



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365
TEL: (718) 591-2000 • FAX: (718) 380-7741 • www.jibei.org

April 15, 2025

HARRY VAN ARSDALE JR.
Founder

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THOMAS CLEARY
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TO: ALL EMPLOYERS OF SUPERINTENDENTS, ASSISTANT SUPERINTENDENTS AND "A" RATED JOURNEYPERSONS WORKING AS PROJECT MANAGERS

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 09, 2025, 4:01 P.M. (with all changes taking effect at 4:01 P.M. on the effective date):**

SUPERVISION RATES:

The "A" rated Journeyperson working as Superintendents shall continue at:

a) Minimum rates for Superintendents:

35-40 Electricians	\$5.00 over "A" rate
41-100 Electricians	\$15.00 over "A" rate
Over 100 Electricians	\$20.00 over "A" rate

b) Minimum rates for Assistant Superintendents:

\$10.00 over "A" rate

BENEFITS CONTRIBUTION CAP:

The contributions to the Pension, Hospitalization and Benefit Plan, Dental Fund and the Educational and Cultural Trust Fund administered by the Joint Industry Board shall be capped at the standard weekly wage and shall continue as follows:

Superintendents and Assistant Superintendents:

4/09/25 \$3,025.00 per week

"A" Journeypersons working as Project Managers in the ADM Division:

4/09/25 \$2,460.00 per week



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SICK OR BEREAVEMENT DAYS:

In the event an "A" Journeyperson, who is working as a Project Manager, is sick or absent for bereavement, he/she shall receive sick, or bereavement pay from the employer for up to 5 days. No benefits contributions are payable on sick, or bereavement days enumerated herein.

BONUSES FOR ALL CLASSIFICATIONS:

Bonuses for all classifications of workers, excluding ADM classifications, can be paid twice a year provided that the annual total bonuses do not exceed 50% of the employee's wages. In the event the bonus does exceed 50% of the wages in any one year, the limitation will be recalculated based upon the individual's cumulative wages for the last four (4) years, as compared to all bonuses earned during the same period.

Bonuses for ADM classifications can be paid up to three times a year provided that the annual total bonuses do not exceed 50% of the employee's wages. In the event the bonus does exceed 50% of the wages in any one year, the limitation will be recalculated based upon the individual's cumulative wages for the last four (4) years, as compared to all bonuses earned during the same period.

If the bonus exceeds the allowable amount, contributions will be due to the Pension, Hospitalization and Benefit Plan on the excess amount.