

**THE BENEFITS OF BEING AN
IBEW LOCAL UNION # 363 MEMBER**

Main office

IBEW L. U. # 363
9 JOHNSONS LANE
NEWCITY, N. Y. 10956-4730
(845) 634 4601

Branch office & Training facility

IBEW L.U. # 363
67 COMMERCE DR. SOUTH
HARRIMAN N. Y. 10926
(845) 783 3500

Branch office

IBEW L.U. # 363
201 SOUTH AVE.-SUITE 204
POUGHKEEPSIE, N. Y. 12601
(845) 454 2844



You've heard many RUMORS about union membership.
Now is the time to get the FACTS.

FOUNDED

The I B E W L. U. # 363 was founded in 1925

REPRESENTS

This local represents about 1,200 construction electricians throughout the Hudson Valley region. In particular, local 363 covers Rockland, Orange, Putnam, Dutchess, Ulster, Sullivan, and the southern portions of Delaware and Greene counties. Local 363 also represents employees that are not in electrical construction; such as factory workers, supply house workers, telephone installers and technicians. Our total membership is over 3000 members.

The remainder of this letter will only discuss the construction industry electricians as it applies to your situation.

ORGANIZING

Local 363 is in the process of organizing contractors and electricians into our local union. We want to ensure that electrical contractors in our jurisdiction pay fair wages and complete projects with the highest standards in the industry.

MEMBERS

Becoming a member of local 363 enables you to earn a paycheck that is equal to the work that you perform. Gives benefits for you and your family. Allows you to retire in dignity not poverty.

MEMBERSHIP

Non-union electricians become union members in various ways, such as:

- Applying to the unions Apprenticeship Program
- Non-union electricians are given membership when the contractor they are working for decides to sign a union contract for future manpower needs.
- Non-union electricians are also given membership when an organizing campaign is in progress

- Signing a union authorization card does not obligate you or guarantee you union membership. It is a way to let the union know you are INTERESTED in union membership and want to know more about it. Signing a card also will show interest in conducting a secret ballot election for union representation (all cards are held in the strictest confidence. No one from the company will ever see who signed a card)

EDUCATION AND TRAINING

I B E W LU 363 apprenticeship training consists of an intensive 5-year program taught in our newly constructed state-of-the-art facility.

Journeyman upgrade courses are also offered to our members to ensure our members are the most productive and knowledgeable electricians in the industry.

CLASSIFICATION OF MEMBERS

There are only 2 classifications of electricians in local 363 construction division

Journeymen inside wiremen electrician
and
Apprentice inside wiremen electrician

SENIORITY

There is No Seniority

All members are equal, whether you have been a member for 30 minutes or 30 years.

REFERRAL SYSTEM

Union contractors operate the same as non-union contractors except when hiring additional employees. Union contractors do not hire through the newspapers. Union contractors call the Union hall and request Journeyman or Apprentices depending on their needs. The Union Hall then refers the workers by the way of a listed system.

All electrical contractors whether union or non-union hire, fire and lay-off workers. No One is completely safe from that. But union members have a greater chance of immediately returning to work because of our Referral System

UNION CONTRACTORS

There are well over 250 union electrical contractors that employ our members in the Hudson Valley area alone. Union contractors call daily for new electricians and apprentices.

CONTRACT

When working for a union contractor, you work under the terms of a written contract that provides you with the wages and benefits that have been listed, along with working conditions.

UNION DUES

There are 2 dues structures; Monthly and Working dues.

Monthly Dues = .73 cents per day

Working Dues = 3% of your gross wage

UNION MEETINGS

Meetings are held once per month and anything that is of importance to our members or the electrical industry is discussed and important decisions that affect our members are voted on.

This is also where union electricians that work in the area for different contractors meet to socialize and compare experiences.

WAGE AND BENEFIT RATES

See Page 3a

JURISDICTIONAL ZONES

ZONE 1: All of Rockland county. All of Orange county. All of Putnam county. Towns of Dutchess county to include Beacon, Fishkill, and East Fishkill.

ZONE 2: All of Ulster county, All of Sullivan county, Remainder of Dutchess county, Our portions of Greene and Delaware counties.

