



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

HARRY VAN ARSDALE JR.
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Chairman

STEVEN LAZZARO
Secretary

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Treasurer

VITO V. MUNDO
Counsel

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Public Member

Employer Representatives

ROBERT AMABILE
BEN D'ALESSANDRO
KRISTINE DeNAPOLI
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CIRO LUPO
ANTHONY MANN
JOHN MANNINO
SANDRA MILAD-GIBSON
DAVID PARKER
HAL SOKOLOFF
DAVID WARDELL

Employee Representatives

BENJAMIN ARANA
JAMES BUA
THOMAS CLEARY
CHRISTOPHER ERIKSON
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ANTHONY FALLEO
ELLIOT HECHT
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VINCENT McELROEN
RAYMOND MELVILLE
ROBERT OLENICK
LUIS RESTREPO
RICARDO ROLLINS
JOSEPH SANTIGATE
LANCE VAN ARSDALE

April 15, 2020

To All Westchester/Fairfield Contractors:

The Negotiating Committee of Local Union No. 3, I.B.E.W., and the representatives of employers have mutually agreed on a one year contract extension effective April 23, 2020 with the following changes to the contribution rates:

For "A" rate Journeypersons reported on the "CW" Payroll, effective week 18, week ending 4/29/2020:

The Pension Hospitalization and Benefit Plan contribution increases to 38.45% plus \$5.25 an hour.

The Dental Fund contribution decreases to 3.14%.

All other wages and benefits remain the same.

If you have any questions you may call Kevin Duffy's office at (718) 591-2000, Ext. 1308.

Sincerely,

Joint Industry Board

2022 New Benefit Chart - White Plains

Payroll Changes Effective April 21, 2022 (Week Ending April 27,2022 Week # 17)

DIVISION	WAGES	JIB	PENSION/ MAJOR MEDICAL	VACATION/ HOLIDAY/ UNEMPLOYMENT FUND	DENTAL FUND	401k (reported and remitted directly to Prudential Retirement)	ANNUITY	HEALTH REIMBURSE- MENT ACCOUNT	E & C	NEBF	EESISP	WAGE & BENEFITS DELO FUND
"A" Journeypersons CW Payroll	\$53.75	2.3% of standard gross wages	38.45% of standard gross wages + \$5.25 per clock hr.	\$.06 per clock hr. + \$.25 per clock hour* (JATC)	2.14% of standard gross wages	23.65% of Total Gross Wages (as Employer contributions)	\$4.50 per clock hr.	\$6.00 per clock hr.	1.27% of standard gross wages	3% of Total Gross Wages	.50% of Total Gross Wages	"0 %" NYECA ".75%" IND
"A" Journeypersons WX Payroll	\$53.75	N/A	N/A	N/A	N/A	23.65% of Total Gross Wages (as Employer contributions)	\$4.50 per clock hr.	\$6.00 per clock hr.	N/A	3% of Total Gross Wages	.50% of Total Gross Wages	N/A
"M" Journeypersons VU Payroll	\$25.00 1st & 2nd yr \$28.50 3rd & 4th yr	N/A	\$5.28 per clock hr.	N/A	\$0.54 per clock hr.	\$2.50 per hr.+ 7.65% of Total Gross Wages	\$1.00 per clock hr.	\$1.25 per clock hr.	\$0.13 per clock hr.	3% of Total Gross Wages	\$0.13 per clock hr.	N/A
MIJ Journeypersons & 5th Year Apprentices VU Payroll	\$25.00 (1st-12 months) \$28.50 (2nd-12 months)											
"A" Apprentices PQ Payroll	¹ \$15.00 ² \$16.00 ³ \$18.00 ⁴ \$20.00	2% of standard gross wages	36.43% of standard gross wages	\$.25 per clock hour* (JATC)	3.04% of standard gross wages	20.65% of Total Gross Wages	\$4.00 per day	\$1.57 per clock hr. 2 nd -4 th yrs only	1.02% of standard gross wages	3% of Total Gross Wages	.50% of Total Gross Wages	"0 %" NYECA ".75%" IND
"M" Helpers PQ Payroll	First Half Second Half ¹ \$15.00 ¹ \$15.50 ¹ \$16.00 ¹ \$17.00 ¹ \$18.00 ¹ \$19.00 ¹ \$20.00 ¹ \$21.75	2% of standard gross wages	36.43% of standard gross wages	\$.25 per clock hour* (JATC)	3.04% of standard gross wages	20.65% of Total Gross Wages	\$4.00 per day	\$1.57 per clock hr. 2 nd -4 th levels only	1.02% of standard gross wages	3% of Total Gross Wages	.50% of Total Gross Wages	"0 %" NYECA ".75%" IND
Connecticut Zone Rate 22 Payroll	\$42.00	2% of standard gross wages	37.61% of standard gross wages	\$.06 per clock hr. + \$.25 per clock hour* (JATC)	2.14% of standard gross wages	20.65% of Total Gross Wages (as Employer contributions)	\$4.50 per clock hr.	\$6.00 per clock hr.	1.02% of standard gross wages	3% of Total Gross Wages	.50% of Total Gross Wages	"0 %" NYECA ".75%" IND

* The \$.25 per clock hour contribution to the JIB will be reported in the Field/Column VHUP.

