



# 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.jibei.org

July 2010

**HARRY VAN ARSDALE JR.**  
Founder

**DR. GERALD FINKEL**  
Chairman  
**GINA M. ADDEO**  
Secretary  
**JOHN E. MARCHELL**  
Treasurer  
**VITO V. MUNDO**  
Counsel

**Employer Representatives**

GINA ADDEO  
ROBERT AMABILE  
SALVATORE ANELLI  
SAL CAPUTO  
THOMAS CARLUCCI  
MENACHEM GAL  
BARRY KATZEN  
RICHARD P. KLEINKNECHT  
STEVEN LAZZARO  
CIRO LUPO  
MICHAEL M. MAZZEO, JR.  
DAVID B. PINTER  
JOHN PINTO  
DAVID I. SAMUELS  
GARY SEGAL

**Employee Representatives**

CHRISTOPHER ERIKSON  
MARK G. HANSEN  
WILLIAM HOFVING  
JOHN E. MARCHELL  
AUSTIN McCANN  
VINCENT McELROEN  
RAYMOND MELVILLE  
ROBERT OLENICK  
LUIS RESTREPO  
PAUL RYAN  
JOSEPH SANTIGATE  
STEVEN SCHWARTZ  
LANCE VAN ARSDALE

**The following changes apply only to participants covered under the Local Union No. 3 Collective Bargaining Agreement in the New York City jurisdiction.**

Dear Participant:

The recently negotiated collective bargaining agreement provided for various changes to your employee plans. All changes have been approved by the Trustees of these plans.

Listed below is a description of **changes** that apply to all participants of various benefit plans. In addition, there are charts indicating other changes that apply to specific divisions.

**I. For All Participants of the Annuity Plan:**

Effective June 1, 2010 there is an additional \$5,000 Surviving Spouse Death Benefit if a retiree over age 65 dies and is survived by a spouse who is the named beneficiary. This benefit is payable to the surviving spouse only.

**II. For All Participants of the Deferred Salary Plan, Additional Security Benefits Plan and the Vacation, Holiday and Unemployment Plan:**

Veterans Day replaces Election Day as a holiday.

***The following charts describe contribution and distribution changes by division.***

***IF A BENEFIT PLAN IS NOT INDICATED OR A COMPONENT OF A CONTRIBUTION IS NOT SHOWN, IT IS BECAUSE THERE IS NO CHANGE.***

**III. "A" Rated Participants only:**

<b>Plan</b>	<b>Benefit</b>	<b>Comments</b>
The Annuity Plan	5/10/12 - \$2.50 per hour	Prior contribution: \$2.00 per hour
The Deferred Salary Plan	5/13/10 - 14 % 5/12/11 - 15 % 5/10/12 - 16 %	Prior contribution: 13%
The Deferred Salary Plan	5 Wage Replacement Days <i>Payment of benefits will commence 8/1/10 for all days taken after 5/12/10.</i>	Participants shall be allowed to withdraw funds for up to five (5) wage replacement days per calendar year, including Election Day.



The Deferred Salary Plan	Picket Duty <i>Payment of benefits will commence 8/1/10 for all days taken after 5/12/10.</i>	Participants shall be allowed to withdraw funds for up to a maximum of five (5) days per calendar year for Picket Duty
--------------------------	--	--

**IV. “M” and “MIJ” Journeypersons only:**

<b>Plan</b>	<b>Benefit</b>	<b>Comments</b>
The Deferred Salary Plan	5/12/11 - \$ .50 per hour 5/10/12 - \$1.00 per hour	New benefit
The Deferred Salary Plan	5 Wage Replacement Days <i>Payment of benefits will commence 8/1/10 for all days taken after 5/12/10.</i>	Participants shall be allowed to withdraw funds for up to five (5) wage replacement days per calendar year, including Election Day.
The Vacation, Holiday and Unemployment Plan	5/13/10 – 14% 5/10/12 – 15%	Prior contribution: 13%
The Health Reimbursement Account Plan	5/12/11 - \$3.00 per hour 5/10/12 - \$3.50 per hour	Prior contribution: \$2.50 per hour

**V. Apprentices and “M” Helpers only:**

<b>Plan</b>	<b>Benefit</b>	<b>Comments</b>
The Deferred Salary Plan	5/13/10 - \$2.00 per hour 5/10/12 - \$2.50 per hour	Prior contribution: \$1.50 per hour
The Deferred Salary Plan	5 Wage Replacement Days <i>Payment of benefits will commence 8/1/10 for all days taken after 5/12/10.</i>	Participants shall be allowed to withdraw funds for up to five (5) wage replacement days per calendar year, including Election Day.
The Vacation, Holiday and Unemployment Plan	5/13/10 – 15%	Prior contribution: 13%
The Health Reimbursement Account Plan	5/13/10 - \$1.00 per hour 5/10/12 - \$1.50 per hour	Prior contribution: \$.50 per hour

**VI. ADM Division and Expeditors only:**

<b>Plan</b>	<b>Benefit</b>	<b>Comments</b>
The Deferred Salary Plan	5/12/11 - \$ .50 per hour	New benefit
The Deferred Salary Plan	1 Wage Replacement Day	Participants shall be allowed to withdraw funds for Election Day.
The Vacation, Holiday and Unemployment Plan	Contributions may continue to this Plan, as applicable, through 12/31/10.  Effective 1/1/2011, no future contributions will be made to this Plan.	As of 1/1/2011, the employer will either pay vacation and holiday benefits directly to the employee or make contributions for these benefits to the Deferred Salary Plan.  Further information regarding these benefits will follow in the fall.
Sick Days	In the event an employee is sick and absent from work he/she shall receive sick pay from the employer as follows: ☆ Up to 3 days per year in the first year of the contract; ☆ Up to 3 days per year in the second year of the contract; ☆ Up to 5 days per year in the third year of the contract.	

*\*\*\* Please note that applications for the wage replacement and picket duty benefits can be obtained on the Deferred Salary Plan page of the Joint Industry Board website, located at [www.jibei.org](http://www.jibei.org). \*\*\**

For questions concerning any of the changes described in this letter, or concerning any of the above-referenced plans, please contact the Annuity Department at the Joint Industry Board at (718) 591-2000, ext. 2222.

Sincerely,  
The Joint Industry  
Board of the  
Electrical Industry

Would you like to receive Joint Industry Board (“JIB”) notifications like this via email? JOIN us and go green! Simply go to <https://join.jibei.org> and follow the enrollment instructions.

You may also enroll by going to [www.jibei.org](http://www.jibei.org) and clicking on the link on the home page.