

2024 New Benefit Chart - 'J' Division

Payroll Changes Effective 4/17/2024, 4:01 P.M., Week Ending April 24, 2024 Week #17

DIVISION	JIB	PENSION/ MAJOR MEDICAL	DENTAL FUND	401k (reported and remitted directly to Empower)	ANNUITY	HEALTH REIMBURSE- MENT ACCOUNT	E & C	NEBF	EESISP	WAGE & BENEFIT FUND/JOB TARGET FUND
"A" Rated and Above- please refer to Directive	2.00% of standard-gross wages	39.45% of standard-gross wages + \$6.00 per clock hr.	3.14% of standard-gross wages	7.65% of total-gross wages & 19.9% of standard-gross wages	\$4.50 per clock hr.	\$7.00 per clock hr.	1.67% of standard-gross wages	3% of total-gross wages	9.72%** of total-gross wages	\$2.00 per clock hr. + %****
HA Payroll										
Electro-Pole Foundation Technician, Electro-Pole Foundation Installer & Electro-Pole Maintainers	2.00% of standard-gross wages	48.84% of standard-gross wages + \$.95 per clock hr.	3.14% of standard-gross wages	7.65% of total-gross wages & 19.9% of standard-gross wages	\$4.10 per clock hr.	\$37.75 per day	1.67% of standard-gross wages	3% of total-gross wages	9.72%** of total-gross wages	%***
DL Payroll										
All other Employees performing work in Street Lighting & Traffic Signals	2.00% of standard-gross wages	48.84% of standard-gross wages + \$.95 per clock hr.	3.14% of standard-gross wages	7.65% of total-gross wages & 18.5% of standard-gross wages	\$4.10 per clock hr.	\$37.75 per day	1.67% of standard-gross wages	3% of total-gross wages	9.72%** of total-gross wages	%***
DL Payroll										

"A" rated and above Employees shall continue to be reported on the "HA" payroll

Non-"A" rated Street Lighting shall continue to be reported on the "DL" payroll

** EESISP, subject to Trustee changes.

*** NYECA, 0%, Current Independent, .25%, New Independent, .50% , Independent recently Association terminated, .75%



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365

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April 27, 2022

TO: ALL EMPLOYERS OF ELECTRO-POLE TECHNICIANS, ELECTRO-POLE ELECTRICIANS, AND ABOVE GRADES PERFORMING WORK IN STREET LIGHTING AND TRAFFIC SIGNALS

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 20, 2022, 4:01 P.M. (with all changes taking effect at 4:01 P.M. on the effective date):**

WAGES

The hourly wage for the **Electro-Pole Technician**, based on a 7-hour day, shall be as follows:

04/20/22	\$61.50
04/19/23	\$63.50
04/17/24	\$64.50

The hourly wage for the **Electro-Pole Electrician**, based on a 7-hour day, shall be as follows:

04/20/22	\$59.00
04/19/23	\$61.00
04/17/24	\$62.00

The wages for the Forepersons shall be as follows:

<u>WEEKLY WAGES</u>	<u>04/20/22</u>	<u>04/19/23</u>	<u>04/17/24</u>
Foreperson	\$2,624.40	\$2,694.40	\$2,729.40
General Foreperson	\$2,777.87	\$2,847.87	\$2,882.87
Garage Foreperson	\$2,576.00	\$2,646.00	\$2,681.00

**ALL EMPLOYERS OF ELECTRO-POLE TECHNICIANS, ELECTRO-POLE
ELECTRICIANS, AND ABOVE GRADES PERFORMING WORK IN STREET
LIGHTING AND TRAFFIC SIGNALS**

April 27, 2022

JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board be as follows:

04/20/22	1.85% of the standard gross wages
04/19/23	2.00% of the standard gross wages
04/17/24	2.00% of the standard gross wages

The additional .15% is a contribution that will be allocated to the Legal Services Plan.

