



# JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365 • 1-718-591-2000

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June 1, 2007

Dear Participant:

As a result of the recently concluded negotiations between Local Union No. 3 International Brotherhood of Electrical Workers (“IBEW”) and the New York Electrical Contractors Association and the Association of Electrical Contractors, several changes are scheduled to be made to various benefit plans.

The items listed below represent a summary of benefit changes to plans in which you may or may not participate. Further, detailed information about all of these benefits will be available in the upcoming weeks. Please note that most changes are not effective immediately and are subject to approval by the applicable plan trustees. Trustee approval of all benefit plan changes is required before implementation and is the usual process following collective bargaining.

Please visit the Joint Industry Board website at [www.jibei.org](http://www.jibei.org) in the upcoming weeks for the most up to date information regarding these changes.

Benefit Plan	Change	Effective Date
<b>Pension Trust Fund</b>	Increase the maximum unit benefit from \$65 to \$80 per year of service for all active participants who retire on or after June 1, 2007.	June 1, 2007
<b>Pension Trust Fund</b>	Increase benefit of participants who retired prior to July 1, 1995 by \$5 per credit. This increase is subject to all applicable early retirement and spouse option reduction factors that were applied to the retiree’s original benefit. <i>Please note that this increase does not apply to pensioners who retired on or after July 1, 1995.</i>	Payable August 1, 2007 retroactive to June 1, 2007
<b>Pension Trust Fund</b>	Those who retire early between ages 58 – 60 on June 1, 2007 or later on a Standard Pension shall be able to work outside the electrical industry and maintain their medical & dental benefits (this applies only to participants in the Dental Benefit Plan of the Electrical Industry).	June 1, 2007
<b>Pension Trust Fund</b>	Offer 75% J&S option to all participants who retire on or after June 1, 2007.	June 1, 2007
<b>Pension, Hospitalization and Benefit Plan (PHBP)</b>	Limit of four (4) \$25 co-payments for all approved physical therapy for any illness or injury, per incident. This applies to all services rendered on or after August 1, 2007.	August 1, 2007
<b>PHBP</b>	Extend surviving spouse coverage up to a maximum of 36 months for those spouses covered through May 2007.	Effective Immediately

<b>PHBP</b>	Hearing aid benefit increased from \$1,500 to \$2,000. This applies to all services rendered on or after August 1, 2007.	August 1, 2007
<b>PHBP</b>	Psychologist and MSW covered for up to 30 annual visits per family. The combined total may include a maximum of 20 annual psychiatric visits per family. This applies to all services rendered on or after August 1, 2007. The four (4) visit deductible remains and applies to all in or out of network claims.	August 1, 2007
<b>PHBP</b>	Eliminate \$300/\$500 deductible for all out of network claims. This applies to all out of network services rendered on or after January 1, 2008.	January 1, 2008
<b>Dental Benefit Plan of the Electrical Industry</b>	Annual prosthetic maximum increased from \$3,000 to \$4,000. This applies to all services rendered on or after August 1, 2007.	August 1, 2007
<b>Dental Benefit Plan of the Electrical Industry</b>	Non-cosmetic dental implants will be covered for charges up to \$750. Associated charges for abutments and bone grafts will also be covered. <i>This benefit is part of the \$4,000 annual prosthetic maximum and is part of the fee-for-service program only. Participants in the DDS preferred provider organization and the Empire Dental Managed Network Program are subject to the fee-for-service plan allowances for this benefit only.</i> This applies to all services rendered on or after August 1, 2007.	August 1, 2007
<b>Dental Benefit Plan of the Electrical Industry</b>	Extend surviving spouse coverage up to a maximum of 36 months for those spouses covered through May 2007.	Effective Immediately
<b>Annuity Plan</b>	Maximum monthly withdrawal is increased from \$1,500 to \$2,500. This applies to all withdrawals that occur on or after August 1, 2007.	August 1, 2007
<b>Annuity Plan</b>	Maximum lump sum withdrawal is increased from \$5,000 to \$20,000. This applies to all applications submitted on or after August 1, 2007.	August 1, 2007
<b>Additional Security Benefits Plan ("B" Fund)</b>	Increase Supplementary Disability Benefit from \$259 per week to \$400 per week and for those members not covered by EESISP an increase from \$518 per week to \$650 per week. This applies to all claim payments issued on or after August 1, 2007.	August 1, 2007
<b>Additional Security Benefits Plan ("B" Fund)</b>	Increase Supplementary Workers' Compensation Benefit from \$227 per week to \$400 per week and for those members not covered by EESISP an increase from \$518 per week to \$650 per week. This applies to all claim payments issued on or after August 1, 2007.	August 1, 2007
<b>The Deferred Salary Plan (401k Plan)</b>	Vacation, Holiday and Unemployment Plan ("VHUP") employer contributions scheduled to be contributed to the 401k Plan according to the Collective Bargaining Agreement for "A" rated Journeypersons applicable to weeks ending after July 2007.	Mid-July 2007
<b>The Vacation, Holiday and Unemployment Plan ("VHUP")</b>	A Group Term Life Insurance benefit for "A" rated Journeypersons is established for a benefit up to \$50,000.	September 1, 2007