

AGREEMENT

**BETWEEN**

OFFICE AND PROFESSIONAL EMPLOYEES' INTERNATIONAL  
UNION  
LOCAL NO. 153, AFL-CIO

**AND**

JOINT INDUSTRY **BOARD OF** THE ELECTRICAL INDUSTRY

**AND**

JIB MEDICAL P.C. - JIB SERVICES LLC

October 5, 2024 - September 30, 2027

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Agreement entered into this 5<sup>th</sup> day of October 2024 between the Office and Professional Employees International Union, Local No. 153, AFL-CIO, hereinafter referred to as the Union and the Joint Industry Board of the Electrical Industry, JIB Medical P.C. and JIB Services, LLC hereinafter referred to as the Employer. Agreement will be considered Evergreen days for all existing terms (October 1<sup>st</sup> to October 4<sup>th</sup>) except for wages (Article IX) and Employees Retirement Income Plan (Article XI) The term of this Agreement is October 5,2024-September 30, 2027.

Whereas the parties hereto desire to cooperate in establishing conditions which will tend to secure to the employees concerned a living wage and fair and reasonable conditions of employment and to provide methods for fair and peaceful adjustment of all disputes which may arise between them so as to secure uninterrupted operations of the office involved.

Now, therefore, be it mutually agreed as follows:

#### **ARTICLE I - RECOGNITION**

- 1.0 The Employer agrees to recognize the Union as the sole collective bargaining agent for its office employees, exclusive of supervisory personnel.
- 1.1 For all purposes concerning the terms and conditions of employment under this Agreement, including but not limited to wages, benefits, seniority and transfers, the Joint Industry Board of the Electrical Industry, JIB Medical P.C. and JIB Services, LLC will be treated as the same employer and shall jointly be referred to as "Employer" in this Agreement.
- 1.2 The Employer agrees that all employees covered under this Agreement and all new employees hired subsequent to the effective date of this Agreement shall as a condition of employment become a member of the Union thirty-one (31) calendar days from the start date of employment and shall remain members of the Union in good standing.
- 1.3 The Employer agrees to deduct union dues and initiation fees from the wages of each employee. Dues and initiation fees will become due and payable according to the following schedule:

For persons hired before the 23rd of the month, dues shall become payable the following month.

For persons hired on or after the 23rd of the month, dues shall become payable the second following month.

The Employer agrees to remit such dues and initiation fees thus collected to the Union each month at a time that would ensure receipt of said monies at the Union office prior to the last day of the month and will make supplemental remittances thereafter of amounts deducted from the salaries of employees then on vacation, on leave of absence or otherwise not on the current payroll. The Employer will deduct unpaid union dues and initiation fees from the final paycheck of any eligible employee member.

## **RECOGNITION (continued)**

- 1.4 The Employer shall deduct from the wages of any employee who submits a voluntary authorization card, an amount designated by such employee for OPEIU "Voice of the Electorate" (VOTE) Fund. Such voluntary contributions shall be forwarded to the Secretary-Treasurer of OPEIU, Local 153, AFL-CIO, monthly, by check, payable to "Voice of the Electorate" along with a listing of persons who donated such monies.
- 1.5 Any change in the rate of dues and/or initiation fees levied by the Union will be put into effect in the deductions made by Management in the month following the month in which Management receives written notice of the change from the Union.
- The Union agrees to file an initiation fee and dues deduction assignment form with the Employer prior to such deductions.
- 1.6 The jurisdiction of the Union shall be all work and work functions presently being performed by members of the bargaining unit and all new work functions created to serve the same purposes.
- 1.7 It is understood that positions may occur encompassing a part-time schedule of work. When an employee is regularly scheduled to work less than the contractual 35-hour workweek, the following shall apply:
- a) 15 to 27 hours per week -  
The employee shall become a member of the Union. This employee shall be entitled to the wage schedule provided for in the Agreement and other benefits prorated on the amount of time worked with the sole exclusion of health and life insurance.
- b) 28 hours or more per week -  
The employee shall become a member of the Union and be entitled to the health and welfare benefits. In addition, this part-time employee shall receive a pro rata allowance of other benefits such as vacation, paid-for time off, etc.
- 1.8 Union Prerogative - No clause in this Agreement shall be understood to imply any lowering of the working conditions heretofore existing in the office of the Employer.

## **ARTICLE II - SENIORITY**

- 2.0 Available overtime in a Department shall be offered to all employees in such Department in the order of Department seniority, with the most senior employee being offered the first overtime assignment. All overtime shall be administered to all employees proportionate to the collective overtime hours allotted to such Department and on a rotating scheduled basis, subject to the employees' qualifications to perform the assignment for which overtime is needed. The Department Supervisor shall offer overtime assignments on a rotating basis beginning with the most senior qualified employee and will continue down the list of all Department employees who are qualified to perform the work for which overtime is needed. If an employee is not qualified to perform the overtime assignment during their scheduled rotation, the next available overtime assignment will be offered to such employee, subject to their qualifications and ability to perform such assignment as determined by their Department Supervisor, until such employee has received their allotted overtime assignment. For illustration purposes only: (a) if four employees are in a Department and four hours of overtime are allotted, each employee shall receive one hour of overtime assignments beginning with most senior employee; (b) if an assignment requires four hours of overtime for one employee to complete, then the next available allotment of overtime shall be offered to the next most senior employee, until the full rotation of employees is met.

### **SENIORITY (continued)**

Any employee who refuses an overtime assignment shall have such refusal counted for purposes of overtime assignment and distribution. In the event this procedure does not produce sufficient manpower to work the overtime, the Employer will require employees to work in reverse order of seniority. The Employer will make every effort to avoid mandated overtime.

- 2.1 All new employees hired by the Employer shall be engaged for a trial period during the first ninety (90) days of their employment. Such employees may be terminated during said trial period for any reason without cause or justification.
- 2.2 The chief shop steward shall have super seniority over the collective bargaining unit. The Local No. 153 business representative shall be present at any and all discussions regarding the shop steward.

### **ARTICLE III-LAYOFFS AND RECALLS**

- 3.0 In the case of a reduction in the working force due to economic reasons, the employee with the least amount of seniority in each classification will be the first laid off from that job but may replace an employee in the same or lower labor grade with the least seniority in such classification, providing they have the qualifications to satisfactorily perform the job and have greater job seniority.
- 3.1 An employee who bumps back to a lower rated job shall receive his present rate of pay or the maximum of the lower job classification, whichever is lower.
- 3.2 The Employer, upon rehiring, shall do so in the inverse order of job seniority. He shall rehire the last employee laid off providing, however, that such employee has the qualifications for the position for which he is rehiring.
- 3.3 No notice of layoff may be given during an employee's vacation period.
- 3.4 In the event any employee resigns or is laid off, the Employer, upon request, agrees to issue a statement as to the character of service rendered by the employee involved.

