. If you reach 1,000 hours after July 1st of the year, you must contact the administration department at 718-591-2000, to obtain the benefit. The benefit can be used until June 30th of the following year.

New apprentices in the Outside Utility division are eligible for a \$400 fire-retardant clothing benefit immediately upon starting the program. Once an apprentice has worked for six months and 1,000 hours, the apprentice is eligible for the balance of the annual \$1,000 benefit.

New members (apprentices) when they become a member and any other classification of worker (i.e. traveler) who needs FR Protective Clothing and are referred out to work for a contributing contractor will be issued One (1) pair of FR Rated coveralls if needed.

The cost for the coveralls will be deducted from the participant's FR allowance once they become eligible as per the terms of our plan.

Example: Coveralls issued cost \$150, after the participant has met their 1,000 hours, they will be eligible for the remaining \$850. The coveralls will be issued once per participant and will not be available to anyone who previously cleared the Local Union Hall per calendar year.

New apprentices will be issued the coveralls on day one of employment and will be given their \$400 allowance to use immediately, which will be deducted from their \$1,000 allowance once they meet the criteria for eligibility in that calendar year.

2. **Boot Benefit**

Each participant is eligible for a benefit of \$250 every 2 years after 1,000 hours has been reported for the participant. This is a separate benefit, on top of the fire retardant & fire-retardant rain gear benefit.

The above benefits are not carried over and must be used in the fiscal year (July 1st – June 30th) of eligibility.

Participants should contact the administration department at 718-591-2000 to request an application for reimbursement.

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