



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 20, 2023

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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 19, 2023, at 4:01 PM (with all changes taking effect at 4:01 P.M. on the effective date) through April 15, 2026, at 4:00 P.M.:

WAGES

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

4/19/23	\$55.75
4/17/24	\$56.75
4/16/25	\$58.75

SUPERVISION RATES

The minimum payments above the pay of "A" Journeypersons shall become:

Forepersons	8% above "A" rated Journeypersons pay
General Forepersons	12% above "A" rated Journeypersons pay

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall be as follows:

4/19/23	2.3% of the standard-gross wages + \$.25 per clock hour
4/17/24	2.45%* of the standard-gross wages + \$.25 per clock hour
4/16/25	2.45%* of the standard-gross wages + \$.25 per clock hour

Please report the \$.25 per hour in the same Field/Column as the \$.06 per hour VHUP contribution for a total of \$.31 per hour. See page 3.

The additional .15% is a contribution that 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 be as follows:

4/19/23	39.45% of the standard-gross wages + \$5.25 per clock hour
4/17/24	39.45% of the standard-gross wages + \$6.00 per clock hour
4/16/25	39.45% of the standard-gross wages + \$6.00 per clock hour

DENTAL FUND

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

4/19/23	2.14% of the standard-gross wages
4/17/24	3.14% of the standard-gross wages
4/16/25	3.14% of the standard-gross wages

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall be as follows:

4/19/23	1.27% of the standard-gross wages
4/17/24	1.27% of the standard-gross wages
4/16/25	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.

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 \$4.50 per clock hour.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall be as follows:

4/19/23	\$6.00 per clock hour
4/17/24	\$7.00 per clock hour
4/16/25	\$7.00 per clock hour

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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.

VACATION-HOLIDAY-UNEMPLOYMENT PLAN (VHUP)

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at \$.06 per clock hour and shall be reported for EACH employee in the Field/Column designated VHUP. Please add the \$.25 per clock hour Joint Industry Board contribution to the \$.06 VHUP hourly contribution, for a total of \$.31 per clock hour.

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:

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.