### **ARTICLE IV - PROMOTIONS**

- 4.0 The Employer agrees to make promotions on the basis of ability and seniority. Where qualifications are relatively equal, seniority within the specific bargaining unit shall prevail. All employee letters for job vacancies will be considered by the Employer in the process of filling a job vacancy.
- 4.1 Postings and notices will be made available electronically as mutually agreed between the Union and the Employer in this Agreement. As organizational requirements cause the Employer to establish a new job or vacancy within the bargaining unit, such position will be filled at the sole discretion of the Employer. A notice of such job or vacancy shall be posted electronically on the Employer's website for three (3) days. For those employees in the Mailroom and Scanning Departments with limited computer access, the respective Supervisor(s) will notify those employees of such postings to the extent feasible.
- 4.2 Employees who wish to apply for a posted job shall submit their name and a letter stating qualifications in detail to the shop steward, who will forward the letter to the Employer at the end of the posting period.

#### **PROMOTIONS (continued)**

- 4.3 Employees applying shall be considered in the order of seniority. If, in the opinion of the Employer, it would not be practical, because of the provisions of section 4.0 above, to select the employee applying who has the greatest seniority, the Employer shall so notify the Union. In the event of a dispute, the matter shall be handled pursuant to Article XVI hereof.
- 4.4 The Employer will make a decision within two (2) weeks of the end of posting or report to the Union the reason connected with the status of the unfilled opening.
- 4.5 An employee selected to fill a vacancy under the above procedure shall receive any required contractual rate change at the time of transfer.
- 4.6 The Union will submit a list of employees or jobs that are believed to be worthy of consideration for reclassification, upgrading, or merit increases every six (6) months prior to February 1<sup>st</sup> and August 1<sup>st</sup>. The Employer will discuss these requests with the Union within one month from the receipt of the list. The Employer will review Personal Time records and consider only those employees with up to eight (8) Personal Days out during the previous six (6) months.
- 4.7 Subject to 4.1, the Employer will maintain a bulletin board for the Union to post all Union postings in accessible locations. The Employer will not be responsible to post on the bulletin board.
- 4.8 The Employer and the Union will periodically review and update job descriptions.
- 4.9 All new hires, including transfers, must complete twelve (12) months of employment in the same department before applying for a Merit Increase, Upgrade or Reclassification. An employee who accepts an upgrade will remain in the same department for at least (6) months before applying for a position outside the department.  
  
Employees at the maximum of their labor grade shall not be denied an increase to their wages solely due to the ceiling of said labor grade.

#### **ARTICLE V - DISCHARGE**

- 5.0 The Employer reserves the right to discharge any employee for just cause as heretofore.
- 5.1 No prior notification needs to be given for discharge for cause.
- 5.2 Any change in the administration of the affairs of the Employer shall not result in the discharge, layoff, or discrimination against any employee.
- 5.3 Two (2) weeks' notice shall be given by the Employer to the employee and by the employee to the Employer in termination of employment. However, the foregoing shall not apply in cases of discharge for just cause.

#### **ARTICLE VI- NON-DISCRIMINATION**

- 6.0 The Employer shall not intimidate or coerce, discriminate against, interfere with, or restrain



## **NON-DISCRIMINATION (continued)**

any employee by reason of his membership in the Union, nor prevent nor hinder any employee from becoming or from continuing to be a member of the Union, nor attempt to encourage membership in another union.

- 6.1 There shall be no discrimination by either party because of race, color, creed, gender, disability, marital status, sexual orientation, and genetic makeup or any other protected class regarding employment or continuation of same.

## **ARTICLE VII - HOURS**

- 7.0 Seven (7) hours per day and thirty-five (35) hours per week shall constitute regular hours of work.

- 7.1 Time and one-half the regular rate of pay shall be paid for all work performed in excess of seven (7) hours per day and thirty-five (35) hours per week, except for those employees in the programmer classification, who, due to the unique nature of their work, shall receive compensatory time off for the time worked in excess of the normal work week. This compensatory time is to be calculated at one and one-half times the overtime hours worked. For the purpose of this calculation, paid time off due to vacation, holiday, bereavement and disability shall be credited toward meeting the thirty-five (35) hours for the same work week in which the work was performed. Paid Personal Time off will be excluded from this calculation.

Mandatory overtime will be pro-rated during Holiday weeks when the holiday falls on a business day.

- 7.2 The employer agrees to two relief periods of not more than fifteen minutes each in each day's work schedule. The employees agree to abide by a schedule of breaks and lunch hour so that the efficient operation of the office will be maintained throughout the day. Fifteen (15) minute breaks may not be taken at the start or end of the employees' regular workday.
- 7.3 Those employees who are scheduled to work two hours' overtime in a regular workday shall be entitled to an additional fifteen-minute relief period at the end of the regular shift. Employees who start two hours before their regularly scheduled starting time will receive a fifteen-minute relief period provided that they are assuming a schedule of an absent employee. This relief period is not available to an employee who begins work on their regular duties prior to their regularly scheduled starting time.
- 7.4 Subject to section 2.1, which shall be controlling in the event of any contrary provision herein, the Employer will notify employees, whenever possible, well in advance when overtime is required. The Union realizes that the schedule of necessary overtime assignments will be done on a seniority basis in accordance with section 2.0 herein. The Union recognizes that circumstances exist when overtime is necessary to the operation of the organization. Mandatory overtime may be made up during the two weeks following a period when an Employee is out ill for three (3) days or on jury duty. In rare and unusual circumstances, when mandatory overtime is necessary due to no fault of the employer, where employer is forced to give less the twenty-four (24) hour notice, employer agrees to pay double time. Employer reserves the right to review the circumstances surrounding the overtime.
- 7.5 Subject to section 2.0, which shall be controlling in the event of any contrary provision herein, the Union will submit a monthly list of employees who make themselves available for overtime. The Employer will review this list and assign overtime by

seniority and grade level required to perform the overtime assignment. Employees who fail to accept the Employers' request to work overtime more than three times within a one-month period, are reverted to the bottom of the list for the following three months.

- 7.6 The Employer agrees to allow Employees who volunteer to instruct others in job functions to do so on their own time.
- 7.7 A flexible work schedule shall be permitted for those Employees who are deemed to have a personal hardship situation. The schedule must conform to the work needs of the Employer.

#### **ARTICLE VIII - HOLIDAYS/BIRTHDAY**

- 8.0 All employees are to receive the following holidays with pay:

New Year's Day	Columbus Day
Martin Luther King's Birthday	Veterans Day
Presidents Day	Thanksgiving Day
Memorial Day	Harry Van Arsdale Jr.'s Birthday
July 4th	(Day after Thanksgiving)
Labor Day	Christmas Day

- 8.1 All work performed on any of the above enumerated holidays or work performed on any Sunday shall be compensated by time and one-half the regular rate of pay except for those Employees in the programmer classification, who, due to the unique nature of their work, shall receive compensatory time off in lieu of time and one-half. This compensatory time is to be calculated at one and one-half times the overtime hours worked. If a holiday falls within an Employee's vacation period, such holiday shall not be considered as part of the vacation period and the Employee shall receive his full vacation in addition to holiday pay as herein above.
- 8.2 Any holiday which falls on Saturday or Sunday shall be celebrated on either the Friday before or the Monday following. The date on which the holiday will be celebrated will be announced by the Employer at least thirty (30) days in advance.
- 8.3 The Employer agrees to amend the paid holidays automatically to reflect any additional holidays negotiated in the "A" construction Agreement .
- 8.4 Birthdays will be celebrated with a day off. This day may be taken on the anniversary or another day. The Employee must request this time off at least one week before the anniversary or the alternative date, subject to the convenience of the Employer. If two Employees request the same day off, seniority will prevail. Unused birthday would be forfeited at years end and cannot be carried over to the new year or paid out the following year.
- 8.5 The Medical Department will be closed on the Saturday following Thanksgiving, the Saturday of Memorial Day weekend, and the Saturday of Labor Day weekend. The Employer may rescind this decision if it receives formal notification from the Trustees of the Pension, Hospitalization Benefit Plan that such closing is adversely affecting participants of the Plan.

