



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 25, 2016

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TO: ALL EMPLOYERS OF ELECTRO-POLE TECHNICIANS, ELECTRO-POLE ELECTRICIANS, AND ABOVE GRADES PERFORMING WORK IN STREET LIGHTING AND TRAFFIC SIGNALS

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 18, 2016, 4:01 P.M. (Thursday, May 19, 2016)**:

WAGES

The hourly wage for the **Electro-Pole Technician**, based on a 7-hour day, shall be as follows:

05/19/16	-	\$56.00
05/18/17	-	\$58.00
05/17/18	-	\$58.00

The hourly wage for the **Electro-Pole Electrician**, based on a 7-hour day, shall be as follows:

05/19/16	-	\$54.00
05/18/17	-	\$56.00
05/17/18	-	\$56.00

The wages for the Forepersons shall be as follows:

<u>WEEKLY WAGES</u>	<u>05/19/16</u>	<u>05/18/17</u>	<u>05/17/18</u>
Foreperson	\$2,423.24	\$2,519.49	\$2,519.49
General Foreperson	\$2,576.62	\$2,672.87	\$2,672.87
Garage Foreperson	\$2,374.75	\$2,471.00	\$2,471.00

Effective 5/19/2016, the Employer will no longer have to pay benefits on foreperson's paid vacation.

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JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at:

05/19/16 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:

05/19/16 33.61% of the standard gross wages + \$4 per hour
05/18/17 35.61% of the standard gross wages + \$4 per hour
05/17/18 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:

05/19/16 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 is currently at 7.05% of total gross wages.

ANNUITY FUND

The contribution to the Annuity Fund for Electro-Pole Technicians, Electro-Pole Electricians and above grades, for all hours worked, shall be as follows:

05/19/16 - \$4.50^{per hour}

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HEALTH REIMBURSEMENT ACCOUNT

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

05/19/16	\$4.25 per hour
05/18/17	\$4.25 per hour
05/17/18	\$4.50 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 19.40% 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) 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 to be reported and paid directly to Mercer as an Employee contribution. The 1% may be increased at the participant's discretion.

DELINQUENCY PAYMENT

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