



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 15, 2025

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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 9, 2025, 4:01 P.M. (with all changes taking effect at 4:01 P.M. on the effective date):**

WAGES:

| | |
|-----------------|---|
| 04/09/25 | No Salary Increase |
| 04/15/26 | 2% Increase \$35 minimum to \$65 maximum |
| 04/14/27 | 2% Increase \$35 minimum to \$65 maximum |

Minimum starting salaries shall become:

Clerical/Administrative \$704.00 per week
Technical/ Engineering \$821.00 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:

| | |
|-----------------|---|
| 04/09/25 | 37.61% of the standard gross wages, plus \$3.45 per hour |
| 04/15/26 | 37.61% of the standard gross wages, plus \$4.45 per hour |
| 04/14/27 | 37.61% of the standard gross wages, plus \$5.45 per hour |

The above contribution is capped at the standard weekly wage of **\$2,130.00**.

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall become **4.14% of the standard gross wages.**

The above contribution is capped at the standard weekly wage of **\$2,130.00.**

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 **\$2,130.00.**

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 2026 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 .76% 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:

| | 04/09/2025 | 04/15/2026 | 04/14/2027 |
|---------------------------------------|-----------------|------------------------|-----------------|
| More than 12 months & up to 24 months | \$13.25 per day | \$14.50 per day | \$14.50 per day |
| More than 24 months & up to 36 months | \$16.75 per day | \$18.00 per day | \$18.00 per day |
| More than 36 months | \$23.25 per day | \$24.50 per day | \$24.50 per day |

HEALTH REIMBURSEMENT ACCOUNT:

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

| | 04/09/2025 | 04/15/2026 | 04/14/2027 |
|---------------------------------------|------------------------|------------------------|------------------------|
| More than 12 months & up to 24 months | \$10.75 per day | \$12.00 per day | \$13.00 per day |
| More than 24 months & up to 36 months | \$13.75 per day | \$15.00 per day | \$16.00 per day |
| More than 36 months | \$17.75 per day | \$19.00 per day | \$20.00 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 as Employer contributions:

For all classes of the Administrative Division the following contribution shall continue at,

04/09/25 \$1.50 per hour, for all hours worked

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

04/09/25 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 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 04/09/25 -04/14/26 | up to 5 days |
| From 04/15/26 -04/13/27 | up to 5 days |
| From 04/14/27 -04/12/28 | 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.