Incumbent employees shall continue to receive their 5% added to their wages for working irregular hours as indicated by the current CBA, etc. For new hires after October 5th, 2024, they shall be paid 5% only for the day or days in which those irregular hours were actually worked.

## **ARTICLE IX – WAGES**

- 9.0 The Employer agrees to pay the employees in accordance with the appendix attached hereto and referred to as "Schedule A."

Employees on the payroll on October 1, 2024, will receive a 3% wage increase with a minimum of \$45.00 and a maximum of \$75.00 per week in their weekly salary. Salary increases to be paid retroactive to October 1, 2024.

Employees on the payroll on October 1, 2025, will receive a 2.75% wage increase with a minimum of \$45 and a maximum of \$75.00 per week in their weekly salary.

Employees on the payroll on October 1, 2026, will receive a 2.75% wage increase with a minimum of \$45 and a maximum of \$75.00 per week in their weekly salary.

The Employer agrees to increase the minimums and maximums provided for in "Schedule A" based on the above changes.

- 9.1 The Employer agrees to continue the practice of paying the FICA reimbursement in addition to the regular salary of each employee.

## **ARTICLE X - JIB 401(k) PLAN**

- 10.0 The Employer agrees to continue the present 10% contribution of the employee's weekly wage, including overtime wages and excluding FICA reimbursement, in accordance with the Joint Industry Board Employees 401K Plan dated April 1, 1998.
- 10.1 The employee will be allowed to defer pre-tax and/or Roth contributions to the plan.

## **ARTICLE XI- DEFINED BENEFIT PENSION PLANS**

- 11.0 The Employer will continue to maintain the Joint Industry Board of the Electrical Industry Employees' Retirement Income Plan "ERIP".

As of October 1, 2024, the unit benefit will be \$55.50 for all years. As of October 1, 2025, the unit benefit will be \$56.50 for all years. As of October 1, 2026, the unit benefit will be \$57.50 for all years.

The Plan will provide for an unreduced benefit at age 62 with 15 years of service or at age 60 with 20 years of service. The Plan provides for a Disability Pension for those who qualify for Social Security Disability and who have 10 years of consecutive pension credits immediately prior to becoming disabled. The Joint Industry Board may require periodic medical evaluations for a disability retiree and may choose a physician outside the Electrical Industry Center to perform such examination. If it is determined that the person is not considered totally disabled, pension benefits may be permanently discontinued. The retiree may appeal such determination and provide documentation as to the total disability. Effective October 1, 2007, the J.I.B. ERIP was modified to provide a pre-retirement death benefit to the named beneficiary of a participant who is not married. The beneficiary of the single participant will be entitled to a 50% joint and survivor benefit only, which is the same form of payment provided to the surviving spouse of a married participant.

- 11.1 The Employer shall, commencing the first payroll week after October 1, 2024, make weekly contributions of 3% for each Employee covered by this Agreement, including those hired subsequent thereto, into the Local 153 Pension Fund. As of October 1, 2025, the weekly contributions will be 3%. As of October 1, 2026, the weekly contributions will be 3%. There

## **DEFINED BENEFIT PENSION PLANS (continued)**

be no increase to the Local 153 Pension Fund contributions during the term of this Agreement (October 5, 2024, through September 30, 2027)

The Local 153 Pension Fund is administered by a Board of Trustees, composed of an equal number of Union Trustees and Employer Trustees designated by each respective group, pursuant to the Trust Agreement, and a Pension Plan which conforms to all applicable laws, and which has been approved by the Treasury Department as an exempt Plan.

The Employer accepts the Trustees designated and is bound by the provisions of the Pension Plan and Declaration of Trust.

The Local 153 Pension Plan provides, among other things, for payment of:

- a) A normal pension at age 65 after five years of service as defined in the Plan.
- b) An early retirement at age 55 after 15 years of service as defined in the plan.

The Local 153 Pension Fund Board of Trustees shall have the right to determine the amount of benefits to be paid by the Local 153 Pension Plan.

## **ARTICLE XII-WELFARE**

- 12.0 The Employer agrees to provide \$40,000 of life insurance through the Group Life Insurance Carrier. Paid Family Leave insurance shall be provided through the disability carrier with employees paying for the coverage through a payroll deduction in an amount determined by the Employer or Insurance Carrier.

The Employer is to provide the eligible employees with Group Life Insurance, Accidental Death and Dismemberment Insurance and Weekly Accident and Sickness Insurance.

The weekly disability benefits which are provided are to discharge all of the Employer's obligations under the New York Disability Benefit Law for the employees covered by this Agreement.

The Employer agrees to comply with the New York State Paid Family Leave Law and will deduct from the employee's paycheck the required weekly amount as determined by the Employer or Insurance Carrier. The weekly deduction will be remitted to the applicable entity providing such coverage under the Paid Family Leave Law. This will discharge all of the Employer's obligations under the New York State Law.

- 12.1 The Employer will continue to provide medical and hospitalization coverage through the Pension, Hospitalization and Benefit Plan of the Electrical Industry (PHBP). The Employer will provide dental coverage through the Dental Benefit Fund of the Electrical Industry. The coverage will be for eligible employees, their legal spouses, and eligible children, as allowed by the Plans. The Employer agrees to contribute the applicable COBRA rates to the PHBP and the Dental Plan for each year of the contract based on the rate effective on October 1st.
- 12.2 Employees who attain age 62 with fifteen (15) years of service and retire from the Joint Industry Board shall be entitled to continued medical and dental coverage paid by the Employer in the same manner as provided to the active employees, for the employee and spouse only, subject to the rules of the Plan and Medicare coordination.

