

**DEFERRED SALARY PLAN  
 JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY  
 158-11 HARRY VAN ARSDALE JR. AVENUE, FLUSHING NY 11365  
 PHONE: 718-969-4040**

**APPLICATION FOR WAGE REPLACEMENT DAY AND PICKET DUTY BENEFITS**

PLEASE PRINT

NAME \_\_\_\_\_  
First Last

ADDRESS \_\_\_\_\_ SOC SEC. # \_\_\_\_\_  
Number and Street

\_\_\_\_\_ LOCAL UNION# \_\_\_\_\_  
Town or City

\_\_\_\_\_ DIV. \_\_\_\_\_ UNION CARD # \_\_\_\_\_  
State Zip Code

Please answer below:

1- Are you (check one):  Unemployed  Employed  
 Name of employer: \_\_\_\_\_

I am applying for:

2-  Wage Replacement Day Benefit (Includes Election Day):  
 Indicate date(s): \_\_\_\_\_  
**Please attach paystub(s).**

3-  Picket Duty Benefit ("A" Rated Journeypersons Only):  
 Indicate date(s): \_\_\_\_\_  
**The attached form must be completed and returned with this application.**

*I understand that all distributions for these benefits may be made only from the employer contribution portion of my Deferred Salary Plan account and are subject to the applicable taxes under IRS regulation as indicated on the back of this form.*

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

*For Office Use Only*

Code	Amount	Date	TB Amount	TB Date

**READ INSTRUCTIONS ON REVERSE SIDE**

## **PAYMENT FROM THE DEFERRED SALARY PLAN**

Listed below are detailed guidelines for the benefits indicated on the reverse side of this application.

1. **Wage Replacement Day Benefit (Construction Division Only)**  
Maximum of 5 days per calendar year, which includes Election Day. If not used, these days *do not* carry over to the new year.
2. **Picket Duty Benefit (“A” Rated Journeypersons Only)**  
Maximum of 5 days per calendar year (sent by Local 3 Business Agent).
3. **Wage Replacement Day Benefit (ADM and Expeditor Division only)**  
Maximum of 1 day per calendar year, for Election Day.

**The above benefits are paid at a rate equal to the participant’s daily wages, based on the applicable Collective Bargaining Agreement.**

**There will be no partial payments made for these days if there are not sufficient funds in the participant’s account balance to cover the daily wage.**

## **TAXES PERTAINING TO PAYMENT OF IN-SERVICE DISTRIBUTIONS**

### **Important:**

- Distributions from the Plan are subject to 20% federal income tax withholding, as required by IRS regulations.
- Withdrawals by a participant who is still working in the electrical industry and is younger than 59 ½ or by a participant who withdraws from the industry prior to age 55 are subject to the IRS additional tax of 10%.
- There is *no* 10% IRS Early Withdrawal Additional Tax when a payment is made to an active participant who is 59 ½ or older or to a participant who retires under the provisions of the Pension Trust Fund of the Electrical Industry, or if someone is “disabled” within the meaning of the Internal Revenue Code.