2021 New Benefit Chart - White Plains

Payroll Changes Effective April 22, 2021 (Week Ending April 28, 2021 Week # 17)

DIVISION	WAGES	JIB	PENSION/ MAJOR MEDICAL	VACATION/ HOLIDAY/ UNEMPLOYMENT FUND	DENTAL FUND	401k (reported and remitted directly to Prudential Retirement)	ANNUITY	HEALTH REIMBURSE- MENT ACCOUNT	E & C	NEBF	EESISP	WAGE & BENEFITS DELO FUND
"A" Journeypersons CW Payroll	\$53.75	2% of standard gross wages	38.45% of standard gross wages + \$5.25 per clock hr.	\$.06 per clock hr. + \$.25 per clock hour* (JATC)	2.14% of standard gross wages	23.65% of Total Gross Wages (as Employer contributions)	\$3.50 per clock hr.	\$5.50 per clock hr.	1.27% of standard gross wages	3% of Total Gross Wages	.50% of Total Gross Wages	"0 %" NYECA ".75%" IND
"A" Journeypersons WX Payroll	\$53.75	N/A	N/A	N/A	N/A	23.65% of Total Gross Wages (as Employer contributions)	\$3.50 per clock hr.	\$5.50 per clock hr.	N/A	3% of Total Gross Wages	.50% of Total Gross Wages	N/A
"M" Journeypersons VU Payroll	\$24.00 1st & 2nd yr \$27.50 3rd & 4th yr	N/A	\$5.28 per clock hr.	N/A	\$0.54 per clock hr.	\$2.50 per hr.+ 7.65% of Total Gross Wages	\$1.00 per clock hr.	\$1.25 per clock hr.	\$0.13 per clock hr.	3% of Total Gross Wages	\$0.13 per clock hr.	N/A
MIJ Journeypersons & 5th Year Apprentices VU Payroll	\$24.00 (1st-12 months) \$27.50 (2nd-12 months)											
"A" Apprentices PQ Payroll	¹ \$14.00 ² \$16.00 ³ \$18.00 ⁴ \$20.00	2% of standard gross wages	36.43% of standard gross wages	\$.25 per clock hour* (JATC)	3.04% of standard gross wages	20.65% of Total Gross Wages	\$4.00 per day	\$1.57 per clock hr. 2 nd , 4 th yrs only	1.02% of standard gross wages	3% of Total Gross Wages	.50% of Total Gross Wages	"0 %" NYECA ".75%" IND
"M" Helpers PQ Payroll	First Half ¹ \$14.00 ² \$15.00 ³ \$16.00 ⁴ \$17.00 ⁵ \$18.00 ⁶ \$19.00 ⁷ \$20.00 ⁸ \$21.75	2% of standard gross wages	36.43% of standard gross wages	\$.25 per clock hour* (JATC)	3.04% of standard gross wages	20.65% of Total Gross Wages	\$4.00 per day	\$1.57 per clock hr. 2 nd , 4 th levels only	1.02% of standard gross wages	3% of Total Gross Wages	.50% of Total Gross Wages	"0 %" NYECA ".75%" IND
Connecticut Zone Rate 22 Payroll	\$41.00	2% of standard gross wages	37.61% of standard gross wages	\$.06 per clock hr. + \$.25 per clock hour* (JATC)	2.14% of standard gross wages	20.65% of Total Gross Wages (as Employer contributions)	\$3.50 per clock hr.	\$5.50 per clock hr.	1.02% of standard gross wages	3% of Total Gross Wages	.50% of Total Gross Wages	"0 %" NYECA ".75%" IND

* The \$.25 per clock hour contribution to the JIB will be reported in the Field/Column VHUP.

2020 New Benefit Chart - White Plains

Payroll Changes Effective April 23, 2020 (Week Ending April 29, 2020 Week # 18)