- 12.3 In addition to 12.2 above, beginning October 1, 2004, employees who retire at or after age 60 with twenty (20) years of service shall be entitled to continued medical and dental coverage paid by the Employer in the same manner as provided to active employees, for the employee and spouse only, subject to the rules of the Plan and Medicare coordination.
- 12.4 Any employee who retires under the disability provision of the Joint Industry Board Employees' Retirement Income Plan on or after October 1, 2004, shall be eligible to receive employer paid medical and dental coverage. This coverage shall include spouse and eligible children of the employee. The Joint Industry Board may require such retiree to submit to periodic medical evaluations and may choose a physician outside of the Electrical Industry Medical Department to perform the examination. If it is determined that the retiree is not totally disabled, health coverage may be permanently discontinued to the retiree, spouse, and eligible children. The retiree may appeal such determination and provide documentation of total disability.
- 12.5 If an active participant of the PHBP dies, the spouse and eligible children will remain covered with no premium cost for medical and dental for up to 72 months following their death, or until their spouse remarries, if sooner. If after 72 months, the surviving spouse has not remarried, he or she may elect to purchase coverage for him or herself and or eligible children for the rest of his or her life, or until remarriage, by paying the premium rates established by the Pension Committee. Notwithstanding the foregoing, if your surviving spouse remarries during the first 72 months after your death, he or she will be entitled to purchase coverage for him or herself and or eligible children for the balance of the 72 months (even though he or she is remarried) under COBRA.
- 12.6 If a retired participant of the PHBP dies, the spouse, will remain covered, with no premium cost for medical and dental under the plan for up to 60 months, following their death or until their spouse remarries, if sooner. If after 60 months, the surviving spouse has not remarried, he or she may elect to purchase coverage for him or herself and or eligible children for the rest of his or her life or until remarriage, by paying the premium rates established by the Pension Committee. Notwithstanding the foregoing, if your surviving spouse remarries during the first sixty months after your death, he or she will be entitled to purchase coverage for him or herself and or eligible children for the balance, of the 60 months, (even though he or she is married) under COBRA.
- 12.7 If a participant dies while at work as a result of injuries suffered at work, the surviving spouse and eligible children will be entitled to full benefits subject to the following:
- a) Benefits to the spouse shall continue for his or her life unless he or she remarries; upon remarriage the benefits will cease, and
  - b) Benefits to the dependent children shall continue in accordance with the rules of the Plan as if the participant was still alive, regardless of whether the surviving spouse remarries or dies.
- 12.8 HRA - Effective January 1, 2025, the Employer agrees to contribute to the Joint Industry Board Health Reimbursement Account Plan as follows.
- Year 1: January 1, 2025 – December 31, 2025, \$1,000 Individual/ \$2000 per family.  
Year 2: January 1, 2026 – December 31, 2026, \$1,000 Individual/ \$2000 per family.  
Year 3: January 1, 2027 – December 31, 2027, \$1,000 Individual/ \$2000 per family.

#### **ARTICLE XIII- VACATIONS**

- 13.0 Employees having completed six (6) months but less than one (1) year of service prior to January 1st, shall be given one (1) week vacation for six (6) months or a pro rata number of

### **VACATIONS (continued)**

vacation days based on their service less than one (1) year.

- 13.1 Employees having completed one (1) years' service by January 1st shall be given two (2) weeks' vacation with pay.
- 13.2 Employees having completed five (5) years' service by January 1st shall be given three (3) weeks' vacation with pay. One week of this vacation may be scheduled in days.
- 13.3 Employees having completed ten (10) or more years of service by January 1<sup>st</sup> shall be given four (4) weeks' vacation with pay. Two weeks of this vacation may be scheduled in days.
- 13.4 Employees who have completed fifteen (15) or more years of service by January 1st shall be given five (5) weeks' vacation with pay. Two weeks of this vacation may be scheduled in days.
- 13.5 Employees will submit all requests for vacations no later than November 15th. The selection of vacation time for at least two (2) weeks of vacation must be made at that time. Requests for vacation above two (2) weeks may be made at that time or selected from the remaining available time up to November 1st of the following year at least two weeks before the commencement of the vacation.

As heretofore, the time each employee's vacation is to begin shall be subject to the convenience of the Employer and the seniority provisions of this Agreement and should be taken in weekly units of vacation. An Employee may take the third week of vacation in days, subject to the convenience of the Employer and those Employees with 4- or 5-weeks entitlement may schedule a total of 2 weeks in days, subject to the convenience of the Employer.

Employees selecting vacation in days, at the time of original selection, will not pre-empt employees selecting vacation in weeks, regardless of seniority.

Notice of using a single vacation day: Employees eligible to take vacation in days may request one vacation day with one day's advance notice, subject to the employer discretion.

- 13.6 A terminated employee will receive prorated vacation allowance.
- 13.7 The January 1<sup>st</sup> to December 31<sup>st</sup> vacation year will be the basis for computing the vacation allowance. Those employees whose anniversary date for an increased vacation allowance falls after the December 31<sup>st</sup> qualifying date will receive a pro rate increase in the allowance of January 1st.
- 13.8 Excluding the first two eligible weeks of vacation, all other vacation will be prorated when an employee is out of work due to disability and/or compensation for forty-four (44) working days or more.

### **ARTICLE XIV - PERSONAL TIME**

- 14.0 Employees hired prior to January 1, 1996, shall be entitled to fifteen (15) days off with pay per calendar year. All new Employees hired after January 1, 1996, shall be entitled to five (5) days off with pay for that calendar year, subject to pro-rating; the second year ten (10) days off with pay per calendar year; third year fifteen (15) days off with pay per calendar year. This additional time off shall be used for all incidental absences, such as sick days, religious holidays, personal days, and safe days, but may not be utilized on a weekly basis as additional vacation, except as provided in section 14.4. New Employees receive a pro-rata allowance during the first calendar year of employment.

The paid time off provided in this Agreement shall be used pursuant to the "New York City's Earned Safe and Sick Time Act (Paid Safe and Sick Leave Law)" and the "New York State Paid Leave Law" and satisfies all requirements under the "New York State Paid

Sick Leave Law" and "New York City's Earned Safe and Sick Time Act (Paid Safe and Sick Leave Law)". The paid time off benefit in this Agreement is greater to the benefits required by law in the form of leave, compensation, or other benefits.

- 14.1 Five (5) days per calendar year will be available to be used for Short-Term Disability (section 15.0) if needed. However, if the five days are not used, employees will not be paid for any unused Short-Term Disability Days at the end of the calendar year. This is effective January 1, 2025, and each calendar year thereafter.

Employees will receive two (2) additional special personal days which must be utilized before the end of each calendar year. These additional two (2) special personal days each year are "use it or lose it", meaning if unused, it will not be paid out at the end of year.

- 14.2 All employees shall be reimbursed for the unused portion of the days described in 15.0 and 15.1 each year.
- 14.3 Employees who are on Short-Term Disability, Worker's Compensation, etc. will continue to accrue personal time while out of work up to a maximum of forty-four (44) working days. There shall be no accrual of personal time for the amount of time out of work beyond the forty-four (44) working days.
- 14.4 Three (3) of the personal days set forth in 14.0 may be added to scheduled vacation time and utilized to extend a vacation period. The Employer may not approve requests for this additional time off in the 12-month period following a year when the employee used more than twelve (12) personal days.
- 14.5 In instances where the Short-Term Disability benefit, described in 15.0 noted below, has been exhausted and the employee opts to use Personal Time available, the cash value of the insurance reimbursement to the employer will be credited to the employer after the employee exhausts all Personal Time or has no Personal Time available.
- 14.6 All incidents of Short-Term Disability require the use of 5 days personal time as detailed in 14.1 above before utilizing the Short-Term Disability benefit days provided under Section 15.0. Any eligible time after the Short-Term Disability benefit is exhausted will be charged against the Long-Term Disability formula that is provided in Article 15.0.

