



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365

TEL: (718) 591-2000 • FAX: (718) 380-7741 • www.jibe.org

April 19, 2019

HARRY VAN ARSDALE JR.
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LANCE VAN ARSDALE

REVISED

TO: ALL EMPLOYERS OF "A" RATED JOURNEYPersonS

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 10, 2019, 4:01 P.M. (Thursday, April 11, 2019)**: **The changes to the hourly amounts payable to the Annuity Fund, Health Reimbursement Account, Deferred Salary Plan and the Wage and Benefit Fund will be effective May 2nd, week 19, so contractors have time to make the necessary adjustments to the amounts reported to the Joint Industry Board and Prudential Retirement.**

WAGES:

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

04/11/19	\$56.00
04/09/20	\$58.00
04/15/21	\$58.00

SUPERVISION RATES:

The minimum payments, above the pay of Journeyperson, shall be as follows:

	<u>04/11/19</u>	<u>04/09/20</u>	<u>04/15/21</u>
Forepersons ^{3 to 5 persons}	\$4.00 per hour	\$4.00 per hour	\$4.00 per hour
Forepersons ^{6 to 14 persons}	\$4.75 per hour	\$4.75 per hour	\$4.75 per hour
Subforepersons	\$4.75 per hour	\$4.75 per hour	\$4.75 per hour

General Foreperson:

1 Subforeperson	\$5.00 per hour	\$5.00 per hour	\$5.00 per hour
2 Subforepersons	\$5.50 per hour	\$5.50 per hour	\$5.50 per hour
3 Subforepersons	\$6.00 per hour	\$6.00 per hour	\$6.00 per hour
4 Subforepersons	\$6.50 per hour	\$6.50 per hour	\$6.50 per hour
5 Subforepersons	\$7.00 per hour	\$7.00 per hour	\$7.00 per hour

Effective 5/12/16 there shall be a Minimum Rate for the Layout Person of \$3.50 above the Journeyperson rate of pay.

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall become:

04/11/19	1.85% of the standard gross wages
04/09/20	1.85% of the standard gross wages
04/15/21	1.85% 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:

04/11/19	38.45% of the standard gross wages + \$5.25 per hour
04/09/20	39.45% of the standard gross wages + \$5.25 per hour
04/15/21	39.45% of the standard gross wages + \$5.25 per hour

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall become **3.14% of the standard gross wages.**

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall become **1.65% of the standard gross wages.**

N.E.B.F.:

The contribution to the National Electrical Benefit Fund shall continue at 3.00% of total gross wages.

E.E.S.I.S.P.

The contribution to the Electrical Employers Self-Insurance Safety Plan shall become **7.41% of total gross wages.**

ANNUITY FUND: *Effective May 2, 2019

The contribution to the Annuity Fund for Journeypersons on A-rated work shall be as follows:

04/11/19	\$3.50 for all hours worked
04/09/20	\$3.50 for all hours worked
04/15/21	\$3.50 for all hours worked

HEALTH REIMBURSEMENT ACCOUNT *Effective May 2, 2019

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

04/11/19	\$6.50 for all hours worked
04/09/20	\$6.50 for all hours worked
04/15/21	\$6.50 for all hours worked

***Includes the \$2.00 re-allocated from the Deferred Salary Plan.**

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 of 16% of standard gross wages to the Deferred Salary Plan, shall continue and is reported and paid directly to Prudential Retirement as an Employer contribution.

***Effective May 2, 2019, the contribution shall become \$0.00 per hour, for all hours worked. The \$2.00 per hour is redirected to the HRA above.**

The contribution of 7.65% of total gross wages, (FICA Equivalent for all "A" rated Journeypersons), shall continue to be reported and paid directly to Prudential Retirement as an Employer contribution.

The above contributions shall be reported and paid directly to Prudential Retirement as an Employer contribution.

The mandatory 1% salary deferral shall continue for all "A" rated Journeypersons and is reported and paid directly to Prudential Retirement as an Employee contribution. The 1% may be increased at the participant's discretion.

TEMPORARY LIGHT & POWER

Under the Agreement and Working Rules, Article III, Rule 26, employees working on Temporary Light & Power will receive contributions only to the Health Reimbursement Account, Deferred Salary Plan, Annuity Plan and the National Electrical Benefit Fund. This category shall continue to be reported separately under payroll suffix "LX". The Agreement and Working Rules has been amended regarding Temporary Light & Power. Please contact Local Union No. 3 for more information.