DIVISION	WAGES	JIB	PENSION/ MAJOR MEDICAL	VACATION/ HOLIDAY/ UNEMPLOYMENT FUND	DENTAL FUND	401k (reported and remitted directly to Prudential Retirement)	ANNUITY	HEALTH REIMBURSE- MENT ACCOUNT	E & C	NEBF	EESISIP	WAGE & BENEFITS DELO FUND
"A" Journeypersons CW Payroll	\$52.75	2.00% of standard gross wages	38.45% of standard gross wages + \$5.25 per clock hr.	\$.06 per clock hr. + \$.25 per clock hour* (JATC)	3.14% of standard gross wages	23.65% of Total Gross Wages (as Employer contributions)	\$3.50 per clock hr.	\$5.00 per clock hr.	1.02% of standard gross wages	3% of Total Gross Wages	.50% of Total Gross Wages	"0 %" NYECA ".75%" IND
"A" Journeypersons WX Payroll	\$52.75	N/A	N/A	N/A	N/A	23.65% of Total Gross Wages (as Employer contributions)	\$3.50 per clock hr.	\$5.00 per clock hr.	N/A	3% of Total Gross Wages	.50% of Total Gross Wages	N/A
"M" Journeypersons VU Payroll	PRIOR 4/24/14 26.50 AFTER 4/24/14 23.00 1 st & 2 nd yr 26.50 3 rd & 4 th yr	N/A	19.92% of standard gross wages	N/A	2.04% of standard gross wages	\$2.50 per hr.+ 7.65% of Total Gross Wages	\$1.00 per clock hr.	3.88% of Total Gross Wages	.52% of standard gross wages	3% of Total Gross Wages	.50% of Total Gross Wages	N/A
MIJ Journeypersons & 5th Year Apprentices VU Payroll	26.50 23.00 (1 st -12 months) 26.50 26.50 (2 nd -12 months)	N/A	19.92% of standard gross wages	N/A	2.04% of standard gross wages	\$2.50 per hr.+ 7.65% of Total Gross Wages	\$1.00 per clock hr.	3.88% of Total Gross Wages	.52% of standard gross wages	3% of Total Gross Wages	.50% of Total Gross Wages	N/A
"A" Apprentices PQ Payroll	PRIOR 4/24/14 ¹ 14.25 ² 17.05 ³ 19.15 ⁴ 21.10 AFTER 4/24/14 ¹ 13.00 ² 15.00 ³ 17.00 ⁴ 19.00	2.00% of standard gross wages	36.43% of standard gross wages	\$.25 per clock hour* (JATC)	3.04% of standard gross wages	20.65% of Total Gross Wages	\$4.00 per day	\$1.57 per clock hr. 2 nd -4 th yrs only	1.02% of standard gross wages	3% of Total Gross Wages	.50% of Total Gross Wages	"0 %" NYECA ".75%" IND
"M" Helpers PQ Payroll	PRIOR 4/24/14 ¹ 14.25 ² 17.05 ³ 19.15 ⁴ 21.10 AFTER 4/24/14 ¹ 13.00/14.00 ² 15.00/16.00 ³ 17.00/18.00 ⁴ 19.00/20.75	2.00% of standard gross wages	36.43% of standard gross wages	\$.25 per clock hour* (JATC)	3.04% of standard gross wages	20.65% of Total Gross Wages	\$4.00 per day	\$1.57 per clock hr. 2 nd -4 th levels only	1.02% of standard gross wages	3% of Total Gross Wages	.50% of Total Gross Wages	"0 %" NYECA ".75%" IND
Connecticut Zone Rate 22 Payroll	\$40.00	2.00% of standard gross wages	37.61% of standard gross wages	\$.06 per clock hr. + \$.25 per clock hour* (JATC)	3.54% of standard gross wages	20.65% of Total Gross Wages (as Employer contributions)	\$3.50 per clock hr.	\$5.00 per clock hr.	1.02% of standard gross wages	3% of Total Gross Wages	.50% of Total Gross Wages	"0 %" NYECA ".75%" IND

* The \$.25 per clock hour contribution to the JIB will be reported in the Field/Column VHUP.



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April 26, 2017

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Treasurer
TO V. MUNDO
Counsel

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ROBERT AMABILE
JOHN BROUWER
ENACHEM GAL
STEPHEN GIANOTTI
MICHAEL KLEINBERG
JOHN LAZZARO
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ALEXANDER SAMILENKO
DAVID I. SAMUELS
MICHAEL SOKOLOFF
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LYMOND MELVILLE
ROBERT OLENICK
JOHN RESTREPO
DAVID CARDO ROLLINS
MICHAEL SEPH SANTIGATE
JOHN VAN ARSDALE

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 26, 2017, at 4:01 PM** (Thursday, April 27, 2017) through April 22, 2020, at 4:01 PM:

WAGES

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

4/27/2017	\$51.75
4/26/2018	\$51.75
4/25/2019	\$52.75

SUPERVISION RATES

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

Forepersons	6% above "A" rated Journeymen pay
General Forepersons	10% above "A" rated Journeymen pay

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at 2.00% of the standard-gross wages **plus \$.25 (25 cents) per hour**. Standard-gross wages are the wages calculated at the regular hourly wage. **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 top of page 3.**

PENSION, HOSPITALIZATION AND BENEFIT PLAN

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

4/27/17-33.61%	of the standard-gross wages + \$4.00 per hour
4/26/18-35.61%	of the standard-gross wages + \$4.00 per hour
4/25/19-37.61%	of the standard-gross wages + \$4.00 per hour

ALL EMPLOYERS OF "A" RATED JOURNEYPERSONS – WHITE PLAINS

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall continue at:

4/27/17 3.54%

EDUCATIONAL AND CULTURAL TRUST FUND

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

N.E.B.F.

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

4/27/2017	\$3.00
4/26/2018	\$3.50
4/25/2019	\$3.50

HEALTH REIMBURSEMENT ACCOUNT

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

4/27/17 \$5.00 per hour

The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the **\$3.00 per hour Annuity Fund contribution**. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

ALL EMPLOYERS OF "A" RATED JOURNEYPERSONS – WHITE PLAINS

VACATION-HOLIDAY-UNEMPLOYMENT PLAN

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at \$.06 (6 cents) per hour and shall be reported for EACH employee in the Field/Column designated VHUP. **Please add the \$.25 per hour Joint Industry Board contribution to the \$.06 VHUP hourly contribution, for a total of \$.31 per hour.**

DEFERRED SALARY PLAN

The contribution to the Deferred Salary Plan shall be as follows:

04/27/2017	20.65% of total gross wages
04/26/2018	23.65% of total gross wages
4/25/2019	23.65% of total gross wages

The above contribution shall be reported and paid directly to Mercer Trust Company as an Employer contribution.