#### **ARTICLE XV - JOINT INDUSTRY BOARD SHORT-TERM/ LONG TERM DISABILITY**

- 15.0 Short-Term Disability benefits are a privilege and a benefit granted by the Employer for the sole purpose of maintaining the welfare and well-being of the employees. The Employer, therefore, agrees to a Short-Term Disability schedule as follows:
- a. Twenty (20) days after the first calendar year of employment.
  - b. During the first year of employment, Short Term Disability days will be pro-rated.
  - c. Five (5) additional days per year of service beginning with the second calendar year of employment.

#### **SHORT-TERM/ LONG TERM DISABILITY(continued)**

These days are to be calculated on a calendar year basis, renewable every calendar year, but are to be utilized solely in instances of Short-Term Disability.

Employees hired on or before June 30th of 2005 shall accrue the aforementioned Employer's Short-Term Disability benefit for an off-job injury or illness not to exceed one hundred and eighty (180) calendar days/6 months or 120 workdays.

Employees hired after 2005 shall accrue the aforementioned Employer's Short-Term Disability benefit for an off-job injury or illness not to exceed ninety (90) calendar days/3 months or sixty (60) workdays. Employees who remain on disability after exhausting their accrued Short-Term Disability days may use their accumulated vacation and personal days to supplement their income during Short-Term Disability leave.

- 15.1 Long-Term Disability. The Employer will obtain a Long-Term Disability (LTD) policy. Subject to the terms of such LTD policy, after 180 calendar days from the onset of an employee's qualifying disability, the eligible employees noted above may elect to apply for LTD benefits with the Employer's Long Term Disability carrier. Benefits, once approved, shall pay 60% of an employee's salary for the duration of such disability until they reach the age of 65.

Employees over age 65 are eligible to apply for the benefit. However, it would be for a shorter duration depending on their age at onset as per the terms of the carrier's policy.

Employees out on Disability, which include Short-Term Disability and Long-Term Disability, who return within 12 months shall be given a job equal to or of similar nature in the event that their position is no longer available.

An employee on either Short-Term Disability or Long-Term Disability must be available for an independent medical examination (I.M.E.) for further evaluation. The employee has five (5) business days upon receipt of the Employer's written request to respond to the request.

#### **ARTICLE XVI - GRIEVANCES AND ARBITRATION**

- 16.0 A grievance within the meaning of this Agreement shall be any dispute arising between the parties hereto relating to any matter of wages, hours, and working conditions or any dispute between the parties involving interpretation or application of any provisions of this Agreement. Union representation shall be present when an Employee is confronted with a disciplinary action. The Union will provide a list of alternates to the Shop Steward who will be designated to act in his absence.
- 16.1 An aggrieved employee shall present his grievance within thirty (30) days of its occurrence, or such grievance will be deemed waived by the Union and the Employer.
- 16.2 The first step in grievance procedure shall be that the employee and the steward will take up the complaint with the Employer's designated labor relations representative.
- 16.3 In the event the complaint is not satisfactorily settled within three (3) working days, the steward will notify the Union representative, and he will meet with the steward,



## **GRIEVANCES AND ARBITRATION (continued)**

- 16.4 employee, and Employer representative in an attempt to resolve the difference.
- 16.5 A failure to reach a satisfactory adjustment of the grievance within five (5) working days will be sufficient cause for either of the parties to take the grievance to arbitration, upon notice to the other party.
- 16.6 If, within three (3) days, the parties cannot agree to a mutually acceptable arbitrator, then either party may apply directly to the United States Federal Mediation & Conciliation Service or The American Arbitration Association for the appointment of an arbitrator.
- 16.7 The decision of the arbitrator shall be final and binding upon the parties hereto, and the arbitrator's fees shall be borne equally by the parties.
- 16.8 It shall be the intention of the parties to settle all differences between the Employer and the Union through grievance machinery and arbitration in accordance with the provisions of this Agreement. Therefore, the Employer agrees that he will not lock out his employees, and the Union agrees that it will not sanction a strike, slowdown, or work stoppage during the life of this Agreement.
- 16.9 The Employer agrees to make arrangements with the supervisors involved to excuse the chief union stewards from their duties to investigate grievances, informational purposes, etc. The Union and the Employer will attempt to schedule regular meetings to discuss ongoing problems or suggestions. The Shop Stewards shall have reasonable time off to attend up to four annual membership meetings.

## **ARTICLE XVII - BEREAVEMENT**

- 17.0 The Employer agrees to pay employees for time lost, not in excess of five (5) working days, due to a death in the immediate family.
- 17.1 The immediate family, for the purposes of this Agreement, shall mean the father, mother, sister, brother, legal spouse, domestic partner, children, grandchildren, mother-in-law, father-in-law, grandparents, grandparents of spouse, stepchild and stepparents.
- 17.2 Additional relationship (extended family). Employees may have one (1) day bereavement benefit for an Aunt and/or Uncle.
- 17.3 The Employee must take the bereavement day(s) within thirty (30) days. The time shall not be carried over, banked, or paid out. The employee shall provide documentation to support the need for bereavement leave within two weeks of the leave. Failure to do so may result in the leave being charged against any accrued PTO.

## **ARTICLE XVIII - JURY DUTY**

- 18.0 The Employer agrees to allow time off for jury duty with the following provisions:
  - a) That occurrence is no more than once every two (2) years.
  - b) That there be a twenty (20) working-day maximum allowance.
  - c) That the Employer will be reimbursed by the employee with the jury duty check received by the employee.

- d) An Employee who serves on a jury on a day which was their regularly scheduled day off shall retain the jury duty pay for that day.
- e) An Employee, who incurs transportation costs for jury duty service which are over and above what would normally be spent to get to work, may retain that portion of the transportation money which is reimbursed.
- f) Employees shall not be penalized for taking personal days in excess of the Jury duty days provided under this Article.

#### **ARTICLE XIX - EDUCATIONAL BENEFIT**

The Employer agrees to an Educational Benefit. Employees hired on or after October 1, 2021, must be employed by the Joint Industry board and have completed a minimum of two (2) years of employment with the Joint Industry Board. Employees hired prior to October 1, 2021, will be eligible with a minimum of one (1) year of employment. In addition to meeting the applicable eligibility requirement, the employee personnel record must show no disciplinary notes for specific disciplinary action during the previous calendar year. An attendance record cannot include more than 10 personal days taken, excluding family leave and religious holiday, or ten (10) lateness. The benefit reimbursement shall be limited to \$14,500 throughout the contract term.

This benefit shall consist of a time-off allowance for employees attending schools where courses are not available except during normal working hours, as well as provisions for up to the maximum allowed amount for any accredited course related to any existing position within the Joint Industry Board. This amount shall be made upon the successful completion of the course. This benefit shall be offered to employees in the order of seniority and not more than one employee from each department shall attend at one time where the benefit includes the time-off allowance.

#### **ARTICLE XX - MILITARY LEAVE**

In the event any employee is called to active military service in the Armed Forces of the United States, either in peacetime or in time of war, such employee shall not, during the term of such service, lose his seniority rights as provided under this Agreement, and upon his discharge, he shall be offered immediately his former position with the Employer after his application is entered for same.

