



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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HARRY VAN ARSDALE JR.
Founder

April 20, 2026

HUMBERTO J. RESTREPO
Chairman

ALL EMPLOYERS OF "A" APPRENTICES – WHITE PLAINS

Officers
STEVEN LAZZARO
Secretary
THOMAS CLEARY
Treasurer
CHRISTINA A. SESSA
Counsel

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 15, 2026, at 3:31 PM (with all changes taking effect on the effective date).**

JOHN LIU
Public Member

WAGES

For all "A" Apprentices: wages shall become:

	<u>04/15/26</u>
1st Year	\$18.00
2nd Year	\$19.50
3rd Year	\$21.00
4th Year	\$22.50

Employer Members
ROBERT AMABILE
BEN D'ALESSANDRO
KRISTINE DeNAPOLI
ANDREW DRAZIC
STEPHEN GIANOTTI
CAROL KLEINBERG
STEVEN LAZZARO
ANTHONY MANN
SANDRA MILAD
ROBERT SAVILLE
RON SCIMONE
HAL SOKOLOFF
DAVID WARDELL

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall become:

04/15/26	2.90% of the standard-gross wages, plus \$.79 per hour *
04/14/27	2.90% of the standard-gross wages, plus \$.79 per hour *
04/12/28	2.90% of the standard-gross wages, plus \$.79 per hour *

Employee Members
THOMAS CAPURSO
THOMAS CLEARY
RICHARD DUVA JR.
CHRISTOPHER ERIKSON JR.
STELLA FAFALIOS
ANTHONY FALLEO
WILLIAM HOFVING
ROBERT OLENICK
JOSEPH PROSCIA
RICARDO ROLLINS
DAVID SANDS
JOSEPH SANTIGATE
LANCE VAN ARSDALE
RAYMOND WEST JR.

Standard-gross wages are the wages calculated at the regular hourly wage for all hours worked.

*VACATION-HOLIDAY-UNEMPLOYMENT PLAN (VHUP)

Effective June 1, 2024, the Vacation Holiday Unemployment Plan (VHUP) merged into the Pension Welfare Plan. Please add the **\$.79 per clock hour*** Joint Industry Board contribution to the Field/Column designated VHUP for EACH employee.

PENSION, HOSPITALIZATION AND BENEFIT PLAN

The contribution to the Pension, Hospitalization and Benefit Plan shall become:

04/15/26	36.43% of the standard-gross wages, plus \$1.25 per clock hour
04/14/27	36.43% of the standard-gross wages, plus \$1.75 per clock hour
04/12/28	36.43% of the standard-gross wages, plus \$2.25 per clock hour

DENTAL FUND

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

04/15/26	3.04% of the standard-gross wages
04/14/27	3.04% of the standard-gross wages
04/12/28	3.54% of the standard-gross wages

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall continue at 1.42% of the standard-gross wages.

N.E.B.F.

The contribution to the National Electrical Benefit Fund shall continue at 3.00% of the standard-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 April 12, 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 .50% of the total-gross wages.

ANNUITY FUND

The contribution to the Annuity Fund shall continue at \$1.00 per clock hour.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) for 2nd through 4th year Apprentices shall continue at \$2.50 per clock hour.

The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the hourly Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

DEFERRED SALARY PLAN

The contribution of 20.65% of the employee's total-gross wages shall continue to be reported and paid directly to Empower as an Employer contribution.

A 1% salary deferral for all classes of apprentices shall become mandatory and shall be reported and paid directly to Empower as an Employee contribution. The 1% may be increased at the employees' discretion.

BENEFIT AND WAGE DELINQUENCY FUND

The delinquency contribution payable to the Joint Industry Board of the Electrical Industry is as follows:

1. New York Electrical Contractors Association, Inc. Employers shall contribute .00% of the standard-gross payroll to this fund.
2. Independent Employers shall contribute .75% of the standard-gross payroll to this fund.