



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 23, 2025

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 16, 2025, 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:

04/16/25	\$64.50
04/22/26	\$66.50
04/21/27	\$66.50

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

04/16/25	\$62.00
04/22/26	\$64.00
04/21/27	\$64.00

The wages for the Forepersons shall be as follows:

<u>WEEKLY WAGES</u>	<u>04/16/25</u>	<u>04/22/26</u>	<u>04/21/27</u>
Foreperson	\$2,729.40	\$2,729.40	\$2,729.40
General Foreperson	\$2,882.87	\$2,882.87	\$2,882.87
Garage Foreperson	\$2,681.00	\$2,681.00	\$2,681.00

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JOINT INDUSTRY BOARD

The contribution to the Joint Industry Board shall become:

04/16/25	2.25% of the standard gross wages
04/22/26	2.00% of the standard gross wages
04/21/27	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 become:

04/16/25	39.45% of the standard gross wages + \$10.00 per hour
04/22/26	39.45% of the standard gross wages + \$11.00 per hour
04/21/27	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:

04/16/25	3.14% of the standard gross wages
04/22/26	3.14% of the standard gross wages
04/21/27	4.14% 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.

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.

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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:

04/16/25	\$7.00 for all hours worked *
04/22/26	\$7.50 for all hours worked *
04/21/27	\$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 19.9% of 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.

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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.