



# JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 20, 2026

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## ALL EMPLOYERS OF "A" RATED JOURNEYPERSONS – WHITE PLAINS

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).**

### WAGES

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

04/15/26	\$58.75
<b>04/14/27</b>	<b>\$60.75</b>
<b>04/12/28</b>	<b>\$61.75</b>

### SUPERVISION RATES

Effective April 15, 2026, the minimum payments above the pay of "A" Journeypersons shall become:

Forepersons	<b>10%</b> above "A" rated Journeypersons pay
General Forepersons	<b>14%</b> above "A" rated Journeypersons pay

### JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall become:

<b>4/15/26</b>	<b>3.20%</b> of the standard-gross wages + <b>\$.79</b> per clock hour *
4/14/27	3.20% of the standard-gross wages + \$.79 per clock hour *
4/12/28	3.20% of the standard-gross wages + \$.79 per clock hour *

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 \$.06 hourly contribution, for a total of **\$.85 per clock hour.**

**PENSION, HOSPITALIZATION AND BENEFIT PLAN**

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

<b>4/15/26</b>	39.45% of the standard-gross wages + <b>\$9.00 per clock hour</b>
<b>4/14/27</b>	39.45% of the standard-gross wages + <b>\$10.00 per clock hour</b>
<b>4/12/28</b>	39.45%* of the standard-gross wages + <b>\$11.00 per clock hour</b>

**DENTAL FUND**

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

4/15/26	3.14% of the standard-gross wages
4/14/27	3.14% of the standard-gross wages
<b>4/12/28</b>	<b>4.14% of the standard-gross wages</b>

**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% of the total-gross wages.

**N.E.I.B.**

The new N.E.I.B contribution shall be **\$0.75 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 be as follows:

4/15/26	\$4.50 per clock hour
4/14/27	\$4.50 per clock hour
<b>4/12/28</b>	<b>\$5.00 per clock hour</b>

**HEALTH REIMBURSEMENT ACCOUNT**

The contribution to the Health Reimbursement Account (HRA) shall continue at \$7.00 per clock hour.

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 to the Deferred Salary Plan shall continue 23.65% total gross wages and shall be reported and paid directly to Empower as an Employer contribution.

The mandatory 1% salary deferral shall continue for all Journeypersons and shall be reported and paid directly to Empower as an Employee contribution. The 1% may be increased at the employee's discretion.

**TEMPORARY LIGHT, HEAT & POWER**

Under circumstances as defined under Article LIX of the Inside Wiremen and Teledata Agreement and Working Rules, employees working on Temporary Light, Heat & Power will receive contributions only to the Health Reimbursement Account, Deferred Salary Plan, Annuity Plan, the National Electrical Benefit Fund and E.E.S.I.S.P. This category shall continue to be reported separately under payroll suffix **WX**.

**BENEFIT AND WAGE DELINQUENCY FUND**

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

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 to this fund.
2. Independent Employers shall contribute .75% of the standard-gross payroll to this fund.