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 be as follows:

04/20/22	39.45% of the standard gross wages + \$5.25 per hour
04/19/23	39.45% of the standard gross wages + \$6.00 per hour
04/17/24	39.45% of the standard gross wages + \$6.00 per 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 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 contribution to the Electrical Employers Self-Insurance Safety Plan shall continue at 8.61% 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.

**ALL EMPLOYERS OF ELECTRO-POLE TECHNICIANS, ELECTRO-POLE
ELECTRICIANS, AND ABOVE GRADES PERFORMING WORK IN STREET
LIGHTING AND TRAFFIC SIGNALS**

April 27, 2022

ANNUITY FUND:

The contribution to the Annuity Fund for Journeypersons on A-rated work shall be as follows:

04/20/22	\$5.50 for all hours worked *
04/19/23	\$5.50 for all hours worked *
04/17/24	\$7.00 for all hours worked *

*The amount to be reported as the Annuity contribution remains at \$3.50 per hour combined with the HRA contribution of \$6.50 per hour for a total of \$10 per hour. The additional \$2.00 per hour will be calculated by the JIB and allocated to the Job Target Fund.

HEALTH REIMBURSEMENT ACCOUNT:

The contribution to the Health Reimbursement Account (HRA) shall continue at \$6.50 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 become **19.9% of standard gross wages to the Deferred Salary Plan** and is reported and paid directly to Empower/Prudential 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/Prudential as an Employer contribution.

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

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.

**ALL EMPLOYERS OF ELECTRO-POLE TECHNICIANS, ELECTRO-POLE
ELECTRICIANS, AND ABOVE GRADES PERFORMING WORK IN STREET
LIGHTING AND TRAFFIC SIGNALS**

April 27, 2022

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 Fund**

The contribution to the Job Target Fund shall become **\$2.00 for all hours worked.**

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



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April 27, 2022

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 the following schedule shall be in effect as of **April 20, 2022, 4:01 P.M. (with all changes taking effect at 4:01 P.M. on the effective date):**

WAGES:

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

	<u>04/20/22</u>	<u>04/19/23</u>	<u>04/17/24</u>
"A" Auto Mechanic	\$41.86	\$43.86	\$44.86
"B" Auto Mechanic	\$32.02	\$34.02	\$35.02
"C" Auto Mechanic	\$22.18	\$24.18	\$25.18
"A" Material Handlers	\$38.41	\$40.41	\$41.41
"B" Material Handlers	\$22.26	\$24.26	\$25.26
Electro-Pole Maintainers	\$38.61	\$40.61	\$41.61
Gasser/Washer	\$19.71	\$21.71	\$22.71

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

	<u>04/20/22</u>	<u>04/19/23</u>	<u>4/17/24</u>
Electro-Pole Foundation Technician	\$47.22	\$49.22	\$50.22
Electro-Pole Foundation	\$44.66	\$46.66	\$47.66
Dispatchers	\$43.01	\$45.01	\$46.01

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

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

April 27, 2022

JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall become **2.00% of the standard gross wages.**

The additional .15% is a contribution that will be allocated to the Legal Services Plan.

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:

04/20/22	48.84% of the standard gross wages + \$.45 per clock hour
04/19/23	48.84% of the standard gross wages + \$.70 per clock hour
04/17/24	48.84% of the standard gross wages + \$.95 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 contribution to the Electrical Employers Self-Insurance Safety Plan shall continue at 8.61% 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 for Journeypersons on A-rated work shall be as follows:

04/20/22	\$3.60 for all hours worked
04/19/23	\$3.60 for all hours worked
04/17/24	\$4.10 for all hours worked

HEALTH REIMBURSEMENT ACCOUNT:

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:

For Electro-Pole Foundation Technician, Electro-Pole Foundation and Electro-Pole Maintainers: The contribution shall become **19.9% of standard gross wages to the Deferred Salary Plan** and is reported and paid directly to Empower/Prudential as an Employer contribution.

For all other classifications, the contribution shall become **18.5% of the standard gross wages.**

For all classifications the contribution of 7.65% of total gross wages, (FICA Equivalent), shall be reported and paid directly to Empower/Prudential 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. 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.