



## Memorandum of Agreement



### Term

3-year contract from April 10, 2019 to April 13, 2022.

### ESSISP

Agreed to Employer Proposal to participate in OCIP when available.

Agreed to discuss the challenges regarding EESISIP and Liability Insurance.

### Temporary Light

Temporary Light at owner's request.

Temporary locked out in on position, if tampered with we revert to full maintenance.

On jobs where we are currently maintaining temporary, maintenance will continue.

### Supervision

Modification: Sub-forepersons shall not work with their tools if they have 8 electricians or more.

Contractors to provide form in the hiring packet for members to express an interest in becoming a foreperson.

### Material/Prefabrication

On approved Market Recovery Jobs:

In an effort to be competitive, prefabrication of electrical assemblies may be performed on or off site by electricians under this agreement with a ratio of 3AJs:1 Apprentice.

Parties agree to establish a committee to review new methods of installation and materials that come available to market.

## **Expeditor**

May use an expeditor as a locker pup.

On jobs with 26 to 50 electricians, contractor can employ an additional expeditor; 51 to 75 electricians, 2 additional expeditors; and more than 76 electricians, 3 additional expeditors for a maximum of 4.

On any job the employer may assign 2 expeditors for deliveries.

Expeditors will be prohibited from installing, maintaining, inspecting, testing, or performing any electrical work, and shall also be prohibited from setting up reels of wire or cable, handling switch gear or similar equipment or any type of rigging.

Expeditors shall work under the direction of a Foreperson and shall only perform their work during normal work hours.

## **Pension and Hospitalization**

Increase co-pays at the JIB Medical Dept from \$5.00 to \$15.00 for all visits excluding physicals.

Employer will contribute \$0.25 cents per hour to the Welfare Fund to pay for a wage replacement day for a participant to take a physical. If a participant takes a physical within the first 18 months of the contract, co-pays will remain the same. If a participant does **not** take a physical within the first 18 months of the contract, the participant's co-pay for doctor visits will increase to \$50.00 for the remaining 18 months of the contract.

Co-pays for children and spouses remain the same.

Employers who retire after April 10, 2019 and have participated in, and have contributed to, the Pension and Hospitalization Plan for more than 25 years upon attaining age 65 will have covered medical.

## **Retirees**

Increase retirees Pension by \$1.00 per credit per year of service for all retirees who retired prior to May 11, 2016 at the \$80.00 per credit rate.

## **JIB**

Employer contribution to properly fund the JIB will increase from 0.25% to 1.25%.

## **Legal Services**

Expand the legal services benefits.

The new plan will change the way the members pay taxes on the value of the benefits to a sharing of the tax obligation for the premium to provide these new benefits.

## **HRA**

Shift the \$2.00 contribution from the DSP to the HRA.

Provide an HRA Debit Card for co-pays and covered medical expenses. A minimal service fee will be charged.

## **Vacation**

Allow for participants entitled to 3 or more weeks of vacation to take 1 week in days with prior approval of the employer.

## **Code of Excellence**

Contractors to provide Code of Excellence in the hiring packet.

## **Future Technology**

Parties agree to form a committee to address technology and innovation.

## **Dental**

Increase coverage for implants from \$1,000 to \$1,500 and increase maximum allowance for prosthetics from \$4,000 to \$6,000 per participant.

## **Optical**

Prescription Safety Glasses covered for participants and children up to \$200.

## **Infertility Coverage**

Participants and married spouses shall be covered for in vitro fertilization for 2 cycles per year, and up to 2 years, for a maximum of 4 cycles. Plan will cover 50% of each procedure up to \$10,000 and 50% of all prescribed drugs up to \$4,000 for each cycle.

## **Autism**

The PHBP will establish an Autism Information and Support Benefit through MagnaCare with a dedicated representative to offer guidance and information with respect to services, Autism Programs, Public Funding, and professional behavior management care.

## **Defibrillators**

Employer shall provide a defibrillator on jobs employing 30 or more electricians when there is no site safety management.

## **Public Relations**

Parties commit to \$1 million dollars for public relations and marketing over the term of the contract.



### **Contract Legal Language**

“Paid Sick Time Act” revised to read “Earned Safe and Sick Time Act”.

Add language that allows the Union to establish rules for organized members, establishing their classifications and/or progression in wages.

Add trust fund language that evolved over the three years of the agreement.

### **Contractor Mentor Program**

NECA will allow members of Local 3 interested in becoming contractors to take an online NECA contractor mentor program at a cost of \$40.00.

### **Diversity and Inclusion**

The Employers agree to contract language committing to principles of Equal Opportunity Employment, diversity and inclusion.

Hiring package will include an Employer Commitment Statement.

Joint Industry Board will monitor layoff and supervision demographics, reporting to the Trustees.

A diversity refresher course will be required every 36 months as a condition of employment for supervision.

### **Target Fund**

Members will contribute \$1.00 an hour to the Wage and Benefit Fund from the Employers Annuity contribution, reducing the Annuity contribution from \$4.50 to \$3.50 per hour for the term of this contract. This Target Fund will be used to assist Employers in obtaining jobs that will otherwise go to non-union contractors.

### **Economic Package**

Medical Fund \$1.25 in the 1st year of the agreement.

Dental shift 0.5% from Dental to Pension & Hospitalization in the 1st year.

Joint Board increase of 1% in the 1st year of the agreement.

Pension & Hospitalization increase of 1% in the 2<sup>nd</sup> year of the agreement.

Wage increase of \$2.00 per hour in the 2<sup>nd</sup> year of the agreement to \$58.00 per hour.

Total package increase 5.34% over 3 years.