The mandatory 1% salary deferral shall continue for all Journeypersons and shall be reported and paid directly to Mercer Trust Company 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 and the National Electrical Benefit Fund. 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 .25% of the standard-gross payroll to this fund.
2. Independent Employers shall contribute 1.00% of the standard-gross payroll to this fund.

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



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April 23, 2021

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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 21, 2021, at 4:01 PM** (Thursday, April 22, 2021) through April 20, 2023, at 4:01 PM:

WAGES

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

4/22/2021	\$53.75
4/21/2022	\$53.75

SUPERVISION RATES

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

Forepersons	6% above "A" rated Journeypersons pay
General Forepersons	10% above "A" rated Journeypersons pay

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at 2% of the standard-gross wages plus \$.25 (25 cents) per hour and **effective April 21, 2022, shall become 2.3%** plus \$.25 (25 cents) per 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 bottom of page 2.

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:

4/22/2021	38.45% of the standard-gross wages + \$5.25 per hour
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DENTAL FUND

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

4/22/2021 2.14% of the standard-gross wages

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall become **1.27% 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 be as follows:

4/22/2021 \$3.50 per hour
4/21/2022 \$4.50 per hour

HEALTH REIMBURSEMENT ACCOUNT

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

4/22/2021 \$5.50 per hour
4/21/2022 \$6.00 per 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.

VACATION-HOLIDAY-UNEMPLOYMENT PLAN

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at \$.06 (6 cents) per hour and shall be reported for EACH employee in the Field/Column designated VHUP. Please add the \$.25 per hour Joint Industry Board contribution to the \$.06 VHUP hourly contribution, for a total of \$.31 per 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 Prudential Retirement as an Employer contribution.

The mandatory 1% salary deferral shall continue for all Journeypersons and shall be reported and paid directly to Prudential Retirement 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.

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



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VITO V. MUNDO
Counsel

ALL EMPLOYERS OF "M" JOURNEYPERSONS AND "MIJ" 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 26, 2017, at 4:01 PM** (Thursday, April 27, 2017) through April 22, 2020, at 4:01 PM:

WAGES

The minimum hourly wage, based on an 8-hour day for M and MIJ Journeypersons (7-hour day for 5th year apprentices on 'A' construction jobs) hired into the industry prior to **April 24 2014**, shall become:

4/27/17	\$26.50
4/26/18	\$26.50
4/25/19	\$26.50

The minimum hourly wage, based on an 8-hour day for M and MIJ Journeypersons (7-hour day for 5th year apprentices on 'A' construction jobs) hired into the industry on or after **April 24 2014**, shall become:

<u>"M" Journeypersons</u>	4/27/17
1 st Year & 2 nd Year	\$23.00
3 rd Year & 4 th Year	\$26.50
<u>MIJ's</u>	4/27/17
1-12 months	\$23.00
13-18 months	\$26.50

JOINT INDUSTRY BOARD - 0.00%

PENSION, HOSPITALIZATION AND BENEFIT PLAN

The contribution to the Pension, Hospitalization and Benefit Plan shall continue at 19.92% of the standard-gross wages.

The standard-gross wages are the wages calculated at the regular hourly wage for all hours worked.

Employer Representatives

GINA ADDEO
ROBERT AMABILE
KEN BROUWER
MENACHEM GAL
STEPHEN GIANOTTI
CAROL KLEINBERG
STEVEN LAZZARO
CIRO LUPO
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JOSEPH SANTIGATE
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**ALL EMPLOYERS OF "M" JOURNEYPersonS AND "MIJ"
JOURNEYPersonS – WHITE PLAINS**

April 26, 2017

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 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 existing \$1.00 per hour contribution to the Annuity Fund for Journeypersons on M-rated work shall continue.

HEALTH REIMBURSEMENT ACCOUNT

The required contribution to the Health Reimbursement Account (HRA) shall continue at an amount equal to 3.88% of the employees' total-gross wages, (including overtime). The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the \$1.00 per hour Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

DEFERRED SALARY PLAN

The following shall be reported and paid directly to Mercer Trust Company as Employer contributions:

\$2.50 per hour,

7.65% of employee's total-gross wages,

A 1% salary deferral shall become mandatory and shall be reported and paid directly to Mercer Trust Company as an Employee contribution. The 1% may be increased at the employee's discretion.



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

HARRY VAN ARSDALE JR.
Founder

April 23, 2021

DR. GERALD FINKEL
Chairman
STEVEN LAZZARO
Secretary
THOMAS CLEARY
Treasurer
VITO V. MUNDO
Counsel
JOHN LIU
Public Member

ALL EMPLOYERS OF "M" JOURNEYPERSONS AND "MIJ" 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 21, 2021, at 4:01 PM** (Thursday, April 22, 2021) through April 20, 2023, at 4:01 PM:

WAGES

The minimum hourly wage, based on an 8-hour day for M and MIJ Journeypersons (7-hour day for 5th year apprentices on 'A' construction jobs), shall continue at:

<u>"M" Journeypersons</u>	<u>04/22/2021</u>	<u>04/21/2022</u>
1st Year & 2nd Year	\$24.00	\$25.00
3rd Year & 4th Year	\$27.50	\$28.50
<u>MIJ's</u>	<u>04/22/2021</u>	<u>04/22/2021</u>
1-12 months	\$24.00	\$25.00
13-18 months	\$27.50	\$28.50

