



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

April 23, 2021

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ALL EMPLOYERS OF 'M' HELPERS – WHITE PLAINS

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 21, 2021, at 4:01 PM** (Thursday, April 22, 2021) through April 20, 2023, at 4:01 PM:

WAGES

For all 'M' Helpers:

	<u>4/22/21</u>		<u>12/31/21</u>	
	<u>First Half</u>	<u>Second Half</u>	<u>First Half</u>	<u>Second Half</u>
1st Level	\$14.00	\$15.00	\$15.00*	\$15.50
2nd Level	\$16.00	\$17.00	\$16.00	\$17.00
3rd Level	\$18.00	\$19.00	\$18.00	\$19.00
4th Level	\$20.00	\$21.75	\$20.00	\$21.75

For all 'M' Helpers becoming members of Local Union No. 3, IBEW, advancement to the next level will be after 18 months of employment.

*New York State minimum wage requires first year apprentices hourly wage be increased to \$15.00 effective December 31, 2021.

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at 2% of the standard-gross wages, plus \$.25 (25 cents) per hour. Please report the \$.25 per hour in the Field/Column designated VHUP. See top of pg 2.

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

VACATION-HOLIDAY-UNEMPLOYMENT PLAN

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at \$0.00. However, please add the \$.25 per hour Joint Industry Board contribution to the Field/Column designated VHUP for EACH employee.

PENSION, HOSPITALIZATION AND BENEFIT PLAN

The contribution to the Pension, Hospitalization and Benefit Plan shall continue at 36.43% of the standard-gross wages.

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.04% of the standard-gross wages.

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall continue at 1.02% of the standard-gross wages.

N.E.B.F.

The contribution to the National Electrical Benefit Fund shall continue at 3% of the total-gross wages.

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

The contribution to the Electrical Employers Self-Insurance Safety Plan shall continue at .50% of the total-gross wages.

ANNUITY FUND

The contribution to the Annuity Fund shall continue at \$4.00 per day for all 'M' Helpers.

HEALTH REIMBURSEMENT ACCOUNT

The contribution to the Health Reimbursement Account (HRA) shall continue at an amount equal to \$1.57 per hour for 2nd through 4th level Helpers.

The HRA contribution shall be reported in the Field/Column designated Annuity/HRA, together with the \$4.00 per day Annuity Fund contribution. The Joint Industry Board will allocate the contribution between the Annuity Fund and the HRA.

DEFERRED SALARY PLAN

The contribution of 20.65% of the employee's total-gross wages shall be reported and paid directly to Prudential Retirement as an Employer contribution.

A 1% salary deferral for all classes of Helpers shall become mandatory and shall be reported and paid directly to Prudential Retirement as an Employee contribution. The 1% may be increased at the employee's discretion.

BENEFIT AND WAGE DELINQUENCY FUND

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

1. New York Electrical Contractors Association, Inc. Employers shall contribute .00% of the standard-gross payroll to this fund.
2. Independent Employers shall contribute .75% of the standard-gross payroll to this fund.

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