



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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March 21, 2011

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Dear Participant:

This is to advise you of changes effective March 1, 2011 in the Additional Security Benefits Plan (ASBP), Deferred Salary Plan (DSP) and the Vacation Holiday Unemployment Plan (VHUP) based on recent actions taken by the Trustees of these Plans regarding Supplementary Unemployment Benefits. These Plans currently provide supplemental weekly benefits to the unemployed with proof of eligibility.

Participants of the Plans (the "Participants") who have exhausted their state unemployment benefit or do not qualify for such benefit (because they have not been employed long enough) and who are listed as available for employment will now be eligible to withdraw an **additional** Supplementary Unemployment Benefit up to the maximum state unemployment allowance. If this situation applies to you, the new maximum benefit payable from the Plans will be increased because you will now be allowed to collect the sum of the unemployment benefit based on the state in which you are eligible, plus the applicable Plan's current weekly supplementary unemployment benefit. *(See example 1 on the following page).*

Participants who qualify for this additional Supplementary Unemployment Benefit will be required to submit proof of the initial denial of their state unemployment benefits, as well as periodic documents attesting to their continuing unemployed status and ineligibility for benefits.

If a Participant is unemployed in the Electrical Industry and registered as available for employment in the Electrical Industry and obtains a job working outside of the Electrical Industry in a business that does not in any way compete with, or does not perform similar work as covered by collective bargaining agreements, the Participant may now be entitled to a Supplementary Unemployment Benefit. In such a case, the participant will be eligible to receive the difference between their current weekly salary and the sum of the applicable Plan's weekly Supplementary Unemployment Benefit and the eligible state employment benefit. *(See example 2 on the following page).*

EXAMPLE 1

Applicable Plan's weekly Supplementary Unemployment Benefit
+ Eligible state unemployment benefit
= Maximum benefit payable from Plan

EXAMPLE 2

Applicable Plan's weekly Supplementary Unemployment Benefit
+ Eligible state Unemployment benefit
= Maximum benefit payable from Plan
- Weekly salary earned outside of Electrical Industry
= Benefit payable to Participant

If you are under 59½, distributions from the Deferred Salary Plan are subject to the IRS 10% penalty tax which will not be assessed upon distribution, but is payable by you when you file your tax returns.

To qualify for this benefit, participants must provide proof of earnings by submitting a paystub with their claim form.

Additional Changes to the DSP Effective March 1, 2011:

1. Effective March 1, 2011, over the counter ("OTC") medicines will not be reimbursable under the DSP unless you have a valid prescription.

Exceptions:

Insulin still qualifies for reimbursement without a prescription. Equipment, supplies, and diagnostic devices such as bandages, hearing aid batteries, and blood sugar test kits remain eligible for reimbursement without a prescription.

2. The recent changes mandated by Health Care Legislation covering dependent children up to age 26 has now been extended to the DSP.