JOINT INDUSTRY BOARD - 0.00%

PENSION, HOSPITALIZATION AND BENEFIT PLAN

The contribution to the Pension, Hospitalization and Benefit Plan shall become **\$5.28 per clock hour.**

Employer Representatives

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

Employee Representatives

BENJAMIN ARANA
JAMES BUA
THOMAS CAPURSO
THOMAS CLEARY
CHRISTOPHER ERIKSON
CHRISTOPHER ERIKSON JR.
ANTHONY FALLEO
WILLIAM HOFVING
ROBERT OLENICK
JOSEPH PROSCIA
RICARDO ROLLINS
JOSEPH SANTIGATE
LANCE VAN ARSDALE

DENTAL BENEFIT FUND

The contribution to the Dental Fund of the Electrical Industry shall become **\$0.54 per clock hour**.

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall become **\$0.13 per clock hour**.

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 become **\$0.13 per clock hour**.

ANNUITY FUND

The contribution to the Annuity Fund shall continue at \$1.00 per hour for Journeypersons on M-rated work.

HEALTH REIMBURSEMENT ACCOUNT

The required contribution to the Health Reimbursement Account (HRA) shall become **\$1.25 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 following shall be reported and paid directly to Prudential Retirement as Employer contributions:

\$2.50 per hour plus 7.65% of employee's total-gross wages,

A 1% salary deferral shall become mandatory and shall be reported and paid directly to Prudential Retirement as an Employee contribution. The 1% may be increased at the employee's discretion.



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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HARRY VAN ARSDALE JR.
Founder

April 26, 2017

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JOHN E. MARCHELL
Treasurer
VITO V. MUNDO
Counsel

Employer Representatives

GINA ADDEO
ROBERT AMABILE
KEN BROUWER
MENACHEM GAL
STEPHEN GIANOTTI
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JOSEPH SANTIGATE
LANCE VAN ARSDALE

ALL EMPLOYERS OF "A" APPRENTICES – 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 26, 2017, at 4:01 PM** (Thursday, April 27, 2017) through April 22, 2020, at 4:01 PM:

WAGES

Effective for all "A" Apprentices accepted into the program prior to **April 24, 2014** shall become:

	<u>4/27/17</u>	<u>4/26/18</u>	<u>4/25/19</u>
1st Year	\$14.25	\$14.25	\$14.25
2nd Year	\$17.05	\$17.05	\$17.05
3rd Year	\$19.15	\$19.15	\$19.15
4th Year	\$21.10	\$21.10	\$21.10

Effective for all "A" Apprentices accepted into the program on or after **April 24, 2014** shall become:

	<u>4/27/17</u>	<u>4/26/18</u>	<u>4/25/19</u>
1st Year	\$13.00	\$13.00	\$13.00
2nd Year	\$15.00	\$15.00	\$15.00
3rd Year	\$17.00	\$17.00	\$17.00
4th Year	\$19.00	\$19.00	\$19.00

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at 2.00% of the standard-gross wages, **plus \$.25 (25 cents) per hour. Please report the \$.25 per hour in the Field/Column designated VHUP. See top of pg 2.**

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 36.43% of the standard-gross wages.

ALL EMPLOYERS OF "A" APPRENTICES – WHITE PLAINS

April 26, 2017

VACATION-HOLIDAY-UNEMPLOYMENT PLAN

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at \$0.00. **However, please add the \$.25 per hour Joint Industry Board contribution to the Field/Column designated VHUP for EACH employee.**

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.04% of the standard-gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND

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

N.E.B.F.

The contribution to the National Electrical Benefit Fund shall continue at 3.00% 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 existing \$4.00 per day contribution to the Annuity Fund for all Apprentices shall continue.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at an amount equal to \$1.57 per hour for 2nd through 4th year Apprentices. The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the \$4.00 per day Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

DEFERRED SALARY PLAN

The contribution of 20.65% of the employee's total-gross wages shall be reported and paid directly to Mercer Trust Company as an Employer contribution.

A 1% salary deferral for all classes of apprentices shall become mandatory and shall be reported and paid directly to Mercer Trust Company as an Employee contribution. The 1% may be increased at the employee's discretion.

ALL EMPLOYERS OF "A" APPRENTICES – WHITE PLAINS

April 26, 2017

BENEFIT AND WAGE DELINQUENCY FUND

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

1. New York Electrical Contractors Association, Inc. Employers shall contribute .25% of the standard-gross payroll to this fund.
2. Independent Employers shall contribute 1.00% of the standard-gross payroll to this fund.

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



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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HARRY VAN ARSDALE JR.
Founder

April 23, 2021

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Chairman
STEVEN LAZZARO
Secretary
THOMAS CLEARY
Treasurer
VITO V. MUNDO
Counsel
JOHN LIU
Public Member

ALL EMPLOYERS OF "A" APPRENTICES – 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 21, 2021, at 4:01 PM** (Thursday, April 22, 2021) through April 20, 2023, at 4:01 PM:

WAGES

For all "A" Apprentices:

	<u>4/22/21</u>	<u>12/31/21</u>
1st Year	\$14.00	\$15.00*
2nd Year	\$16.00	\$16.00
3rd Year	\$18.00	\$18.00
4th Year	\$20.00	\$20.00

*New York State minimum wage requires first year apprentices hourly wage be increased to \$15.00 effective December 31, 2021.

