



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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

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July 28, 2016

HARRY VAN ARSDALE JR.
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VITO V. MUNDO
Counsel

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LANCE VAN ARSDALE

TO: ALL EMPLOYERS OF EXPEDITORS

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 minimum hourly wage for Expeditors shall become as follows:

05/12/16	\$31.84 (0% increase)
05/11/17	\$32.16 (1% increase)
05/10/18	\$32.80 (2% increase)

The employer shall continue to pay the participant's FICA for all Expeditors.

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall continue at .25% of the standard gross wages.

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

PENSION, HOSPITALIZATION AND BENEFIT PLAN:

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

05/12/16	40.43% of the standard gross wages
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The above contribution is capped at the A-Rated Journeyperson's weekly wage equivalent (35-hour week) as follows:

05/12/16	\$1,890.00
05/11/17	\$1,960.00
05/10/18	\$1,960.00

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall be as follows:

05/12/16	3.54%	of the standard gross wages
05/11/17	3.54%	of the standard gross wages
05/10/18	3.54%	of the standard gross wages

The above contribution is capped at the A-Rated Journeyperson's weekly wage equivalent (35-hour week) as follows:

05/12/16	\$1,890.00
05/11/17	\$1,960.00
05/10/18	\$1,960.00

EDUCATIONAL AND CULTURAL TRUST FUND:

The contribution to the Educational and Cultural Trust Fund shall continue at 1.033% of the standard gross wages.

The above contribution is capped at the A-Rated Journeyperson's weekly wage equivalent (35-hour week) as follows:

05/12/16	\$1,890.00
05/11/17	\$1,960.00
05/10/18	\$1,960.00

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 Annuity Fund contribution shall continue at:

05/12/16 \$21.00 per day

plus, \$.50 per hour, for all hours worked.

Effective 07/28/2016, the \$.50 per hour is converted to \$4.00 per day.

The Annuity Fund contribution shall become \$25.00 per day.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at \$18.00 per day. 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 following contributions shall be as follows to the Deferred Salary Plan and shall be reported and paid directly to Mercer as Employer contributions:

05/12/16- \$.50 per hour, for all hours worked
05/11/17- \$.50 per hour, for all hours worked
05/10/18- \$.75 per hour, for all hours worked

A contribution equal to 13% of standard gross wages shall continue for all employees who do not receive holiday and vacation pay from their employer as an employer contribution. Effective **5/11/2017**, this contribution shall become equal to **14%** of standard gross wages. The contractor is responsible for holiday and vacation pay for all employees with less than 5 years in the industry and for employees with 5 or more years who have elected to receive these benefits from their employer.

SICK & BEREAVEMENT DAYS

In the event an employee is sick and absent from work he/she shall receive sick pay from the employer. Employees may now use these days for bereavement.

From 05/12/16 -05/10/17 up to 5 days
From 05/11/17 -05/09/18 up to 5 days
From 05/10/18 -04/10/19 up to 5 days
No benefits will be paid on these days.

"In the event the employee does not use all 5 days by the end of the contract year, the employer will pay the employee 1 day's salary for each unused day.

In the event the employee works for the employer less than a full year, the employee will receive a pro-rata share of sick and bereavement days."

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.