



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 19, 2019

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TO: ALL EMPLOYERS OF 80/20 PLA AGREEMENT

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 **April 10, 2019, 4:01 P.M. (Thursday, April 11, 2019)**: **The changes to the hourly amounts payable to the Annuity Fund, Health Reimbursement Account, Deferred Salary Plan and the Wage and Benefit Fund will be effective May 2nd, week 19, so contractors have time to make the necessary adjustments to the amounts reported to the Joint Industry Board and Prudential Retirement.**

WAGES:

The hourly wage for Journeypersons on 80/20 PLA work, based on an 8-hour day, shall be as follows:

04/11/19	\$47.60
04/09/20	\$49.40
04/15/21	\$49.40

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall become:

4/11/19	1.85% of the standard gross wages
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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 become:

04/11/19	38.45% of the standard gross wages + \$1.80 per hour
04/09/20	39.25% of the standard gross wages + \$1.50 per hour
04/15/21	39.25% of the standard gross wages + \$1.50 per hour

DENTAL FUNDS

The contribution to the Dental Fund of the Electrical Industry shall become **3.14% of the standard gross wages.**

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall become **1.65% 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 become **7.41% of total gross wages.**

ANNUITY FUND *Effective May 2, 2019

The contribution to the Annuity Fund for Journeypersons on 80/20 PLA work, for all hours worked shall become:

04/11/19	\$2.00 per hour, for all hours worked
04/09/20	\$2.00 per hour, for all hours worked
04/15/21	\$2.00 per hour, for all hours worked

HEALTH REIMBURSEMENT ACCOUNT *Effective May 2, 2019

The contribution to the Health Reimbursement Account (HRA) shall become:

04/11/19	\$3.55 per hour, for all hours worked
04/09/20	\$3.55 per hour, for all hours worked
04/15/21	\$3.55 per hour, for all hours worked

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 16% of standard gross wages to the Deferred Salary Plan, shall continue and is reported and paid directly to Prudential Retirement as an Employer contribution.

The contribution shall become \$0.00 per hour, for all hours worked. The \$1.00 per hour is redirected to the HRA above.

The contribution of 7.65% of total gross wages, (FICA Equivalent for all "A" rated Journeypersons), shall continue to be reported and paid directly to Prudential Retirement as an Employer contribution.

The above contributions shall be reported and paid directly to Prudential Retirement as an Employer contribution.

The mandatory 1% salary deferral shall continue for all "A" rated Journeypersons and is reported and paid directly to Prudential Retirement as an Employee contribution. The 1% may be increased at the participant's discretion.

WAGE AND BENEFIT FUND

The wage and benefits contribution payable to the Joint Industry Board of the Electrical Industry becomes as follows:

***Effective May 2, 2019, \$1.00 for all hours worked at the "A" Rate plus,**

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 wage and benefit form, which must be returned with the payment.