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at 2% of the standard-gross wages, plus \$.25 (25 cents) per hour. Please report the \$.25 per hour in the Field/Column designated VHUP. See top of pg 2.

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

Employer Representatives

ROBERT AMABILE
BEN D'ALESSANDRO
KRISTINE DeNAPOLI
STEPHEN GIANOTTI
CRAIG GILSTON
KEVIN HARRAND
CAROL KLEINBERG
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ANTHONY FALLEO
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ROBERT OLENICK
JOSEPH PROSCIA
RICARDO ROLLINS
JOSEPH SANTIGATE
LANCE VAN ARSDALE

VACATION-HOLIDAY-UNEMPLOYMENT PLAN

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at \$0.00. However, please add the \$.25 per hour Joint Industry Board contribution to the Field/Column designated VHUP for EACH employee.

PENSION, HOSPITALIZATION AND BENEFIT PLAN

The contribution to the Pension, Hospitalization and Benefit Plan shall continue at 36.43% of the standard-gross wages.

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.04% of the standard-gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall continue at 1.02% 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 \$4.00 for all Apprentices shall continue.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at an amount equal to \$1.57 per hour for 2nd through 4th year Apprentices.

The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the per day Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

DEFERRED SALARY PLAN

The contribution of 20.65% of the employee's total-gross wages shall be reported and paid directly to Prudential Retirement as an Employer contribution.

A 1% salary deferral for all classes of apprentices shall become mandatory and shall be reported and paid directly to Prudential Retirement as an Employee contribution. The 1% may be increased at the employee's discretion.

BENEFIT AND WAGE DELINQUENCY FUND

The delinquency contribution payable to the Joint Industry Board of the Electrical Industry is 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.

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



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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HARRY VAN ARSDALE JR.
Founder

March 18, 2022

DR. GERALD FINKEL

Chairman

STEVEN LAZZARO

Secretary

THOMAS CLEARY

Treasurer

VITO V. MUNDO

Counsel

JOHN LIU

Public Member

Employer Representatives

ROBERT AMABILE

FRANK ARAGONA

BEN D'ALESSANDRO

KRISTINE DeNAPOLI

STEPHEN GIANOTTI

CRAIG GILSTON

KEVIN HARRAND

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STEVEN LAZZARO

CIRO LUPO

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JOHN MANNINO

SANDRA MILAD-GIBSON

HAL SOKOLOFF

DAVID WARDELL

Employee Representatives

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JAMES BUA

THOMAS CAPURSO

THOMAS CLEARY

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CHRISTOPHER ERIKSON JR.

ANTHONY FALLEO

WILLIAM HOFVING

ROBERT OLENICK

JOSEPH PROSCIA

RICARDO ROLLINS

JOSEPH SANTIGATE

LANCE VAN ARSDALE

ALL EMPLOYERS OF "A" APPRENTICES – 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 20, 2022, at 4:01 PM (Thursday, April 21, 2022) through April 20, 2023, at 4:01 PM:

WAGES

For all "A" Apprentices:

	<u>4/21/22</u>
1 st Year	\$15.00
2 nd Year	\$16.00
3 rd Year	\$18.00
4 th Year	\$20.00

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at 2% of the standard-gross wages, plus \$.25 (25 cents) per hour. Please report the \$.25 per hour in the Field/Column designated VHUP.

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

VACATION-HOLIDAY-UNEMPLOYMENT PLAN

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at \$0.00. However, please add the \$.25 per hour Joint Industry Board contribution to the Field/Column designated VHUP for EACH employee.

PENSION, HOSPITALIZATION AND BENEFIT PLAN

The contribution to the Pension, Hospitalization and Benefit Plan shall continue at 36.43% of the standard-gross wages.

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.04% of the standard-gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall continue at 1.02% 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 \$4.00 for all Apprentices shall continue.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at an amount equal to \$1.57 per hour for 2nd through 4th year Apprentices.

The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the per day Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

DEFERRED SALARY PLAN

The contribution of 20.65% of the employee's total-gross wages shall be reported and paid directly to Prudential Retirement as an Employer contribution.

A 1% salary deferral for all classes of apprentices shall become mandatory and shall be reported and paid directly to Prudential Retirement as an Employee contribution. The 1% may be increased at the employee's discretion.

BENEFIT AND WAGE DELINQUENCY FUND

The delinquency contribution payable to the Joint Industry Board of the Electrical Industry is 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.



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 26, 2017

HARRY VAN ARSDALE JR.
Founder

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Treasurer
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Counsel

Employer Representatives
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JOSEPH SANTIGATE
LANCE VAN ARSDALE

ALL EMPLOYERS OF 'M' HELPERS – 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 26, 2017, at 4:01 PM** (Thursday, April 27, 2017) through April 22, 2020, at 4:01 PM:

WAGES

Effective for all 'M' Helpers hired into the industry prior to **April 24, 2014** shall become:

	<u>4/27/17</u>	<u>4/26/18</u>	<u>4/25/19</u>
1st Year	\$14.25	\$14.25	\$14.25
2nd Year	\$17.05	\$17.05	\$17.05
3rd Year	\$19.15	\$19.15	\$19.15
4th Year	\$21.10	\$21.10	\$21.10