WAGE AND BENEFIT FUND

The wage and benefits contribution payable to the Joint Industry Board of the Electrical Industry becomes as follows:

***Effective May 2, 2019, \$1.00 for all hours worked at the "A" Rate plus,**

1. New York Electrical Contractors Association, Inc. and Association of Electrical Contractors, Inc. Employers shall contribute .25% of the standard gross payroll.
2. Current Independent Employers shall contribute .50% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .75% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute 1.00% of the standard gross payroll.

Those Employers who remit the contribution reports on a manual basis will receive a separate wage and benefit form, which must be returned with the payment.



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TO: ALL EMPLOYERS OF "M" JOURNEYPersonS AND "MIJ" JOURNEYPersonS

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 10, 2019, 4:01 P.M. (Thursday, April 11, 2019):**

WAGES:

Class MIJ Journeypersons:

	Shall be <u>1-18 months</u>	Shall be <u>13-24 months</u>
04/11/19	\$24.50	\$29.00
04/09/20	\$26.00	\$30.50
04/15/21	\$26.00	\$30.50

Class "M" Journeypersons:

	Shall be <u>1-24 months</u>	Shall be <u>25-48 months</u>
04/11/19	\$24.50	\$29.00
04/09/20	\$26.00	\$30.50
04/15/21	\$26.00	\$30.50

The above minimum hourly wages are based on a 7-hour day with the eighth hour worked at the straight-time rate.

SUPERVISION RATES:

The minimum payments, above the pay of Journeyperson, shall be as follows:

Supervisors – 1-5-persons	\$1.00 per hour
Supervisors – 6-10 persons	\$2.00 per hour
Supervisors – above 10 persons	\$3.00 per hour

PENSION, HOSPITALIZATION AND BENEFIT PLAN:

The contribution to the Pension, Hospitalization and Benefit Plan shall be as follows:

04/11/19	21.92% of the standard gross wages, + \$.75 per hour
04/09/20	22.92% of the standard gross wages, + \$.75 per hour
04/15/21	22.92% of the standard gross wages, + \$.75 per hour

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

DENTAL BENEFIT FUND:

The contribution to the Dental Fund of the Electrical Industry shall continue at 2.04% of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at .50% of the standard gross wages.

N.E.B.F.:

The contribution to the National Electrical Benefit Fund shall continue at 3.00% of total gross wages.

E.E.S.I.S.P.

The contribution to the Electrical Employers Self-Insurance Safety Plan shall continue at 7.31% of total gross wages.

ANNUITY FUND

The contribution to the Annuity Fund shall be as follows for all hours worked:

04/11/19	\$2.00 per hour
04/09/20	\$2.00 per hour
04/15/21	\$2.00 per hour

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall be as follows for all hours worked:

04/11/19	\$4.00 per hour
04/09/20	\$4.00 per hour
04/15/21	\$4.00 per hour

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 contribution of 15% of standard gross wages to the Deferred Salary Plan, shall continue and is reported and paid directly to Prudential Retirement as an Employer contribution.

The contribution of 7.65% of total gross wages, (FICA Equivalent for all MIJ and "M" Journeypersons), shall continue and is reported and paid directly to Prudential Retirement as an Employer contribution.

The following shall be contributed for all hours worked as follows:

04/11/19	\$1.50 per hour
04/09/20	\$1.50 per hour
04/15/21	\$1.50 per hour

The above shall be reported and paid directly to Prudential Retirement as an Employer contribution.

The mandatory 1% salary deferral shall continue for all MIJ and M-Journeypersons and is reported and paid directly to Prudential Retirement as an Employee contribution. The 1% may be increased at the participant's discretion.

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. and Association of Electrical Contractors, Inc. Employers shall contribute .25% of the standard gross payroll.
2. Current Independent Employers shall contribute .50% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .75% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute 1.00% of the standard gross payroll.

Those Employers who remit the contribution reports on a manual basis will receive a separate wage and benefits form, which must be returned with the payment.



