



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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March 5, 2026

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REVISED

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

WAGES:

Class "MIJ" Journeypersons minimum hourly wages become:

	<u>1-12 months</u>	<u>13-18 months</u>
04/09/25	\$27.50	\$33.50
		Plus 6-month extension if applicable.
	<u>1-12 months</u>	<u>13-18 months</u>
04/15/26	\$28.50	\$34.50
		Plus 6-month extension if applicable.

Class "M" Journeypersons:

	<u>1-24 months</u>	<u>25-48 months</u>
04/09/25 - 05/31/25	\$27.50	\$32.00

New rates for "M" Journeypersons were effective June 1, 2025.

The period for each MJ Classification is 12 months.

(see next page)

New rates for "M" Journeypersons were effective June 1, 2025.

Class "M" Journeypersons:

	<u>6/1/2025</u>	<u>4/15/2026</u>	<u>4/14/2027</u>
MJ-1	\$27.50	\$28.50	\$28.50
MJ-2	\$28.50	\$29.50	\$29.50
MJ-3	\$30.50	\$31.50	\$31.50
MJ-4	\$33.50	\$34.50	\$34.50
MJ-5	\$36.50	\$37.50	\$37.50
MJ-6	\$43.50	\$44.50	\$44.50

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 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 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:

04/09/25	22.92% of the standard gross wages, + \$2.00 per hour
04/15/26	22.92% of the standard gross wages, + \$2.50 per hour
04/14/27	22.92% of the standard gross wages, + \$3.00 per hour

DENTAL BENEFIT 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
04/14/27	2.54% 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.

N.E.I.B.:

The new N.E.I.B contribution shall be \$0.50 per clock hour and reported with the N.E.B.F. amount. This benefit will be effective starting **January 2028** and will be in addition to the N.E.B.F. contribution. More information will be sent out in the future.

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:

For all hours worked, the contribution to the Annuity Fund shall continue at \$3.00 for all hours worked.

HEALTH REIMBURSEMENT ACCOUNT:

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

04/09/25	\$5.00 for all hours worked
04/15/26	\$5.00 for all hours worked
04/14/27	\$5.00 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 continue at 15.5% of standard gross wages, plus \$1.50 for all hours worked and is reported and paid directly to Empower 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 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 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.