



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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April 30, 2025

REVISED

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 16, 2025, 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 **40-hour** weekly straight-time rate for the classifications listed below shall be as follows:

	<u>04/16/25</u>	<u>04/22/26</u>	<u>04/21/27</u>
"A" Auto Mechanic	\$44.86	\$46.86	\$46.86
"B" Auto Mechanic	\$35.02	\$37.02	\$37.02
"C" Auto Mechanic	\$25.18	\$27.18	\$27.18
"A" Material Handlers	\$41.41	\$43.41	\$43.41
"B" Material Handlers	\$25.26	\$27.26	\$27.26
Electro-Pole Maintainers	\$41.61	\$43.61	\$43.61
Gasser/Washer	\$22.71	\$24.71	\$24.71

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

	<u>04/16/25</u>	<u>04/22/26</u>	<u>4/21/27</u>
Electro-Pole Foundation Technician	\$50.22	\$52.22	\$52.22
Electro-Pole Foundation	\$47.66	\$49.66	\$49.66
Dispatchers	\$46.01	\$48.01	\$48.01

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
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JOINT INDUSTRY BOARD:

The contribution to the Joint Industry Board shall decrease to **.70% 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	48.84% of the standard gross wages + \$2.95 per clock hour
04/22/26	48.84% of the standard gross wages + \$3.45 per clock hour
04/21/27	48.84% of the standard gross wages + \$3.45 per clock 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 **become 1.97% 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.

ALL EMPLOYERS OF EMPLOYEES PERFORMING WORK IN STREET LIGHTING AND TRAFFIC SIGNALS
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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 to the Annuity Fund for Journeypersons on A-rated work shall be as follows:

04/16/25	\$4.10 for all hours worked
04/22/26	\$4.10 for all hours worked
04/21/27	\$5.60 for all hours worked

HEALTH REIMBURSEMENT ACCOUNT:

The contribution to the Health Reimbursement Account shall **become \$41.76 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, for all classifications: The contribution shall become **21% of standard gross wages to the Deferred Salary Plan** and is reported and paid directly to Empower as an Employer contribution.

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