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REVISED

TO: ALL EMPLOYERS OF "A" APPRENTICES

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 10, 2019, 4:01 P.M. (Thursday, April 11, 2019):**

WAGES:

Class "A" Apprentices:

The minimum hourly wages, based on a 7-hour day, shall become as follows,

	<u>04/11/19</u>		<u>04/09/20</u>		<u>04/15/21</u>	
	<u>1st Level</u>	<u>2nd Level</u>	<u>1st Level</u>	<u>2nd Level</u>	<u>1st Level</u>	<u>2nd Level</u>
1st Year	\$15.75	\$16.25	\$16.50	\$17.00	\$17.25	\$17.75
2nd Year	\$17.25	\$18.25	\$18.00	\$19.00	\$18.75	\$19.75
3rd Year	\$19.25	\$20.25	\$20.00	\$21.00	\$20.75	\$21.75
4th Year	\$21.25	\$23.25	\$22.00	\$24.00	\$22.75	\$24.75

Raises and Steps increases – One Half of the amount of all increases shall begin at a time period half way between the scheduled annual raises provided that the Apprentice has met all of the program requirements. The contractor will be notified of all salary upgrades on an individual basis by the Apprentice Department.

The employer shall continue to pay the Apprentice's FICA for all of the above classes of Apprentices.

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall continue at "0%" 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 continue at 19.92% of the standard gross wages, **plus \$.75 per hour**. Effective on 4/09/2020 this benefit shall become **20.92% of the standard gross wages**, plus \$.75 per hour.

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall continue at 2.04% of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at 0.50% of the standard gross wages.

N.E.B.F.:

The contribution to the National Electrical Benefit Fund shall continue at 3.00% of total gross wages.

E.E.S.I.S.P.

The contribution to the Electrical Employers Self-Insurance Safety Plan shall continue at 7.31% of total gross wages.

ANNUITY FUND

The contribution to the Annuity Fund for all Apprentices, for all hours worked, shall continue at:

04/11/19 \$1.00 per hour

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) for all Apprentices, for all hours worked, shall continue at:

04/11/19 \$1.75 per hour

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 (401k Plan)

The contribution to the Deferred Salary Plan shall continue at 15% of standard gross wages for all Apprentices:

The contribution to the Deferred Salary Plan shall continue at \$2.50 per hour, for all hours worked.

The above contribution shall be for all hours worked for all Apprentices and contributed as an Employer contribution to the participant's individual account and is reported and paid directly to Prudential Retirement.

The mandatory 1% salary deferral for 3rd year and 4th year Apprentices shall continue and is reported and paid directly to Prudential Retirement as an Employee contribution. The 1% may be increased at the participant's discretion.

Under Article II, Section 10 (d) of the Agreement and Working Rules, Employers are required to pay the First Year Apprentices and Helpers holiday pay in their weekly pay check.

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. and Association of Electrical Contractors, Inc. Employers shall contribute .25% of the standard gross payroll.
2. Current Independent Employers shall contribute .50% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .75% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute 1.00% of the standard gross payroll.

Those Employers who remit the contribution reports on a manual basis will receive a separate wage and benefit form, which must be returned with the payment.



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REVISED

TO: ALL EMPLOYERS OF "M" HELPERS

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 10, 2019, 4:01 P.M. (Thursday, April 11, 2019)**:

WAGES:

Class "M" Helpers:

The minimum hourly wages, based on a 7-hour day with the eighth hour worked at the straight-time rate, shall become as follows,

	<u>04/11/19</u>		<u>04/09/20</u>		<u>04/15/21</u>	
	<u>1st Level</u>	<u>2nd Level</u>	<u>1st Level</u>	<u>2nd Level</u>	<u>1st Level</u>	<u>2nd Level</u>
1st Year	\$15.75	\$16.25	\$16.50	\$17.00	\$17.25	\$17.75
2nd Year	\$17.25	\$18.25	\$18.00	\$19.00	\$18.75	\$19.75
3rd Year	\$19.25	\$20.25	\$20.00	\$21.00	\$20.75	\$21.75
4th Year	\$21.25	\$23.25	\$22.00	\$24.00	\$22.75	\$24.75

Raises and Steps increases – One Half of the amount of all increases shall begin at a time period half way between the scheduled annual raises provided that the "M" Helpers has met all of the program requirements. The contractor will be notified of all salary upgrades on an individual basis by Local Union No. 3.

For all "M" Helpers becoming members of Local Union No. 3 on or after May 12, 2013 advancement to the next level will be after 18 months of employment.

The employer shall continue to pay the "M" Helper's FICA for all of the above classes of "M" Helpers.

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall continue at "0%" 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 continue at 19.92% of the standard gross wages **plus \$.75 per hour**. Effective on 4/09/2020 this benefit shall become **20.92% of the standard gross wages**, plus \$.75 per hour.

