



# JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365

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April 26, 2017

HARRY VAN ARSDALE JR.  
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ROBERT AMABILE  
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MENACHEM GAL  
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DAVID WARDELL

**Employee Representatives**

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JAMES BUA  
CHRISTOPHER ERIKSON  
CHRISTOPHER ERIKSON JR.  
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ROBERT OLENICK  
LUIS RESTREPO  
RICARDO ROLLINS  
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>
<b>1st Year</b>	<b>\$14.25</b>	\$14.25	\$14.25
<b>2nd Year</b>	<b>\$17.05</b>	\$17.05	\$17.05
<b>3rd Year</b>	<b>\$19.15</b>	\$19.15	\$19.15
<b>4th Year</b>	<b>\$21.10</b>	\$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>
<b>1<sup>st</sup> Level</b>	<b>\$13.00</b>	<b>\$14.00</b>	\$13.00	\$14.00	\$13.00	\$14.00
<b>2<sup>nd</sup> Level</b>	<b>\$15.00</b>	<b>\$16.00</b>	\$15.00	\$16.00	\$15.00	\$16.00
<b>3<sup>rd</sup> Level</b>	<b>\$17.00</b>	<b>\$18.00</b>	\$17.00	\$18.00	\$17.00	\$18.00
<b>4<sup>th</sup> Level</b>	<b>\$19.00</b>	<b>\$20.75</b>	\$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.

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### 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.

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### 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.