Employers agree to a differential salary between the military salary and Joint Board salary for qualified military service. To qualify, an employee must be performing "ordered active military duty" in connection with a covered active-duty operation other than training. Covered operations are those military operations designated by the federal government of the United States, in support of "Operation Enduring Freedom," "Operation Iraqi Freedom," "Operation Noble Eagle," or successors thereto, or operations specifically connected by federal designation, action or implication with homeland security. An eligible employee shall receive the difference between his or her JIB salary and military pay where the military pay is less than the JIB salary, during the period of coverage up to five (5) years. An employee whose military pay is greater than his or her JIB salary will not receive any differential pay.

#### **ARTICLE XXI – MATERNITY / PATERNITY LEAVE**

In the event an eligible employee has a child, or their spouse has a child, an unpaid leave of absence shall be granted to that employee who applies for maternity or paternity leave and provides sufficient documentation. This leave of absence shall be as follows:

- a) Six-months duration with the guarantee of return to the vacated position.
- b) Six-months up to one-year duration with a guarantee of return to employment, but not of necessity to the vacated position.

## **MATERNITY / PATERNITY LEAVE (Continued)**

Such employees shall not lose any seniority rights during this leave of absence.

## **ARTICLE XXII - LEAVE OF ABSENCE**

Requests for unpaid leaves of absence will be considered by the Employer. Any such leave granted will guarantee a return to employment if such leave does not exceed six (6) months. After six months, return to the vacated position is not guaranteed, but the employee shall be offered a substantially similar position if available. In addition, the employee will be terminated in our system and offered COBRA at the start of the unpaid leave.

## **ARTICLE XXIII - MTA TRANSIT CHECK PROGRAM/ SATURDAY PARKING**

The Joint Industry Board will continue to implement the MTA transit check program. The employer agrees to keep employee parking lot open on Saturdays.

## **ARTICLE XXIV - DRUG/ALCOHOL TESTING**

Upon notifying the Union, the Employer shall have the right to require an employee submit to a drug/alcohol test when the Employer has probable cause that the employee, during working hours, is under the influence of either. The determination that probable cause exists must be based on specific and articulable observations of the employee's behavior that are commonly identified with drug/alcohol use.

- a) Drugs/alcohol testing shall be used to identify those employees with drug/alcohol dependency issues for the purpose of referring those employees to an employee treatment program for assistance. Such testing shall not be used for the purpose of terminating those employees with dependency issues given the employee accepts treatment. An employee who refuses treatment (given a reasonable amount of time) after a positive test result, can be terminated by the Employer.
- b) Acknowledging the potential for abuse of the drug testing system, management will maintain close supervision of the procedures and report to the Union representative upon request. To assure privacy and accuracy during testing, the Employer shall provide the Union with the name of the company used to conduct the testing as well as information regarding how the samples are obtained, how they will be handled, and how and by whom they will be tested. The Employer and the Union shall discuss any concerns that exist regarding the company being used or any other privacy or accuracy issues.
- c) If the employee is eligible for the Members Assistance Program (MAP) within the Pension Hospitalization Benefit Plan, the Employer will recommend the Employee to the program as a condition of employment.
- d) If the employee is not eligible for the Members Assistance Program (MAP), the Employer will grant unpaid time off to facilitate rehabilitation outside the Hospitalization Program at a certified facility at the employee's choosing.

## **ARTICLE XXV- POLITICAL ACTION DAYS/ EMERGENCY EMAIL NOTIFICATION**

The Employer agrees to provide four (4) paid political action days per year to be used by the Chief Union Steward or his/her designee. These days shall not be used by two (2) bargaining unit members in the same department on the same day.

The Employer/supervisor agrees to notify employees during emergencies by email or phone in the event of inclement weather.

Notwithstanding the above, the employee is ultimately responsible to call the Joint Board regarding emergencies. Employer agrees to improve communication related to inclement weather, as permitted.

#### **ARTICLE XXVI - JOINT LABOR MANAGEMENT WORKPLACE SAFETY COMMITTEE**

Effective November 1, 2021, JIB may establish and administer a joint labor-management workplace safety committee ("workplace safety committee"). The committee shall be made up of employer representative and employee representative. The committee will have a range of responsibilities, from raising health and safety concerns and reviewing policies adopted by the employer in response to the Act, to participating in site visits by a government agency. The Employer and Union agree to establish and administer a joint labor-management workplace safety committee.

#### **ARTICLE XXVII - MANAGEMENT RIGHTS**

The Employer reserves the right to the sole conduct of its business, to consolidate, discontinue or create any department or division of any office, to determine the kind, class and character of work and to assign to any employee such class and character of work as it deems proper, necessary and suitable, to hire from any source whatever, to promote, transfer, suspend, lay off and rehire without discrimination, to discharge or discipline for cause, and to maintain discipline and efficiency of employees without discrimination, to establish and distribute office and safety rules, subject to the provisions of this Agreement.

Classifications and Grades. Employer may create, amend, and/or reclassify classifications and/or grades in its sole discretion.

As heretofore, the Employer reserves the right to establish the regulations governing office attire. These regulations will be reviewed on a periodic basis. The Employer will not provide clothing for mailroom or file room personnel which will protect their ordinary attire. The Employer will also regularly review the uniforms provided to the Medical Department Employees and will attempt to secure a better-quality uniform within reasonable costs.

#### **ARTICLE XXVIII - ALL LANGUAGE**

The employer agrees to notify the union, in writing, no later than sixty (60) calendar days of its intent to implement any artificial intelligence technology (AI).

In the event that any artificial intelligence technology shall have a material impact on any bargaining unit work, the employer shall utilize best efforts to provide any affected employee with training related to such technology.

**ARTICLE XXIX- TERM OF AGREEMENT & WITNESSES**

This Agreement shall continue in full force and effect for a period of October 5, 2024, to September 30, 2027, and from year to year thereafter unless either party gives to the other party advance notice, in writing, at least sixty (60) days before the expiration date in any year that it does not desire the contract to be renewed automatically for ensuing year. Such written notice shall contain a statement of any changes desired by the party giving such notice, and conferences shall be arranged and undertaken within sixty (60) days after the original notice is received.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hand and seals this 3 day of December, 2024.