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall continue at 2.04% of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at 0.50% of the standard gross wages.

N.E.B.F.:

The contribution to the National Electrical Benefit Fund shall continue at 3.00% of total gross wages.

E.E.S.I.S.P.

The contribution to the Electrical Employers Self-Insurance Safety Plan shall continue at 7.31% of total gross wages.

ANNUITY FUND

The contribution to the Annuity Fund for all "M" Helpers, for all hours worked, shall continue at:

04/11/19 \$1.00 per hour

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) for all "M" Helpers, for all hours worked, shall continue at:

04/11/19 \$1.75 per hour

The HRA contribution shall be for all hours worked and 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 (401k Plan)

The contribution to the Deferred Salary Plan shall continue at 15% of standard gross wages for all "M" Helpers:

The contribution to the Deferred Salary Plan shall continue at \$2.50 per hour, for all hours worked.

The above contribution shall be for all hours worked for all "M" Helpers and contributed as an Employer contribution to the participant's individual account and is reported and paid directly to Prudential Retirement.

The mandatory 1% salary deferral for 3rd year and 4th year "M" Helpers shall continue and is reported and paid directly to Prudential Retirement as an Employee contribution. The 1% may be increased at the participant's discretion.

Under Article II, Section 10 (d) of the Agreement and Working Rules, Employers are required to pay the First Year Apprentices and Helpers holiday pay in their weekly pay check.

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. and Association of Electrical Contractors, Inc. Employers shall contribute .25% of the standard gross payroll.
2. Current Independent Employers shall contribute .50% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .75% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute 1.00% of the standard gross payroll.

Those Employers who remit the contribution reports on a manual basis will receive a separate wage and benefits form, which must be returned with the payment.



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LUIS RESTREPO

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JOSEPH SANTI GATE

LANCE VAN ARSDALE

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 10, 2019, 4:01 P.M. (Thursday, April 11, 2019)**:

WAGES:

The minimum hourly wage for Expeditors shall be as follows:

04/11/19	\$32.80 (No Increase)
04/09/20	\$33.80 (\$1 Increase)
04/15/21	\$33.80 (No Increase)

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 be as follows:

04/11/19	40.43% of the standard gross wages, plus \$1.20 per hour
04/09/20	40.43% of the standard gross wages, plus \$1.20 per hour
04/15/21	40.43% of the standard gross wages, plus \$2.20 per hour

The above contribution is capped at the A-Rated Journey person's weekly wage equivalent (35-hour week) as follows:

04/11/19	\$1,960.00
04/09/20	\$2,030.00
04/15/21	\$2,030.00

DENTAL FUND:

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

04/11/19	3.04% of the standard gross wages
04/09/20	3.04% of the standard gross wages
04/15/21	3.04% of the standard gross wages

The above contribution is capped at the A-Rated Journeyman's weekly wage equivalent (35-hour week) as follows:

04/11/19	\$1,960.00
04/09/20	\$2,030.00
04/15/21	\$2,030.00

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at 1.033% of the standard gross wages.

The above contribution is capped at the A-Rated Journeyman's weekly wage equivalent (35-hour week) as follows:

04/11/19	\$1,960.00
04/09/20	\$2,030.00
04/15/21	\$2,030.00

N.E.B.F.:

The contribution to the National Electrical Benefit Fund shall continue at 3.00% of total gross wages.

E.E.S.I.S.P.

The contribution to the Electrical Employers Self-Insurance Safety Plan shall continue at 7.31% of total gross wages.

ANNUITY FUND

The Annuity Fund contribution shall continue at:

04/11/19	\$25.00 per day
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HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at \$18.00 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 shall continue to the Deferred Salary Plan and shall be reported and paid directly to Prudential Retirement as Employer contributions:

04/11/19	\$.75 per hour, for all hours worked
04/09/20	\$.75 per hour, for all hours worked
04/15/21	\$.75 per hour, for all hours worked

A contribution equal to 14% of standard gross wages shall continue for all employees who do not receive holiday and vacation pay from their employer as an employer contribution. 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.

SICK & BEREAVEMENT DAYS

In the event an employee is sick and absent from work he/she shall receive sick pay from the employer. Employees may now use these days for bereavement.

From 04/11/19 – 04/08/20	up to 5 days
From 04/09/20 – 04/14/21	up to 5 days
From 04/15/21 – 04/13/22	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."

