



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 15, 2025

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TO: ALL EMPLOYERS OF "A" RATED JOURNEYPERSONS

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 9, 2025, 4:01 P.M. (with all changes taking effect at 4:01 P.M. on the effective date)**

WAGES:

The "A" rated Journeyman hourly wage, based on a 7-hour day, shall be as follows:

04/09/25	\$62.00
04/15/26	\$64.00
04/14/27	\$64.00

SUPERVISION RATES:

The minimum payments, above the pay of Journeyman, shall continue at:

Forepersons 3 to 5 persons	\$4.00 per hour
Forepersons 6 to 14 persons	\$4.75 per hour
Sub forepersons	\$4.75 per hour

General Foreperson:

1 Sub foreperson	\$5.00 per hour
2 Sub forepersons	\$5.50 per hour
3 Sub forepersons	\$6.00 per hour
4 Sub forepersons	\$6.50 per hour
5 Sub forepersons	\$7.00 per hour

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall be as follows:

04/09/25	2.25% of the standard gross wages
04/15/26	2.25% of the standard gross wages
04/14/27	2.75% 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 be as follows:

04/09/25	39.45% of the standard gross wages + \$10.00 per hour
04/15/26	39.45% of the standard gross wages + \$11.00 per hour
04/14/27	39.45% of the standard gross wages + \$11.00 per hour

DENTAL FUND:

The contribution to the Dental Fund of the Electrical Industry shall be as follows:

04/09/25	3.14% of the standard gross wages
04/15/26	3.14% of the standard gross wages
04/14/27	4.14% 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.

N.E.I.B.:

The new N.E.I.B contribution shall be \$0.50 per clock hour and reported with the N.E.B.F. amount. This benefit will be effective starting January 2026 and will be in addition to the N.E.B.F. contribution. More information will be sent out in the future.

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

The contribution to the Electrical Employers Self-Insurance Safety Plan shall continue at 9.72% 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 reported to the Annuity Fund for Journeypersons on A-rated work shall become **\$3.50 for all hours worked.**

The total contribution to the Annuity Fund shall be as follows:

04/09/25	\$7.00 for all hours worked *
04/15/26	\$7.50 for all hours worked *
04/14/27	\$9.00 for all hours worked *

***See page 4.**

HEALTH REIMBURSEMENT ACCOUNT:

The contribution to the Health Reimbursement Account (HRA) shall continue at \$7.00 for all hours worked.

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 contribution shall continue at 16.5% of the standard gross wages to the Deferred Salary Plan and is reported and paid directly to Empower as an Employer contribution.

The contribution of 7.65% of total gross wages, (FICA Equivalent for all "A" rated Journeypersons), shall continue to be reported and paid directly to Empower as an Employer contribution.

The mandatory 1% salary deferral shall continue for all "A" rated Journeypersons and is reported and paid directly to Empower as an Employee contribution. The 1% may be increased at the participant's discretion.

TEMPORARY LIGHT & POWER:

Under the Agreement and Working Rules, employees working on Temporary Light & Power will receive contributions only to the Health Reimbursement Account, Deferred Salary Plan, Annuity Plan, \$3.50 to the Job Target, Welfare, and Annuity Fund*, the National Electrical Benefit Fund and the statutory contribution to E.E.S.I.S.P.

This category shall continue to be reported separately under payroll suffix "LX". The Agreement and Working Rules has been amended regarding Temporary Light & Power. Please contact Local Union No. 3 for more information.

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. 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.

*JOB TARGET, WELFARE, AND ANNUITY FUND:

The contribution to the Job Target, Welfare and Annuity Fund shall become **\$3.50 for all hours worked, \$4.00 for all hours worked in the second year and \$4.00 for all hours worked in the third year.**

The Job Target, Welfare, Annuity and Wage and Benefit Fund will be a combined amount on your invoice.

The amount to be reported as the Annuity contribution shall become \$3.50 per hour combined with the HRA contribution of \$7.00 per hour for a total of \$10.50 per hour. The additional \$3.50 per hour in the first year, \$4.00 per hour in the second year and \$4.00 per hour worked in the third year will be calculated by the JIB and allocated to the Job Target, Welfare, Annuity and Wage & Benefit Fund.