



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 15, 2025

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TO: ALL EMPLOYERS OF EXPEDITORS

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:

The minimum hourly wage for Expeditors shall be as follows:

04/09/25	\$35.86
04/15/26	\$36.86
04/14/27	\$37.86

The employer shall continue to pay the participant's FICA for all Expeditors.

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall continue at .25% of the standard gross wages.

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	42.43% of the standard gross wages, plus \$3.95 per hour
04/15/26	42.43% of the standard gross wages, plus \$4.95 per hour
04/14/27	42.43% of the standard gross wages, plus \$4.95 per hour

The above contribution is capped at the standard weekly wage of **\$1,703.35**.

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 **\$1,703.35.**

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at 1.053% of the standard gross wages.

The above contribution is capped at the standard weekly wage of **\$1,703.35.**

N.E.B.F.:

The contribution to the National Electrical Benefit Fund shall continue at 3.00% of the 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 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:

The Annuity Fund contribution shall continue at \$25.00 per day.

HEALTH REIMBURSEMENT ACCOUNT:

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

04/09/25	\$21.00 per day
04/15/26	\$22.00 per day
04/14/27	\$23.00 per day

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 following contributions to the Deferred Salary Plan shall be reported and paid directly to Empower as Employer contributions and shall be as follows:

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

04/09/25	\$1.00 per hour, for all hours worked
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In addition to the above, for employees who opt not to receive holiday and vacation pay from their employer as an employer contribution of the Expeditor Division, the following contribution shall continue at,

04/09/25	15% of the standard gross wages
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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.

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.