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. and Association of Electrical Contractors, Inc. Employers shall contribute .25% of the standard gross payroll.
2. Current Independent Employers shall contribute .50% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .75% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute 1.00% of the standard gross payroll.

Those Employers who remit the contribution reports on a manual basis will receive a separate wage and benefit form, which must be returned with the payment.

A new classification of EXPEDITOR-HELPER is established and more information will be forwarded in the near future.



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365

TEL: (718) 591-2000 • FAX: (718) 380-7741 • www.jibei.org

April 19, 2019

HARRY VAN ARSDALE JR.
Founder

DR. GERALD FINKEL
Chairman
GINA M. ADDEO
Secretary
JOHN E. MARCHELL
Treasurer
VITO V. MUNDO
Counsel

JOHN LIU
Public Member

Employer Representatives

GINA ADDEO
ROBERT AMABILE
BEN D'ALESSANDRO
KRISTINE DeNAPOLI
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CRAIG GILSTON
KEVIN HARRAND
CAROL KLEINBERG
STEVEN LAZZARO
CIRO LUPO
JOHN MANNINO
SANDRA MILAD-GIBSON
DAVID PARKER
HAL SOKOLOFF
DAVID WARDELL

Employee Representatives

BENJAMIN ARANA
JAMES BUA
CHRISTOPHER ERIKSON
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ANTHONY FALLEO
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RAYMOND MELVILLE
ROBERT OLENICK
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JOSEPH SANTIGATE
LANCE VAN ARSDALE

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 10, 2019 4:01 P.M. (Thursday, April 11, 2019)**:

WAGES:

04/11/19	No Salary Increase
04/09/20	3% increase for all employees Minimum \$25.00 - Maximum \$55.00
04/15/21	No Salary Increase

Minimum starting salaries shall be as follows:

	<u>04/11/19</u>	<u>04/09/20</u>	<u>04/15/21</u>
Clerical:	\$525.00 per week	\$525.00 per week	\$525.00 per week
Administrative	\$600.00 per week	\$600.00 per week	\$600.00 per week
Technical	\$650.00 per week	\$650.00 per week	\$650.00 per week
Engineering	\$700.00 per week	\$700.00 per week	\$700.00 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:

04/11/19	35.61% of the standard gross wages, plus \$.20 per hour*
04/09/20	35.61% of the standard gross wages, plus \$.20 per hour*
04/15/21	37.61% of the standard gross wages, plus \$.20 per hour*

*The above contribution is capped at the A-Rated Journey person's weekly wage equivalent (35-hour week) as follows:

04/11/19	\$1,960.00
04/09/20	\$2,030.00
04/15/21	\$2,030.00

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

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall become:

04/11/19	3.04% of the standard gross wages
04/09/20	3.04% of the standard gross wages
04/15/20	3.04% of the standard gross wages

The above contribution is capped at the A-Rated Journeyperson’s weekly wage equivalent (35-hour week) as follows:

04/11/19	\$1,960.00
04/09/20	\$2,030.00
04/15/21	\$2,030.00

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at 1.00% of the standard gross wages.

The above contribution is capped at the A-Rated Journeyperson’s weekly wage equivalent (35-hour week) as follows:

04/11/19	\$1,960.00
04/09/20	\$2,030.00
04/15/21	\$2,030.00

N.E.B.F.:

The contribution to the National Electrical Benefit Fund shall continue at 3.00% of total gross wages.

E.E.S.I.S.P.

The contribution to the Electrical Employers Self-Insurance Safety Plan shall continue at .57% of total gross wages.

ANNUITY FUND:

The contribution to the Annuity Fund shall be as follows:

- More than 12 months and up to 24 months \$13.25
- More than 24 months and up to 36 months \$16.75
- More than 36 months \$23.25

HEALTH REIMBURSEMENT ACCOUNT

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

<u>Length of Employment</u>	<u>Contribution per day</u>		
	<u>04/11/19</u>	<u>04/09/20</u>	<u>04/15/21</u>
• More than 12 months and up to 24 months	\$ 8.00	\$9.75	\$9.75
• More than 24 months and up to 36 months	\$11.00	\$12.75	\$12.75
• More than 36 months	\$15.00	\$16.75	\$16.75

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 Prudential Retirement as Employer contributions:

04/11/19	\$.75 per hour, for all hours worked
04/09/20	\$.75 per hour, for all hours worked
04/15/21	\$.1.00 per hour, for all hours worked

The above contribution shall be for all classes of the Administrative Division.