Office & Professional Employees  
International Union, (OPEIU) Local 153  
AFL-CIO

Joint Industry Board of the  
Electrical Industry

Nicholas 'Nick' Galipeau  
Secretary Treasurer

Humberto J. Restrepo  
Chairman

Anthony Tony Walters  
Business Representative

Scott Feldman  
Director of Administration

Andrew Tratner  
Chief Steward

Tellah Taylor  
Director of Human Resources

Marva Dixon  
Shop Steward / Negotiating Committee

Allison Saunders  
Shop Steward / Negotiating Committee

Christine Jones Lennard  
Negotiating Committee

Adam Field  
Shop Steward / Negotiating Committee

Dated: December 3, 2024

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Scott Feldman  
Director of Administration

\_\_\_\_\_  
Tallah Taylor  
Director of Human Resources

Dated: December 3, 2024

### SCHEDULE "A"

1. For new or promoted employees, the original date of employment or promotion date within the unit, whichever applies, shall be the basis for establishing their automatic-increase schedule leading to the job maximum. Automatic increases will be scheduled at six-month intervals in accordance with the following until the scheduled maximum is reached:

Grades 1 to 16 \$10.00

2. Employees receiving a promotion within one (1) month of their scheduled increment shall receive the promotion increase and the increment provided the amount does not exceed the new maximum.
3. All employees promoted to a higher labor grade shall receive the minimum of the new grade or a \$30.00 increase, whichever is greater, provided such increase does not exceed the maximum of the new grade.
4. Merit Increases of \$30.00 per week, one time per year.
5. Subject to the provisions of Section 8.5, clerical and technical employees in the Medical Department shall receive 5% per week above the scheduled minimums and maximums as a differential for the irregular schedule of hours worked.
6. Those employees working a regularly scheduled evening shift shall receive a 10% wage differential. Definition of evening shift is 3:00 p.m. to 11:00 p.m. and 4:00 p.m. to 12:00 a.m. Those employees working a regularly scheduled night shift shall receive a 15% wage differential. Definition of night shift is 11:00 p.m. to 7:00 a.m. and 12:00 a.m. to 8:00 a.m.
7. All employees hired into the bargaining unit after October 1, 2014, shall be hired at no less than the minimum of their respective rate ranges. It is the intention of the Employer not to hire employees above the minimum set forth in this contract. When it becomes necessary to hire above the minimum, the Employer agrees to increase the wages of any employee in the same job classification who is being paid less than the rate of the employee hired above, to a wage rate equal to such employee.
8. Those employees who work a 7-hour schedule on Saturday, Sunday, holiday, or a regular day off shall receive a \$5.00 meal allowance.
9. The Employer will conduct job analysis within six (6) months to determine whether a new labor grade 9 in the Employment Department should be added to the job classifications for the department.

SCHEDULE "A"

GRADE	POSITION	10/1/2024 MIN	10/1/2024 MAX	10/1/2024 MAX 5%	10/1/2025 MIN	10/1/2025 MAX	10/1/2025 MAX 5%	10/1/2026 MIN	10/1/2026 MAX	10/1/2026 MAX 5%
I	Mail Associate "C"	933.21	1055.61	1108.39	978.21	1100.61	1155.64	1023.21	1145.61	1202.89
I	ITD Distribution Associate "C"	933.21	1055.61	1108.39	978.21	1100.61	1155.64	1023.21	1145.61	1202.89
II	Switchboard/Scanning/File "D" - Scanning Dept.	950.76	1083.35	1137.52	995.76	1128.35	1184.77	1040.76	1173.35	1232.02
II	File Associate "C"	950.76	1083.35	1137.52	995.76	1128.35	1184.77	1040.76	1173.35	1232.02
II	Members Records Associate "D"	950.76	1083.35	1137.52	995.76	1128.35	1184.77	1040.76	1173.35	1232.02
III	Messenger	978.53	1121.47	1177.54	1023.53	1166.47	1224.79	1068.53	1211.47	1272.04
III	Members Records "C"	978.53	1121.47	1177.54	1023.53	1166.47	1224.79	1068.53	1211.47	1272.04
III	Data Entry/Scanning "D" - ITD	978.53	1121.47	1177.54	1023.53	1166.47	1224.79	1068.53	1211.47	1272.04
III	Typist "B"	978.53	1121.47	1177.54	1023.53	1166.47	1224.79	1068.53	1211.47	1272.04
III	Mail Associate "B"	978.53	1121.47	1177.54	1023.53	1166.47	1224.79	1068.53	1211.47	1272.04
III	ITD Distribution Associate "B"	978.53	1121.47	1177.54	1023.53	1166.47	1224.79	1068.53	1211.47	1272.04
III	Switchboard/Scanning/File "C" - Scanning Dept.	978.53	1121.47	1177.54	1023.53	1166.47	1224.79	1068.53	1211.47	1272.04
III	File Associate "B"	978.53	1121.47	1177.54	1023.53	1166.47	1224.79	1068.53	1211.47	1272.04
IV	Switchboard/Scanning/File "B" - Scanning Dept.	1014.45	1167.93	1226.33	1059.45	1212.93	1273.58	1104.45	1257.93	1320.83
IV	Data Entry/Scanning "C" - ITD	1014.45	1167.93	1226.33	1059.45	1212.93	1273.58	1104.45	1257.93	1320.83
IV	File Associate "B" - Relief Receptionist	1014.45	1167.93	1226.33	1059.45	1212.93	1273.58	1104.45	1257.93	1320.83
V	Medical Associate "B"	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	Pension Associate "B"	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	Educational & Cultural Associate "B"	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	Loan Associate "B"	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	File Associate "A" - Scanning	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	Annuity Associate "B"	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	Hospitalization Associate "C"	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	Members Records Associate "B"	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	Employment Associate "B"	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	Apprentice Associate "B"	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	Self Insurance Receptionist	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	EESISP Associate	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	Members Assistance Program Associate "C"	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	Archives (E&C) Associate "B"	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	Legal Services Associate "B"	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	Accounting Associate "B"	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	Safety Associate "C"	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	Research Assistant E&C	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35
V	Facilities Associate (L.I.C.)	1059.04	1224.62	1285.85	1104.04	1269.62	1333.10	1149.04	1314.62	1380.35



GRADE	POSITION	10/1/2024 MIN	10/1/2024 MAX	10/1/2024 MAX 5%	10/1/2025 MIN	10/1/2025 MAX	10/1/2025 MAX 5%	10/1/2026 MIN	10/1/2026 MAX	10/1/2026 MAX 5%
VI	Key Fast Operator "B" - ITD	1113.10	1290.19	1354.70	1158.10	1335.19	1401.95	1203.10	1380.19	1449.20
VI	Bookkeeping - Delinquencies	1113.10	1290.19	1354.70	1158.10	1335.19	1401.95	1203.10	1380.19	1449.20
VI	Mail & Stockroom Associate "A"	1113.10	1290.19	1354.70	1158.10	1335.19	1401.95	1203.10	1380.19	1449.20
VI	Hospitalization Associate "B"	1113.10	1290.19	1354.70	1158.10	1335.19	1401.95	1203.10	1380.19	1449.20
VI	Claims Associate "D" EESISIP	1113.10	1290.19	1354.70	1158.10	1335.19	1401.95	1203.10	1380.19	1449.20
VI	Control Associate "B" ITD	1113.10	1290.19	1354.70	1158.10	1335.19	1401.95	1203.10	1380.19	1449.20
VI	Receptionist	1113.10	1290.19	1354.70	1158.10	1335.19	1401.95	1203.10	1380.19	1449.20
VI	Tape Librarian "C"	1113.10	1290.19	1354.70	1158.10	1335.19	1401.95	1203.10	1380.19	1449.20
VI	Data Entry/Scanning "B" ITD	1113.10	1290.19	1354.70	1158.10	1335.19	1401.95	1203.10	1380.19	1449.20
VI	ITD Distribution Associate "A"	1113.10	1290.19	1354.70	1158.10	1335.19	1401.95	1203.10	1380.19	1449.20
VI	Switchboard/Scanning/File "A" - Scanning Dept	1113.10	1290.19	1354.70	1158.10	1335.19	1401.95	1203.10	1380.19	1449.20
VI	Secretary "C"	1113.10	1290.19	1354.70	1158.10	1335.19	1401.95	1203.10	1380.19	1449.20
VI	Safety Associate "B"	1113.10	1290.19	1354.70	1158.10	1335.19	1401.95	1203.10	1380.19	1449.20
VII	Secretary "B"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Typist "A"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Medical Associate "A"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Claims Associate "C" EESISIP	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Hospitalization Associate "A"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Loan Associate "A"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Pension Associate "A"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Annuity Associate "A"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Educational & Cultural Associate "A"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Members Records Associate "A"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Employment Associate "A"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Apprentice Associate "A"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Members Assistance Program Associate "B"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Archives (E&C) Associate "A"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Legal Services Associate "A"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Console Operator "C"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Accounting Associate "A"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Claims Examiner "B" Hospitalization	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61
VII	Safety Associate "A"	1176.98	1365.81	1434.11	1221.98	1410.81	1481.36	1266.98	1455.81	1528.61



