



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

HARRY VAN ARSDALE JR.
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Employee Representatives

BENJAMIN ARANA

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ROBERT OLENICK

LUIS RESTREPO

RICARDO ROLLINS

JOSEPH SANTIGATE

LANCE VAN ARSDALE

April 11, 2018

Dear Employer:

As you know, \$.66 cents per week has been deducted from your Local 3 employees' paychecks to fund the new Family Leave Benefit to comply with the New York State requirement. This benefit has been negotiated as part of the CBA with Local 3 and, as a result, the weekly deduction is allowed in lieu of a percentage of payroll. The amount of the deduction was initially based upon a cost estimate provided by the Electrical Employers Self Insurance Safety Plan's (EESISP's) actuary. Since this is a completely new benefit in New York, their projection was based on modeling of the cost of this benefit in other jurisdictions and other populations.

Because the actual rate of Paid Family Leave (PFL) benefit applications submitted to EESISP has exceeded the estimate, the deduction from your employees' paychecks will increase to \$1.65 per week to fund this benefit during 2018 beginning with the payroll reporting week of April 26, 2018 (week 18).

Please see the attached updated instructions. If you have questions about how to report the weekly contribution, please call the Joint Industry Board at (718) 591-2000, ext. 1308.

If you have any questions concerning the administration of the PFL, please call EESISP at 718-591-2800.

Sincerely,

Joint Industry Board of the
Electrical Industry

Attch.



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INSTRUCTIONS FOR SUBMITTING PAID FAMILY LEAVE SALARY

DEDUCTIONS: New Rate is \$1.65 per week, effective 4/26/2018 (week 18).

Electronic Submission: Use the position/field/column that has been designated "Paid Family Leave Amount". Please report this amount in positions 88-90. The field has previously been designated NYS Disability. The amount will be billed on a separate line on the invoice "Paid Family Leave Deduction". **The Joint Industry Board will calculate the amount due and include the amount on the invoice.**

Spreadsheet Submission: Use the field and column (U) that has been designated NYS Disab: in the detailed lines of the spreadsheet. The amount will be billed on a separate line on the invoice "Paid Family Leave Deduction". **The Joint Industry Board will calculate the amount due and include the amount on the invoice.**

Manual Submission using the "Contractor Weekly Remittance of Authorized Payroll Deduction": Use new column designated "PFL" for Paid Family Leave and **make a separate check payable to "EESISIP Paid Family Leave"**.

Please contact the Joint Industry Board at (718) 591-2000, ext. 1308 if you wish to change to a form of electronic reporting.

Sincerely,

Joint Industry Board