A contribution equal to 14% of standard gross wages shall continue for all employees who do not receive holiday and vacation pay from their employer as an employer contribution. 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 Prudential Retirement as an Employee contribution. The 1% may be increased at the participant's discretion.

SICK & BEREAVEMENT DAYS

In the event an employee is sick and absent from work he/she shall receive sick pay from the employer. Employees may now use these days for bereavement.

From 04/11/19 -04/08/20	up to 5 days
From 04/09/20 -04/14/21	up to 5 days
From 04/15/21 -04/13/22	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."

Eighth Hour shall be at straight time at employer's discretion and as mutually agreed by the employer and the employee for employees hired after April 11, 2019. Employees hired prior to April 11, 2019, that worked an eighth hour as regularly scheduled OT, and as mutually agreed between employee and employer, may work eighth hour as straight time, providing the OT premium of the previous eighth hour is reflected over the eight regular hours.



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TO: ALL EMPLOYERS OF 80/20 PLA AGREEMENT

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 10, 2019, 4:01 P.M. (Thursday, April 11, 2019)**: **The changes to the hourly amounts payable to the Annuity Fund, Health Reimbursement Account, Deferred Salary Plan and the Wage and Benefit Fund will be effective May 2nd, week 19, so contractors have time to make the necessary adjustments to the amounts reported to the Joint Industry Board and Prudential Retirement.**

WAGES:

The hourly wage for Journeypersons on 80/20 PLA work, based on an 8-hour day, shall be as follows:

04/11/19	\$47.60
04/09/20	\$49.40
04/15/21	\$49.40

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall become:

4/11/19	1.85% of the standard gross wages
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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:

04/11/19	38.45% of the standard gross wages + \$1.80 per hour
04/09/20	39.25% of the standard gross wages + \$1.50 per hour
04/15/21	39.25% of the standard gross wages + \$1.50 per hour

DENTAL FUNDS

The contribution to the Dental Fund of the Electrical Industry shall become **3.14% of the standard gross wages.**

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall become **1.65% of the standard gross wages.**

N.E.B.F.

The contribution to the National Electrical Benefit Fund shall continue at 3.00% of total gross wages.

E.E.S.I.S.P.

The contribution to the Electrical Employers Self-Insurance Safety Plan shall become **7.41% of total gross wages.**

ANNUITY FUND *Effective May 2, 2019

The contribution to the Annuity Fund for Journeypersons on 80/20 PLA work, for all hours worked shall become:

04/11/19	\$2.00 per hour, for all hours worked
04/09/20	\$2.00 per hour, for all hours worked
04/15/21	\$2.00 per hour, for all hours worked

HEALTH REIMBURSEMENT ACCOUNT *Effective May 2, 2019

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

04/11/19	\$3.55 per hour, for all hours worked
04/09/20	\$3.55 per hour, for all hours worked
04/15/21	\$3.55 per hour, for all hours worked

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 contribution of 16% of standard gross wages to the Deferred Salary Plan, shall continue and is reported and paid directly to Prudential Retirement as an Employer contribution.

The contribution shall become \$0.00 per hour, for all hours worked. The \$1.00 per hour is redirected to the HRA above.

The contribution of 7.65% of total gross wages, (FICA Equivalent for all "A" rated Journeypersons), shall continue to be reported and paid directly to Prudential Retirement as an Employer contribution.

The above contributions shall be reported and paid directly to Prudential Retirement as an Employer contribution.

The mandatory 1% salary deferral shall continue for all "A" rated Journeypersons and is reported and paid directly to Prudential Retirement as an Employee contribution. The 1% may be increased at the participant's discretion.

WAGE AND BENEFIT FUND

The wage and benefits contribution payable to the Joint Industry Board of the Electrical Industry becomes as follows:

***Effective May 2, 2019, \$1.00 for all hours worked at the "A" Rate plus,**

1. New York Electrical Contractors Association, Inc. and Association of Electrical Contractors, Inc. Employers shall contribute .25% of the standard gross payroll.
2. Current Independent Employers shall contribute .50% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .75% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute 1.00% of the standard gross payroll.

Those Employers who remit the contribution reports on a manual basis will receive a separate wage and benefit form, which must be returned with the payment.

