



# 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

September 12, 2019

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CHRISTOPHER ERIKSON JR.  
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## TO ALL EMPLOYERS REVISIONS TO THE JIB DELINQUENCY POLICY

Changes to the Joint Industry Board's Delinquency Policy as agreed to by the JIB Trustees are as follows:

1. The current 7-week letter to the employees of a delinquent contractor, advising them that their employer is delinquent, and their medical benefits are in jeopardy, remains unchanged, subject to paragraph #6.
2. The current 9-week letter advising employees of a delinquent contractor that their employer is 9 weeks delinquent and that they will lose medical coverage unless they report to the Employment Department within the next 7 days, remains unchanged, subject to paragraph #6.
3. If an employer has at least 125 employees or average weekly benefit contributions of at least \$250,000 per week, or an employer has been the subject of legal action by the JIB within the past twelve (12) months for delinquency, the JIB reserves the right to take legal action, including arbitration, at an earlier point upon documented good cause shown, following notice and an opportunity to be heard.
4. Interest is to be charged by the JIB Plans when a contractor is 5 weeks (35 days) delinquent, dating back to the week ending date of the oldest week due. The Interest on delinquent contributions will be charged at 8%, which interest rate may be changed by the Trustees from time to time in accordance with IRS §6621, except that interest charged on delinquent NEBF contributions is governed by the NEBF Trust, and such interest is currently charged at 10%.
5. In the event a delinquent contractor requests a repayment stipulation for past due benefit contributions or other amounts due, the JIB shall conduct a thorough review of the delinquent contractor's past history and current financial profile, including whether collateralization is required, in making a determination whether to grant the contractor a repayment stipulation.
6. If an employer has at least 125 employees or has average weekly benefit contributions of at least \$250,000, the letters described in paragraphs #1 and #2, above, will be sent at 5 weeks and 6 weeks, respectively, unless the employer posts with the JIB and maintains in effect a wage and benefit bond in a principal amount consistent with the schedule below:\*

<u>Average weekly benefit contributions:</u>	<u>Amount of wage and benefit bond:</u>
\$250,000 - \$300,000	\$2,000,000
\$300,000 - \$400,000	\$3,000,000
\$400,000 - \$500,000	\$4,000,000
\$500,000 - \$1,000,000	\$5,000,000
\$1,000,000 - \$1,500,000	\$10,000,000
\$1,500,000 and above	\$15,000,000

Employers must send a copy of the appropriate bond to the JIB's legal department.\*

**All changes to the current policy will take effect March 12, 2020.**

\*Applies to Construction Employers only.