



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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

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May 16, 2016

HARRY VAN ARSDALE JR.
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TO: ALL EMPLOYERS OF "M" JOURNEYPERSONS AND "MIJ" JOURNEYPERSONS

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 **May 11, 2016, 4:01 P.M. (Thursday, May 12, 2016)**:

WAGES:

The MIJ Journeypersons employed before May 10, 2007 the hourly rate:

	shall become <u>1-18 months</u>	shall become <u>19-24 months</u>
05/12/16	\$27.30	\$28.00
05/11/17	\$27.80	\$28.50
05/10/18	\$28.30	\$29.00

For "M" Journeypersons employed before May 10, 2007 the hourly rate:

	shall become <u>1-24 months</u>	shall become <u>25-48 months</u>
05/12/16	\$27.30	\$28.00
05/11/17	\$27.80	\$28.50
05/10/18	\$28.30	\$29.00

For MIJ Journeypersons who become members of Local Union No. 3, IBEW on or after May 10, 2007 and/or become employed as MIJ Journeypersons on or after May 10, 2007 the hourly rate:

	shall become <u>1-12 months</u>	shall become <u>13-24 months</u>
05/12/16	\$23.50	\$28.00
05/11/17	\$24.00	\$28.50
05/10/18	\$24.50	\$29.00

For "M" Journeypersons who become members of Local Union No. 3, IBEW on or after May 10, 2007 and/or become employed as "M" Journeypersons on or after May 10, 2007 the hourly rate:

	shall become <u>1-24 months</u>	shall become <u>25-48 months</u>
05/12/16	\$23.50	\$28.00
05/11/17	\$24.00	\$28.50
05/10/18	\$24.50	\$29.00

The above minimum hourly wages are based on a 7-hour day with the eighth hour worked at the straight-time rate.

SUPERVISION RATES:

The minimum payments, above the pay of Journeyperson, shall be as follows:

Supervisors – 1-5-persons	\$1.00 per hour
Supervisors – 6-10 persons	\$2.00 per hour
Supervisors – above 10 persons	\$3.00 per hour

PENSION, HOSPITALIZATION AND BENEFIT PLAN:

The contribution to the Pension, Hospitalization and Benefit Plan shall become as follows:

05/12/16	20.92% of the standard gross wages
05/11/17	20.92% of the standard gross wages
05/10/18	21.92% of the standard gross wages

Standard gross wages are the wages calculated at the regular hourly wage for all hours worked.

DENTAL BENEFIT FUND:

The contribution to the Dental Fund of the Electrical Industry shall continue at 2.04% of the standard gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at .50% of the standard gross wages.

N.E.B.F.:

The contribution to the National Electrical Benefit Fund shall continue at 3.00% of total gross wages.

E.E.S.I.S.P.

The contribution to the Electrical Employers Self-Insurance Safety Plan shall continue at 7.05% of total gross wages.

ANNUITY FUND

The contribution to the Annuity Fund shall be as follows for all hours worked:

05/12/16	-	\$2.00 per hour
05/11/17	-	\$2.00 per hour
05/10/18	-	\$2.00 per hour

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall be as follows for all hours worked:

05/12/16	-	\$4.00 per hour
05/11/17	-	\$4.00 per hour
05/10/18	-	\$4.00 per hour

The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

DEFERRED SALARY PLAN

The contribution of 15% of standard gross wages to the Deferred Salary Plan, shall continue and is reported and paid directly to Mercer as an Employer contribution.

The contribution of 7.65% of total gross wages, (FICA Equivalent for all MIJ and "M" Journeypersons), shall continue and is reported and paid directly to Mercer as an Employer contribution.

The following shall be contributed for all hours worked as follows:

05/12/16	-	\$1.50 per hour
05/11/17	-	\$1.50 per hour
05/10/18	-	\$1.50 per hour

The above shall be reported and paid directly to Mercer as an Employer contribution.

The mandatory 1% salary deferral shall continue for all MIJ and M-Journeypersons and is reported and paid directly to Mercer as an Employee contribution. The 1% may be increased at the participant's discretion.

DELINQUENCY PAYMENT

The delinquency contribution payable to the Joint Industry Board of the Electrical Industry shall continue as follows:

1. New York Electrical Contractors Association, Inc. and Association of Electrical Contractors, Inc. Employers shall contribute .25% of the standard gross payroll.
2. Current Independent Employers shall contribute .50% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .75% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute 1.00% of the standard gross payroll.

Those Employers who remit the contribution reports on a manual basis will receive a separate delinquency form, which must be returned with the payment.