



Summary of Agreement

Term of Contract

- Three Year Agreement: April 9, 2025 – April 12, 2028

Contract Language

- Update Contract Language

Clothing & Tool Plan

- Increase tool allowance by \$50 to \$400 under the Clothing and Tool Plan

Superintendents

- Superintendent requirement increased from 30 to 35 men in shop

MIJ's

- MIJ's may be used as 5th year apprentices on SCA, MTA, and Amtrak prevailing wage projects when there are no apprentices available

Prevailing Rate

- JIB to monitor prevailing rate compliance

Marketing

- Recommit to Industry Marketing Campaign with \$1 million over three years

Training

- Expand training of journeypersons

Safety

- Contractor to provide Hi-Vis FR vests when required
- Update industry-standard PPE: When a member performs branch circuitry testing, the Employer will provide:
 - 1- A pair of Class 00 High Dexterity Gloves with arc flash protection for up to 480 volts
 - 2- An arc flash protective cover-all with a minimum of 4 Cal/cm² of protection
 - 3- An arc flash protective face shield for a hardhat
 - 4- An arc flash protective hood, i.e., balaclava
- Suspension trauma safety straps for harnesses when a member is working above 40 ft

EESISP

- Establish rotating panel of arbitrators for ADR/review need for mediators in future
- Allow EESISP to use Independent Medical Examiners if in MagnaComp network
- Any dispute concerning the ethics or impartiality of the mediator or arbitrator assigned to a case shall be promptly raised by a party to the Chairman of the Joint Industry Board for a decision that shall be binding for all parties

Supplemental Benefits

- Increase Disability Supplemental by \$100 to \$650/week from the Deferred Salary Plan
- Increase Unemployment Supplemental by \$200 to \$1,000/week from the Deferred Salary Plan

Wage Replacement Days

- Add 2 additional wage replacement days from Deferred Salary Plan

Employment Plan

- Create penalty for shops who manipulate the 25% layoff aspect of the Employment Plan
- Create penalty for shops with members who do not complete their furlough obligation by the end of period
- For 8-week furlough period, weeks to be as follows: 3 weeks consecutive, 3 vacation weeks mutually agreed upon and 2 weeks at Employer's discretion
- General Foremen to only do 50% of furlough requirement; may take an additional vacation week if their vacation allowance exceeds the furlough obligation
- Shops with 7 furlough-eligible AJ's or less not required to hire a replacement worker

Market Expansion

- Reestablish the Market Expansion Rate Program
- Create voluntary Market Recovery position at \$50/hour with market expansion rate benefit package. Member will move up employment list and take 'A' job when called. Member will be able to access supplemental funds from their Deferred Salary Plan.

Welfare Adjustments

- Increase hearing aid allowance by \$500 to \$2,500
- Trustees agree to assess adding cancer screenings as a plan benefit
- Expand 'MD Live' program to include primary care telehealth services
- Divert \$3 from hourly Annuity contribution to Welfare Fund
- Increase co-pays to \$65 for regular visits and to \$80 for specialist visits for members who do not get a physical within an 18-month rolling period
- For unemployed and available 'A' Division members, the Welfare Plan covers the first 26 weeks of medical, the COBRA Fund covers weeks 27-39 and the Welfare Plan covers weeks 40 through 52

Target Fund

- Secure Target Fund Program through Annuity contributions in first two years

Pension Adjustments

- Increase pension credit from \$85 to \$100 for years 2019-2022 for active members
- Increase all pension credits by \$1 for all retirees on credits of \$85 or less on Standard, Early, and Disability Pensions and for surviving spouses
- Members can earn pension credits above the 42-credit cap if they work the required 1,000 hours

NY State 529 Plan

- Employer to administer NY State 529 college savings plan

Economic Package

- Wages: \$2/hour wage increase in the 2nd year (to \$64/hour)
- Annuity: \$0.50/hour increases in 1st and 2nd year directed to the Target Fund, \$1.50/hour increase in 3rd year
- Welfare – Employer Contribution: \$4/hour increase in the 1st year and \$1/hour increase in the 2nd year
- Dental – Employer Contribution: 1% increase in the 3rd year
- JATC – Employer Contribution: 0.25% increase in the 1st year and 0.5% in the 3rd year
- NEIB: \$0.50/hour to NEIB eff. 1/1/2026 and additional \$0.50/hour eff. 1/6/2028

Overall Package Increase – 10.24% over 3 years