



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 23, 2021

ALL EMPLOYERS OF "A" RATED JOURNEYPersonS – CONNECTICUT ZONE RATE

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

The "A" rated Journeyperson hourly wage, based on an 8-hour day, shall become:

4/22/2021	\$41.00
4/21/2022	\$42.00

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 same Field/Column as the \$.06 per hour VHUP contribution, for a total of \$.31 per hour. See bottom of page 2.

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 continue at:

4/22/2021	37.61% of the standard-gross wages
4/21/2022	37.61% of the standard-gross wages

**ALL EMPLOYERS OF "A" RATED JOURNEYPERSONS –
CONNECTICUT ZONE RATE**

April 23, 2021

DENTAL FUND

The contribution to the Dental Fund of the Electrical Industry shall become **2.14% of the standard gross hours.**

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 be as follows:

4/22/2021	\$3.50 per clock hour
4/21/2022	\$4.50 per clock hour

HEALTH REIMBURSEMENT ACCOUNT

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

4/22/2021	\$5.50 per clock hour
4/21/2022	\$6.00 per clock hour

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

VACATION-HOLIDAY-UNEMPLOYMENT PLAN

The contribution to the Vacation-Holiday-Unemployment Plan (VHUP) shall continue at \$.06 (6 cents) per hour and shall be reported for EACH employee in the Field/Column designated VHUP. Please add the \$.25 per hour Joint Industry Board contribution to the \$.06 VHUP hourly contribution, for a total of \$.31 per hour.

DEFERRED SALARY PLAN

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

The mandatory 1% salary deferral shall be for all Journeypersons 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 shall continue 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.