2019 New Benefit Chart - NYC**Payroll Changes Effective Week Ending April 17, 2019-Week 16**

DIVISION	WAGES	JIB	PENSION/ MAJOR MEDICAL	DENTAL FUND	401K (reported and remitted directly to Prudential Retirement)	ANNUITY	HEALTH REIMBURSE- MENT ACCOUNT	E & C	NEBF	EESISP	WAGE & BENEFIT FUND
"A" Journeypersons CA Payroll	\$56.00	1.85% of standard- gross wages	38.45% of standard- gross wages + \$5.25 per clock hr.	3.14% of standard- gross wages	7.65% of total-gross wages + 16% of standard- gross wages **	\$3.50 per clock hr. **	\$6.50 per clock hr. **	1.65% of standard-gross wages	3% of total-gross wages	7.41% of total-gross wages	\$1.00 per clock hr. ** + %***
Eighty (80) / Twenty (20) PLA IM Payroll	\$47.60	1.85% of standard- gross wages	38.45% of standard- gross wages + \$1.80 per clock hr.	3.14% of standard- gross wages	7.65% of total-gross wages + 16% of standard-gross wages **	\$2.00 per clock hr. **	\$3.55 per clock hr. **	1.65% of standard-gross wages	3% of total-gross wages	7.41% of total-gross wages	\$1.00 per clock hr. ** + %***
Temporary Light & Power LX Payroll (Eighty/Twenty PLA)	\$56.00 (\$47.60)	N/A	N/A	N/A	7.65% of total-gross wages + 16% of standard-gross wages **	\$3.50 per clock hr. **	\$6.50 per clock hr. **	N/A	3% of total-gross wages	N/A	\$1.00 per clock hr. **
"M" & "MIJ" Journeypersons VO Payroll	\$24.50	"0%"	21.92% of standard-gross wages + \$.75 per clock hr.	2.04% of standard-gross wages	15% of standard-gross wages + 7.65% of total-gross wages + \$1.50 per clock hr.	\$2.00 per clock hr.	\$4.00 per clock hr.	.50% of standard- gross wages	3% of total-gross wages	7.31% of total- gross wages	%***
"M" 3 rd yr + "MIJ" 18 mos. Journeypersons VO Payroll	\$29.00										

** Annuity, HRA & DSP Changes Effective May 2, 2019

2019 New Benefit Chart - NYC

Payroll Changes Effective Week Ending April 17, 2019-Week 16

DIVISION	WAGES		JIB	PENSION/ MAJOR MEDICAL	DENTAL FUND	401K (reported and remitted directly to Prudential Retirement)	ANNUITY	HEALTH REIMBURSE- MENT ACCOUNT	E & C	NEBF	EESISP	WAGE & BENEFIT FUND
	1 st Level	2 nd Level										
"A" Apprentices ¹⁻⁴ "M" Helpers ¹⁻⁴ PR Payroll	¹ \$15.75 ² \$17.25 ³ \$19.25 ⁴ \$21.25	¹ \$16.25 ² \$18.25 ³ \$20.25 ⁴ \$23.25	"0%"	19.92% of standard-gross wages + \$.75 per clock hr.	2.04% of standard-gross wages	15% of standard-gross wages + \$2.50 per clock hr.	\$1.00 per clock hr.	\$1.75 per clock hr.	.50% of standard-gross wages	3% of total-gross wages	7.31% of total-gross wages	%***
ADM AF Payroll	No Salary Increase		"0%"	35.61%* of standard-gross wages + \$.20 per clock hr.	3.04%* of standard-gross wages	\$.75 per clock hr. Over 5 yrs with Election + 14% of standard-gross wages	Per day +12 months-\$13.25 +24 months-\$16.75 +36 months-\$23.25	Per day +12 months-\$ 8.00 +24 months-\$11.00 +36 months-\$15.00	1.00%* of standard-gross wages	3% of total-gross wages	.57% of total-gross wages	N/A
Expeditors XP Payroll	\$32.80		.25% of standard-gross wages	40.43%* of standard-gross wages + \$1.20 per clock hr.	3.04%* of standard-gross wages	\$.75 per clock hr. Over 5 yrs with Election + 14% of standard-gross wages	\$25.00 per day	\$18.00 per day	1.033%* of standard-gross wages	3% of total-gross wages	7.31% of total-gross wages	%***
					** Effective May 2, 2019, week ending 5/8/19, week 19							
*Paid on a weekly standard-gross wage up to \$1,960.00					*** NYECA & AEC, .25%, Current Independent, .50%, New Independent, .75%, Independent recently Association terminated, 1.00%							