Effective for all 'M' Helpers hired into the industry on or after **April 24, 2014** shall become:

	<u>4/27/17</u>		<u>4/26/18</u>		<u>4/25/19</u>	
	<u>First Half</u>	<u>Second Half</u>	<u>First Half</u>	<u>Second Half</u>	<u>First Half</u>	<u>Second Half</u>
1st Level	\$13.00	\$14.00	\$13.00	\$14.00	\$13.00	\$14.00
2nd Level	\$15.00	\$16.00	\$15.00	\$16.00	\$15.00	\$16.00
3rd Level	\$17.00	\$18.00	\$17.00	\$18.00	\$17.00	\$18.00
4th Level	\$19.00	\$20.75	\$19.00	\$20.75	\$19.00	\$20.75

For all 'M' Helpers becoming members of Local Union No. 3, IBEW on or after April 24, 2014 advancement to the next level will be after 18 months of employment.

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at 2.00% of the standard-gross wages, **plus \$.25 (25 cents) per hour. Please report the \$.25 per hour in the Field/Column designated VHUP. See top of pg 2.**

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

ALL EMPLOYERS OF 'M' HELPERS—WHITE PLAINS

April 26, 2017

VACATION-HOLIDAY-UNEMPLOYMENT PLAN

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at \$0.00. **However, please add the \$.25 per hour Joint Industry Board contribution to the Field/Column designated VHUP for EACH employee.**

PENSION, HOSPITALIZATION AND BENEFIT PLAN

The contribution to the Pension, Hospitalization and Benefit Plan shall continue at 36.43% of the standard-gross wages.

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.04% of the standard-gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND

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

N.E.B.F.

The contribution to the National Electrical Benefit Fund shall continue at 3.00% 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 \$4.00 per day for all 'M' Helpers.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at an amount equal to \$1.57 per hour for 2nd through 4th level Helpers. The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the \$4.00 per day Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

ALL EMPLOYERS OF 'M' HELPERS—WHITE PLAINS

April 26, 2017

DEFERRED SALARY PLAN

The contribution of 20.65% of the employee's total-gross wages shall be reported and paid directly to Mercer Trust Company as an Employer contribution.

A 1% salary deferral for all classes of Helpers shall become mandatory and shall be reported and paid directly to Mercer Trust Company as an Employee contribution. The 1% may be increased at the employee's discretion.

BENEFIT AND WAGE DELINQUENCY FUND

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

1. New York Electrical Contractors Association, Inc. Employers shall contribute .25% of the standard-gross payroll to this fund.
2. Independent Employers shall contribute 1.00% of the standard-gross payroll to this fund.

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



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 23, 2021

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JOSEPH PROSCIA
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ALL EMPLOYERS OF 'M' HELPERS – 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 21, 2021, at 4:01 PM** (Thursday, April 22, 2021) through April 20, 2023, at 4:01 PM:

WAGES

For all 'M' Helpers:

	<u>4/22/21</u>		<u>12/31/21</u>	
	<u>First Half</u>	<u>Second Half</u>	<u>First Half</u>	<u>Second Half</u>
1st Level	\$14.00	\$15.00	\$15.00*	\$15.50
2nd Level	\$16.00	\$17.00	\$16.00	\$17.00
3rd Level	\$18.00	\$19.00	\$18.00	\$19.00
4th Level	\$20.00	\$21.75	\$20.00	\$21.75

For all 'M' Helpers becoming members of Local Union No. 3, IBEW, advancement to the next level will be after 18 months of employment.

*New York State minimum wage requires first year apprentices hourly wage be increased to \$15.00 effective December 31, 2021.

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at 2% of the standard-gross wages, plus \$.25 (25 cents) per hour. Please report the \$.25 per hour in the Field/Column designated VHUP. See top of pg 2.

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

VACATION-HOLIDAY-UNEMPLOYMENT PLAN

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at \$0.00. However, please add the \$.25 per hour Joint Industry Board contribution to the Field/Column designated VHUP for EACH employee.

PENSION, HOSPITALIZATION AND BENEFIT PLAN

The contribution to the Pension, Hospitalization and Benefit Plan shall continue at 36.43% of the standard-gross wages.

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.04% of the standard-gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall continue at 1.02% 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 \$4.00 per day for all 'M' Helpers.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at an amount equal to \$1.57 per hour for 2nd through 4th level Helpers.

The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the \$4.00 per day Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

DEFERRED SALARY PLAN

The contribution of 20.65% of the employee's total-gross wages shall be reported and paid directly to Prudential Retirement as an Employer contribution.

A 1% salary deferral for all classes of Helpers shall become mandatory and shall be reported and paid directly to Prudential Retirement as an Employee contribution. The 1% may be increased at the employee's discretion.

BENEFIT AND WAGE DELINQUENCY FUND

The delinquency contribution payable to the Joint Industry Board of the Electrical Industry is 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.

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



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

March 18, 2022

HARRY VAN ARSDALE JR.
Founder

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Treasurer
VITO V. MUNDO
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ALL EMPLOYERS OF 'M' HELPERS – 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 20, 2022, at 4:01 PM (Thursday, April 21, 2022) through April 20, 2023, at 4:01 PM:

WAGES

For all 'M' Helpers:

	<u>4/21/22</u>	
	<u>First Half</u>	<u>Second Half</u>
1 st Level	\$15.00	\$15.50
2 nd Level	\$16.00	\$17.00
3 rd Level	\$18.00	\$19.00
4 th Level	\$20.00	\$21.75

For all 'M' Helpers becoming members of Local Union No. 3, IBEW, advancement to the next level will be after 18 months of employment.

