



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

May 16, 2016

HARRY VAN ARSDALE JR.
Founder

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

Employer Representatives

GINA ADDEO
ROBERT AMABILE
KEN BROUWER
THOMAS CARLUCCI
MENACHEM GAL
STEPHEN GIANOTTI
CAROL KLEINBERG
STEVEN LAZZARO
CIRO LUPO
SANDRA MILAD-GIBSON
DAVID B. PINTER
JOHN PINTO
ALEXANDER SAMILENKO
DAVID I. SAMUELS
GARY SEGAL

Employee Representatives

BENJAMIN ARANA
JAMES BUA
CHRISTOPHER ERIKSON
ANTHONY FALLEO
ELLIOT HECHT
WILLIAM HOFVING
JOHN E. MARCHELL
VINCENT McELROEN
RAYMOND MELVILLE
ROBERT OLENICK
LUIS RESTREPO
RICARDO ROLLINS
PAUL RYAN
JOSEPH SANTIGATE
LANCE VAN ARSDALE

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 **May 11, 2016, 4:01 P.M. (Thursday, May 12, 2016)**:

WAGES:

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

05/12/16	-	\$54.00
05/11/17	-	\$56.00
05/10/18	-	\$56.00

SUPERVISION RATES:

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

	<u>05/12/16</u>	<u>05/11/17</u>	<u>05/10/18</u>
Forepersons ^{3 to 5 persons}	\$3.25 per hour	\$4.00 per hour	\$4.00 per hour
Forepersons ^{6 to 14 persons}	\$4.00 per hour	\$4.75 per hour	\$4.75 per hour
Subforepersons	\$4.00 per hour	\$4.75 per hour	\$4.75 per hour
<u>General Foreperson:</u>			
1 Subforeperson	\$4.25 per hour	\$5.00 per hour	\$5.00 per hour
2 Subforepersons	\$4.75 per hour	\$5.50 per hour	\$5.50 per hour
3 Subforepersons	\$5.25 per hour	\$6.00 per hour	\$6.00 per hour
4 Subforepersons	\$5.75 per hour	\$6.50 per hour	\$6.50 per hour
5 Subforepersons	\$6.25 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 Journeyman rate of pay.

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall continue at:

05/12/16	1.50%	of the standard gross wages
05/11/17	1.50%	of the standard gross wages
05/10/18	1.50%	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:

05/12/16	33.61%	of the standard gross wages	+ \$4	per hour
05/11/17	35.61%	of the standard gross wages	+ \$4	per hour
05/10/18	37.61%	of the standard gross wages	+ \$4	per hour

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.54% of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at 1.533% 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 7.05% of total gross wages.

ANNUITY FUND:

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

05/12/16	-	\$4.50 for all hours worked
05/11/17	-	\$4.50 for all hours worked
05/10/18	-	\$4.50 for all hours worked

HEALTH REIMBURSEMENT ACCOUNT

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

05/12/16	-	\$4.25 for all hours worked
05/11/17	-	\$4.25 for all hours worked
05/10/18	-	\$4.50 for all hours worked

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 Mercer as an Employer contribution.

The contribution of \$2.00 per hour, for all hours worked, shall continue to be reported and paid directly to Mercer as an Employer contribution.

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 Mercer as an Employer contribution.

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

The mandatory 1% salary deferral shall continue for all "A" rated Journeypersons and is reported and paid directly to Mercer 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 25, 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.

DELINQUENCY PAYMENT

The delinquency contribution payable to the Joint Industry Board of the Electrical Industry continues 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 delinquency form, which must be returned with the payment.

Additional information on Work Rules, Employment Plan, Contribution Caps and Bonuses for Superintendents, and Project Managers plus Transit Checks will be forwarded at a later date.