



**HARRY VAN ARSDALE JR.**  
 Founder

April 16, 2021

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 DAVID PARKER  
 HAL SOKOLOFF  
 DAVID WARDELL

**Employee Representatives**

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 JAMES BUA  
 THOMAS CAPURSO  
 THOMAS CLEARY  
 CHRISTOPHER ERIKSON  
 CHRISTOPHER ERIKSON JR.  
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 LANCE VAN ARSDALE

**REVISED**

**TO: ALL EMPLOYERS OF EMPLOYEES PERFORMING WORK IN STREET LIGHTING AND TRAFFIC SIGNALS**

**"DL" PAYROLL**

The Negotiating Committee of Local Union No. 3, IBEW and the representatives of employers have mutually agreed that effective **April 28, 2021, 4:01 P.M. (Thursday, April 29, 2021)**: Week 18, week ending 5/5/2021.

**WAGES**

The hourly wages, based on a 35-hour weekly straight-time rate for the classifications listed below shall be as follows:

	<b><u>04/29/21</u></b>
<b>"A" Auto Mechanic</b>	<b>\$40.86</b>
<b>"B" Auto Mechanic</b>	<b>\$31.02</b>
<b>"C" Auto Mechanic</b>	<b>\$21.18</b>
<b>"A" Material Handlers</b>	<b>\$37.41</b>
<b>"B" Material Handlers</b>	<b>\$21.26</b>
<b>Electro-Pole Maintainers</b>	<b>\$37.61</b>
<b>Gasser/Washer</b>	<b>\$18.71</b>

The hourly wages, based on a 40-hour weekly straight-time rate for the classifications listed below shall be as follows:

	<b><u>04/29/21</u></b>
<b>Electro-Pole Foundation Technician</b>	<b>\$46.22</b>
<b>Electro-Pole Foundation Installer</b>	<b>\$43.66</b>
<b>Dispatchers</b>	<b>\$42.01</b>

All classifications shall receive their FICA and Medicare equivalent as a contribution to the 401k plan. (See Deferred Salary Plan)

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JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall continue at 1.85% of the standard gross wages.

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 **48.84% of the standard gross wages + \$.20** per clock hour.

DENTAL FUND

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

EDUCATIONAL AND CULTURAL TRUST FUND

The contribution to the Educational and Cultural Trust Fund shall continue at 1.67% 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 current contribution to the Electrical Employers Self-Insurance Safety Plan shall continue at 7.41% of total gross wages. Rate adjustments based on preferred or surcharge status may be applicable as determined by the EESISIP Trustees.

ANNUITY FUND

The contribution to the Annuity Fund for all job classifications listed above, for all hours worked, shall continue at \$3.10 per clock hour.

HEALTH REIMBURSEMENT ACCOUNT ("HRA")

The contribution to the Health Reimbursement Account shall continue at \$37.75 per day for all job classifications listed above. 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.

DEFERRED SALARY PLAN

The required contribution of 19.40% of standard gross wages to the Deferred Salary Plan shall continue for Electro-Pole Foundation Technician, Electro-Pole Foundation Installer and Electro-Pole Maintainers: Plus the FICA Equivalent contribution below.

For all other classifications, the contribution shall continue at 18.00% of the standard gross wages.

The contribution shall be reported and paid directly to Prudential Retirement as an Employer contribution. Plus the FICA Equivalent contribution below.

The contribution of 7.65% of total gross wages, (FICA Equivalent), shall 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.

WAGE AND BENEFIT FUND

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

1. New York Electrical Contractors Association, Inc. and Association of Electrical Contractors, Inc. Employers shall contribute .00% of the standard gross payroll.
2. Current Independent Employers shall contribute .25% of the standard gross payroll.
3. New Independent Employers for the term of this contract shall contribute .50% of the standard gross payroll.
4. Employers leaving an Association to become Independent shall contribute .75% of the standard gross payroll.