



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 19, 2022

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TO: ALL EMPLOYERS OF EMPLOYEES IN THE ADMINISTRATIVE DIVISION

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 13, 2022, 4:01 P.M. (with all changes taking effect at 4:01 P.M. on the effective date):**

WAGES:

04/13/22	2% increase \$30 minimum - \$60 maximum
04/12/23	No Salary Increase
04/10/24	2% increase \$30 minimum - \$60 maximum

Minimum starting salaries shall become:

Clerical	\$603.75 per week
Administrative	\$690.00 per week
Technical	\$747.50 per week
Engineering	\$805.00 per week

The employer shall continue to pay the employee's FICA for the above classes of the Administrative Division.

PENSION, HOSPITALIZATION AND BENEFIT PLAN:

The contribution to the Pension, Hospitalization and Benefit Plan shall become:

04/13/22	37.61% of the standard gross wages, plus \$0.95 per hour
04/12/23	37.61% of the standard gross wages, plus \$1.70 per hour
04/10/24	37.61% of the standard gross wages, plus \$2.45 per hour

The above contribution is capped at the standard weekly wage of **\$1,920.00.**

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall continue at 3.04%.

The above contribution is capped at the standard weekly wage of **\$1,920.00**.

EDUCATIONAL AND CULTURAL TRUST FUND:

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

The above contribution is capped at the standard weekly wage of **\$1,920.00**.

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 continue at .67% of total gross wages. Rate adjustments based on preferred, or surcharge status may be applicable as determined by the E.E.S.I.S.P Trustees.

ANNUITY FUND:

The contribution to the Annuity Fund shall continue at:

- More than 12 months and up to 24 months \$13.25 per day
- More than 24 months and up to 36 months \$16.75 per day
- More than 36 months \$23.25 per day

HEALTH REIMBURSEMENT ACCOUNT:

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

- More than 12 months and up to 24 months \$9.75 per day
- More than 24 months and up to 36 months \$12.75 per day
- More than 36 months \$16.75 per day

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

DEFERRED SALARY PLAN:

The following contributions to the Deferred Salary Plan shall be reported and paid directly to Empower/Prudential as Employer contributions:

The following contribution shall be for all classes of the Administrative Division.

04/13/22	\$1.00 per hour, for all hours worked
04/12/23	\$1.25 per hour, for all hours worked
04/10/24	\$1.50 per hour, for all hours worked

In addition to the above, the following contribution shall be for employees in the ADM Division who opt to not receive holiday and vacation pay from their employer.

04/13/22	14% of the standard gross wages
04/12/23	15% of the standard gross wages
04/10/24	15% of the standard gross wages

The contractor is responsible for holiday and vacation pay for all employees with less than 5 years in the industry and for employees with 5 or more years who have elected to receive these benefits from their employer.

The mandatory 1% salary deferral shall continue and is reported and paid directly to Empower/Prudential as an Employee contribution. The 1% may be increased at the participant's discretion.

SICK & BEREAVEMENT DAYS:

In the event an employee is absent from work for any of the reasons* set forth in either New York City's "Earned Safe and Sick Time Out" or New York State's "Paid Sick Leave Law," they shall receive their day's wages. All employees shall be entitled to a minimum of up to 5 paid days during the contract year:

From 04/13/22 -04/12/23	up to 5 days
From 04/12/23 -04/10/24	up to 5 days
From 04/10/24 -04/09/25	up to 5 days

No benefits will be paid on these days.

"In the event the employee does not use all 5 days by the end of the contract year, the employer will pay the employee 1 day's salary for each unused day.

In the event the employee works for the employer less than a full year, the employee will receive a pro-rata share of sick and bereavement days."

* to obtain a medical diagnosis, care or treatment for a mental or physical illness, injury or health condition or for preventive medical care; to care for a family member who needs one of the above; employer's business closes due to a public health emergency or to care for a child whose school or childcare provider is closed due to a public health emergency; if employee or a family member is a victim of an act or threat of domestic violence, unwanted sexual contact, stalking, human trafficking; sickness, bereavement.