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at 2% of the standard-gross wages, plus \$.25 (25 cents) per hour. Please report the \$.25 per hour in the Field/Column designated VHUP.

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

VACATION-HOLIDAY-UNEMPLOYMENT PLAN

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at \$0.00. However, please add the \$.25 per hour Joint Industry Board contribution to the Field/Column designated VHUP for EACH employee.

PENSION, HOSPITALIZATION AND BENEFIT PLAN

The contribution to the Pension, Hospitalization and Benefit Plan shall continue at 36.43% of the standard-gross wages.

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.04% of the standard-gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall continue at 1.02% 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 \$4.00 per day for all 'M' Helpers.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at an amount equal to \$1.57 per hour for 2nd through 4th level Helpers.

The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the \$4.00 per day Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

DEFERRED SALARY PLAN

The contribution of 20.65% of the employee's total-gross wages shall be reported and paid directly to Prudential Retirement as an Employer contribution.

A 1% salary deferral for all classes of Helpers shall become mandatory and shall be reported and paid directly to Prudential Retirement as an Employee contribution. The 1% may be increased at the employee's discretion.

BENEFIT AND WAGE DELINQUENCY FUND

The delinquency contribution payable to the Joint Industry Board of the Electrical Industry is 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.



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April 26, 2017

HARRY VAN ARSDALE JR.
Founder

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Treasurer
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Employer Representatives

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LUIS RESTREPO
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LANCE VAN ARSDALE

ALL EMPLOYERS OF "A" RATED JOURNEYPersonS – CONNECTICUT ZONE RATE

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 26, 2017, at 4:01 PM** (Thursday, April 27, 2017) through April 22, 2020, at 4:01 PM:

WAGES

The "A" rated Journeyman hourly wage, based on an 8-hour day, shall become:

4/27/17 - \$36.00

4/26/18 - \$38.00

4/25/19 - \$40.00

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at 2.00% of the standard-gross wages **plus \$.25 (25 cents) per 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 bottom of page 2.**

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:

4/27/17-33.61% of the standard-gross wages,

4/26/18-35.61% of the standard-gross wages,

4/25/19-37.61% of the standard-gross wages,

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall continue at:

4/27/17 - 3.54%

**ALL EMPLOYERS OF "A" RATED JOURNEYPERSONS –
CONNECTICUT ZONE RATE**

April 26, 2017

EDUCATIONAL AND CULTURAL TRUST FUND

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

N.E.B.F.

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

4/27/2017	\$3.00
4/26/2018	\$3.50
4/25/2019	\$3.50

HEALTH REIMBURSEMENT ACCOUNT

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

4/27/17 \$5.00 per hour

The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the **\$3.00 per hour Annuity Fund contribution**. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

VACATION-HOLIDAY-UNEMPLOYMENT PLAN

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at \$.06 (6 cents) per hour and shall be reported for EACH employee in the Field/Column designated VHUP. **Please add the \$.25 per hour Joint Industry Board contribution to the \$.06 VHUP hourly contribution, for a total of \$.31 per hour.**

DEFERRED SALARY PLAN

The contribution shall continue as 20.65% of employee's total-gross wages and shall be reported and paid directly to Mercer Trust Company as an Employer contribution.

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

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 .25% of the standard-gross payroll to this fund.
2. Independent Employers shall contribute 1.00% of the standard-gross payroll to this fund.

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



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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LANCE VAN ARSDALE

April 23, 2021

ALL EMPLOYERS OF "A" RATED JOURNEYPersonS – CONNECTICUT ZONE RATE

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 21, 2021, at 4:01 PM** (Thursday, April 22, 2021) through April 20, 2023, at 4:01 PM:

WAGES

The "A" rated Journeyperson hourly wage, based on an 8-hour day, shall become:

4/22/2021	\$41.00
4/21/2022	\$42.00

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at 2% of the standard-gross wages plus \$.25 (25 cents) per 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 bottom of page 2.

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:

4/22/2021	37.61% of the standard-gross wages
4/21/2022	37.61% of the standard-gross wages

**ALL EMPLOYERS OF "A" RATED JOURNEYPERSONS –
CONNECTICUT ZONE RATE**

April 23, 2021

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall become **2.14% of the standard gross hours.**

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall continue at 1.02% 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 be as follows:

4/22/2021	\$3.50 per clock hour
4/21/2022	\$4.50 per clock hour

HEALTH REIMBURSEMENT ACCOUNT

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

4/22/2021	\$5.50 per clock hour
4/21/2022	\$6.00 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.

VACATION-HOLIDAY-UNEMPLOYMENT PLAN

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at \$.06 (6 cents) per hour and shall be reported for EACH employee in the Field/Column designated VHUP. Please add the \$.25 per hour Joint Industry Board contribution to the \$.06 VHUP hourly contribution, for a total of \$.31 per hour.

DEFERRED SALARY PLAN

The contribution shall continue as 20.65% of employee's total-gross wages and shall be reported and paid directly to Prudential Retirement as an Employer contribution.

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

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.

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