GRADE	POSITION	10/1/2024 MIN	10/1/2024 MAX	10/1/2024 MAX 5%	10/1/2025 MIN	10/1/2025 MAX	10/1/2025 MAX 5%	10/1/2026 MIN	10/1/2026 MAX	10/1/2026 MAX 5%
XI	Console Operator "A"	1519.72	1768.13	1856.54	1564.72	1816.76	1907.60	1609.72	1866.72	1960.05
XI	Claims Associate "A" - EESISIP	1519.72	1768.13	1856.54	1564.72	1816.76	1907.60	1609.72	1866.72	1960.05
XI	Assistant Supervisor - Medical & Hosp	1519.72	1768.13	1856.54	1564.72	1816.76	1907.60	1609.72	1866.72	1960.05
XI	Network Support Specialist "C"	1519.72	1768.13	1856.54	1564.72	1816.76	1907.60	1609.72	1866.72	1960.05
XI	Senior Bookkeeper	1519.72	1768.13	1856.54	1564.72	1816.76	1907.60	1609.72	1866.72	1960.05
XI	Hospitalization Members' Services "A"	1519.72	1768.13	1856.54	1564.72	1816.76	1907.60	1609.72	1866.72	1960.05
XI	Systems & Security Analyst "C"	1519.72	1768.13	1856.54	1564.72	1816.76	1907.60	1609.72	1866.72	1960.05
XI	Security Operations Analyst "C"	1519.72	1768.13	1856.54	1564.72	1816.76	1907.60	1609.72	1866.72	1960.05
XI	Security Compliance Analyst "C"	1519.72	1768.13	1856.54	1564.72	1816.76	1907.60	1609.72	1866.72	1960.05
XII	Junior Programmer	1630.12	1878.64	1972.57	1675.12	1930.30	2026.81	1721.18	1983.38	2082.55
XII	Senior Examiner	1630.12	1878.64	1972.57	1675.12	1930.30	2026.81	1721.18	1983.38	2082.55
XII	Network Support Specialist "B"	1630.12	1878.64	1972.57	1675.12	1930.30	2026.81	1721.18	1983.38	2082.55
XII	Website Support	1630.12	1878.64	1972.57	1675.12	1930.30	2026.81	1721.18	1983.38	2082.55
XII	Radiologic Technologist "B"	1630.12	1878.64	1972.57	1675.12	1930.30	2026.81	1721.18	1983.38	2082.55
XII	Web and Distributed Systems Developer	1630.12	1878.64	1972.57	1675.12	1930.30	2026.81	1721.18	1983.38	2082.55
XII	Systems & Security Analyst "B"	1630.12	1878.64	1972.57	1675.12	1930.30	2026.81	1721.18	1983.38	2082.55
XII	Security Operations Analyst "B"	1630.12	1878.64	1972.57	1675.12	1930.30	2026.81	1721.18	1983.38	2082.55
XII	Security Compliance Analyst "B"	1630.12	1878.64	1972.57	1675.12	1930.30	2026.81	1721.18	1983.38	2082.55
XIII	Financial Systems Coordinator	1752.44	2035.06	2136.81	1800.63	2091.02	2195.57	1850.15	2148.52	2255.95
XIII	Assistant Supervisor - (Accounting & EESISIP)	1752.44	2035.06	2136.81	1800.63	2091.02	2195.57	1850.15	2148.52	2255.95
XIV	Programmer	1885.92	2184.12	2293.32	1937.78	2244.18	2356.39	1991.07	2305.89	2421.19
XIV	Radiologic Technologist "A"	1885.92	2184.12	2293.32	1937.78	2244.18	2356.39	1991.07	2305.89	2421.19
XIV	Registered Nurse	1885.92	2184.12	2293.32	1937.78	2244.18	2356.39	1991.07	2305.89	2421.19
XIV	Senior Console Operator	1885.92	2184.12	2293.32	1937.78	2244.18	2356.39	1991.07	2305.89	2421.19
XIV	Ultrasound Technologist	1885.92	2184.12	2293.32	1937.78	2244.18	2356.39	1991.07	2305.89	2421.19
XIV	Systems and Security Analyst "A"	1885.92	2184.12	2293.32	1937.78	2244.18	2356.39	1991.07	2305.89	2421.19
XIV	Security Operations Analyst "A"	1885.92	2184.12	2293.32	1937.78	2244.18	2356.39	1991.07	2305.89	2421.19
XIV	Security Compliance Analyst "A"	1885.92	2184.12	2293.32	1937.78	2244.18	2356.39	1991.07	2305.89	2421.19
XV	Senior Programmer	2038.50	2352.21	2469.82	2094.56	2416.89	2537.74	2152.16	2483.36	2607.53
XV	Head Radiologic Technologist	2038.50	2352.21	2469.82	2094.56	2416.89	2537.74	2152.16	2483.36	2607.53
XV	Head Nurse	2038.50	2352.21	2469.82	2094.56	2416.89	2537.74	2152.16	2483.36	2607.53
XV	Network Support Specialist "A"	2038.50	2352.21	2469.82	2094.56	2416.89	2537.74	2152.16	2483.36	2607.53
XVI	Systems Programmer	2202.89	2510.79	2636.33	2263.47	2579.84	2708.83	2325.72	2650.78	2783.32
XVI	Project Leader	2202.89	2510.79	2636.33	2263.47	2579.84	2708.83	2325.72	2650.78	2783.32
XVI	Assistant Programming Manager	2202.89	2510.79	2636.33	2263.47	2579.84	2708.83	2325.72	2650.78	2783.32
XVI	Assistant Operation Manager	2202.89	2510.79	2636.33	2263.47	2579.84	2708.83	2325.72	2650.78	2783.32
XVII	Senior Assistant Programming Manager	2246.96	2669.38	2802.85	2308.75	2742.79	2879.93	2372.24	2817.79	2958.68