

Memorandum of Agreement

TERM OF CONTRACT:

3 YEAR CONTRACT (APRIL 13,2022 TO APRIL 9,2025)

CONTRACT LEGAL LANGUAGE:

The JIB shall update the expiring CBA regarding dates, expiring language and pronouns

Clarify the Language in CBA regarding, NYS Statutory Disability Rate, EESISIP will match the Statutory rate if it increases

Employer must notify the Union for approval prior to the implementation or change in any company policy effecting employees

The JIB shall review an employer's record regarding delinquency when determining their manpower calls

New contractors bound to the agreement after 4-13-22 must provide a non-cancellable wage and benefit bond

All contractors to provide a bond to cover wage deferrals such as 401k loans, credit union, garnishments, ect...

ELECTRICAL EMPLOYEES' SELF INSURANCE SAFETY PLAN

Implement claims management technology to add transparency to claims process

All EESISIP Adjusters to be moved to and trained on the new platform

Create an oversight committee to review operations of EESISIP

MARKETING:

NECA agrees to commit \$1 Million Dollars for Marketing

EDUCATIONAL AND CULTURAL TRUST FUND

Increase college credit amount for tuition reimbursement for each category by \$50.00

Increase maximum lifetime benefit to \$50,000 (\$25K for Participant and \$25K for spouse)

Coverage for another associate degree for Participant or Spouse for related profession

WORKING RULES

Increase show-up time to (2) hours pay for all employees reporting on time and not being permitted to start

Add language, typically, layoff shall be at the end of a full shift.

Increase allowance for shoes to \$250.00 for loss due to fire or theft

"A" Journeypersons working on an approved RE/RW job shall follow the holiday schedule for that job.

EMPLOYER CONTRIBUTIONS TO THE PHBP, THE DENTAL PLAN & THE EDUCATIONAL AND CULTURAL FUND

Increase the CAP for the maximum weekly salary contributions for Superintendents, Assistant Superintendents and "A" Journeypersons working as Project Managers equivalent to the "A" Journeyperson wage rate

ANNUITY PLAN:

Increase One-Time lump sum payout from the "A" Annuity Fund from \$20,000 to 50% of the balance not to exceed \$50,000

DEFERRED SALARY PLAN

Increase the DSP Supplemental Disability amount to \$550.00

Increase the Supplemental Unemployment Benefit from the DSP to \$800.00 per week.

Increase Dependent Care Expense Distribution, from \$10,000 to \$15,000 per dependent child, per calendar year

HEALTH AND WELFARE BENEFITS:

Increase Dental coverage dollar amounts by 20% for the basic covered dental services & allowances

Increase orthotics coverage, making participant eligible for new orthotics every 2 years

Increase Mental Health Coverage to include Group (DBT) Dialectical Behavior Therapy

Increase co-pay to \$50.00 for participant's spouse if the spouse does not have a Physical within 12 months or fails to have an additional physical in each 18 month period going forward.

Increase co-pay \$10.00 from \$15.00 to \$25.00 at JIB Medical Department for all visits, except physicals

Increase the duration of a surviving spouse's Medical and Dental Coverage from 4 to 5 years for retiree's and 5 to 6 years for an active member's surviving spouse and/or eligible dependents

COBRA:

Include additional COBRA Option: Single Plus One (Spouse or dependent)

DIVERSITY AND INCLUSION

Add Juneteenth as a Wage Replacement Day funded by 0.5% to the DSP

JIB shall employ a "Chief Officer on Diversity and Inclusion"

Superintendents to sign Employment Termination reports. If no superintendent then the owner must sign.

Create "Supervision Interest" form to be given to all new hires

Employer shall give each of their employee's a JIB "Supervision Interest" form annually.

Employer must file the "Supervision Interest" form with the employment Department

E & C to Create a Boot Camp for Aspiring Foreperson

MARKET EXPANSION:

Union shall commit to fulfilling the call for M-1 Helpers on a timely basis

Establishment of an "M" Committee to discuss issues relating to the "M" Division.

Training courses for "M" Division made available through the Educational and Cultural Trust Fund

"M" Journeypersons hired after 4-13-22 will be required to pass a competency exam in order to advance to "A" Rate.

TARGET FUND JOBS:

Jobs with ten (10) or less employees shall not have a hiring requirement

Where specialty skills are required for the approved target Job the new hire can be placed on any job.

EMPLOYMENT PLAN:

If employer hiring obligation is not completed by:

- End of 1st month: furlough replacement will be employed for an additional 4 weeks (30 weeks)
- End of 2nd month: furlough replacement will be employed for an additional 6 weeks (36 weeks)
- Employer to pay all attorney's fees and related costs incurred by the Union in enforcing the Employer's furlough hiring requirement.

Arbitrations regarding furlough replacements decided by the Chair of the JIB shall be final and binding. Additionally, the employer shall pay local 3's legal fees for the arbitration and the enforcement of the decision.

RETIREEES

A one-time 13TH Check as a COLA adjustment for retirees currently on Standard or Early Pension

Effective 4-13-22, the Pension Credit shall Increase from \$85.00 to \$100.00 per year of service on a go forward basis.

ECONOMIC PACKAGE

Wages: \$1.00 in 1st year, \$2.00 in 2nd year, \$1.00 in 3rd year (Effective April 2024 "A" Rate \$62.00 per hour)

Increase to Annuity Fund, \$1.00 per hour in 1st year deferred to the Target Fund and \$1.50 per hour in 3rd year

Increase the contribution to DSP by 0.5% in the 1st year for the Juneteenth Wage Replacement Day

Increase the contribution to the Welfare Fund by \$0.75 per hour in 2nd year of contract

The Employer to contribute 0.15% in the 2nd year of Contract to Legal Services Plan

Total Package Increase, 9.050% over 3 years