



CLOTHING & TOOL PLAN

OF THE

ELECTRICAL INDUSTRY

Summary Plan Description

January 2025



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The following information constitutes a description of the benefits provided by the Clothing and Tool Plan of the Electrical Industry (the “Plan”). This description is presented to Participants in the Plan to set forth in clear and concise language the benefits available under the Plan, the eligibility requirements, and the procedures for applying for those benefits. This information applies to benefits as of January 1, 2025, unless specifically stated otherwise.

GENERAL INFORMATION

Name of Plan:	Clothing and Tool Plan of the Electrical Industry
Plan Identification No:	11-3105790
Plan Year:	October 1 st through September 30 th
Plan Administrator And Agent for Legal Process:	Joint Industry Board of The Electrical Industry 158-11 Harry Van Arsdale Jr. Ave Flushing, NY 11365-3067 (718) 591-2000

Service may also be made upon any member of the Joint Industry Board

158-11 Harry Van Arsdale Jr. Avenue
Flushing, N.Y. 11365-3067
(718) 591-2000

SOURCES OF CONTRIBUTIONS

The Plan was established and is maintained under Collective Bargaining Agreements (CBAs) between Local Union No. 3, International Brotherhood of Electrical Workers, AFL-CIO, 158-11 Harry Van Arsdale Jr. Avenue, Flushing, NY 11365 (Union), and the New York Electrical Contractors Association, Inc. (“NYECA”), 633 Third Avenue, Suite 9F, New York, NY 10017, and other Employers who are not members of the Association. Upon a written request from any Participant, the Administrator will state in writing whether a particular Employer is obligated to contribute to the Plan, and if so, the Employer’s primary business address and the rate of contributions applicable to the particular Employer. The Administrator will also provide, upon a written request from a Participant, a copy of the CBA between the Union and the Participant’s Employer. Copies of CBAs, Participation Agreements, and other relevant documents are available for inspection at the office of the Administrator during normal business hours.

The Plan is funded exclusively by Employer contributions and earnings on investments. Participants are not required or permitted to contribute to the Plan.

SECTION I

ELIGIBILITY FOR BENEFITS

The benefits set forth in Section II.A. are applicable to Participants who are employed by an Employer that falls into one of the following categories:

1. An Employer who is a member of the New York Electrical Contractors Association, Inc. or an independent Employer bound by the CBA between NYECA and the Union;
2. An Employer who is a member of the Westchester/ Fairfield Division of NYECA and bound by the CBA between NYECA and the Union (White Plains) or an independent Employer bound by the CBA between NYECA and the Union;
3. An Employer who is a member of the Northeastern Line Constructors Chapter of National Electrical Contractors Association Inc. and therefore is required to make contributions to the Plan pursuant to the CBA between the Northeastern Line Constructors Chapter of NECA and the Local Union No. 3, IBEW, AFL-CIO, (“Outside Line Agreement”).

An eligible Employee becomes a Participant in the Plan upon completion of one hour of Service in Covered Employment.

SECTION II

BENEFITS

- A. In the event of a loss by fire or theft, the participant will be reimbursed by the Joint Industry Board according to the following schedule:

Clothing	\$250.00
Overcoat	\$250.00

Work Shoes	\$250.00
Basic Tools	\$350.00

Participants should contact the Members Records department at the Joint Industry Board, at 718-969-4030 to request an application for reimbursement.

B. For participants working under the Outside Line Agreement, additional benefits are as follows:

1. **Fire-Retardant Clothing & Tool Allowance**

Each participant is eligible for a benefit of \$1,000 for fire-retardant clothing & fire-retardant rain gear every year after 1,000 hours has been reported for the participant.

New apprentices in the Outside Utility division are eligible for a \$400 fire-retardant clothing benefit immediately upon starting the program. Once an apprentice has worked for six months and 1,000 hours, the apprentice is eligible for the balance of the annual \$1,000 benefit.

The benefit is not carried over and must be used in the calendar year of eligibility.

Participants seeking this benefit should contact the administration department at 718-591-2000.

2. **Boot Benefit**

Each participant is eligible for a benefit of \$250 every two years after 1,000 hours has been reported for the participant. This is a separate benefit, on top of the fire retardant & fire-retardant rain gear benefit.

Participants should contact the administration department at 718-591-2000 to request an application for reimbursement.

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