I.B.E.W. Local Union 363

CONSTRUCTION RATES

	4/1/04		4/1/05		4/1/06	
	Zone 1	Zone 2	Zone 1	Zone 2	Zone 1	Zone 2
WAGE (PER HOUR)	37.00	33.00	38.00	34.00	39.00	35.00
WELFARE (PER HOUR)	7.00	7.00	8.00	8.00	9.00	9.00
PENSION (PER HOUR)	2.70	2.70	3.00	3.00	3.30	3.30
ANNUITY (PER HOUR)	4.00	4.00	4.00	4.00	4.00	4.00
VACATION (PER HOUR)	4.00	4.00	4.00	4.00	4.00	4.00
JATC (3%OF WAGES)	1.11	.99	1.14	1.02	1.17	1.05
LMCC (PER HOUR)	.06	.06	.06	.06	.06	.06
SUB (PER HOUR) Supplement Unemployment Benefit	.60	.60	.60	.60	.60	.60
NEBF (3%OF WAGES)	1.11	.99	1.14	1.02	1.17	1.05
NLMCC (PER HOUR)	.01	.01	.01	.01	.01	.01
AMF (PER HOUR) Administrative Maintenance Fund	.03	.03	.03	.03	.03	.03
TOTAL WAGE & BENEFITS	57.62	53.38	59.98	55.74	62.34	58.10

JURISDICTION ZONE 1: All of Rockland County. All of Orange County. All of Putnam County. Towns of Dutchess County to include Beacon, Fishkill and East Fishkill.

JURISDICTION ZONE 2: Remainder of Dutchess County. All of Ulster County. All of Sullivan County. Our portions of Green and Delaware Counties.

Foreman – \$2.00 above base

General Foreman – 15% above base

SUPPLEMENTAL BENEFITS

HEALTH AND WELFARE BENEFITS - The UNION provides health insurance to all members and their families. We are self insured but also use Beach Street/Medi Choice ppo provider.

COVERAGE INCLUDES:

EYE CARE PRESCRIPTION PLAN
DENTAL CARE SURGICAL
DISABILITY COVERAGE HOSPITAL
LIFE INSURANCE OFFICE VISITS

PENSION PLANS

Local 363 has 4 separate retirement plans for you to retire in dignity not poverty.
The normal retirement age for the local pension is 60 years old.

- LOCAL UNION PENSION
 - N.E.B.F. (National electrical benefit fund)
 - I.O. PENSION (International Office Pension)
 - ANNUITY FUND

The above listed plans are as follows:

Local union pension - \$81.50 dollars per month for every year of service.

N. E. B. F. - \$32.00 dollars per month for every year of service.

I.O. Pension - \$4.50 per month for every year of service.

Annuity Fund - \$3.50 per hour distributed into fund for every hour worked.

VACATION FUND

\$3.50 per hour distributed into fund for every hour worked. (Vacation checks are mailed the first week of April each year).

HOURS OF WORK

40 Hours per week

Start and quitting times are flexible and vary from job to job.

OVERTIME

After 8 hours per day Monday through Saturday is paid at time and one-half of your regular rate of pay.

Holidays and Sundays are paid at double-time of your regular rate of pay.

SUPPLEMENTAL UNEMPLOYMENT BENEFIT

The S.U.B. plan is designed to provide a supplemental income to you in the event you receive a State Unemployment Benefit.

The weekly gross payment for journeymen is \$175.00

The weekly gross payment for apprentice is \$125.00

AUTHORIZATION CARD

If you are interested in joining I. B. E. W. LU # 363 and/or would like to organize the contractor you are currently working for , please complete the authorization card below and mail to:

John D. Sager
I.B.E.W. LU # 363
67 COMMERCE DR. SOUTH
HARRIMAN N.Y. 10926

(All cards are held in the strictest confidence)

AUTHORIZATION FOR REPRESENTATION



I authorize Local Union No. 363 of the **International Brotherhood of Electrical Workers** to represent me in collective bargaining with my present and future employers on all present and future jobsites within the jurisdiction of the Union. This Authorization is nonexpiring, binding, and valid until such time as I submit a written revocation.

Name _____ Soc. Sec. No.: _____

Home Address: _____ Phone: _____

City: _____ State: _____ Zip: _____

_____ Date of Authorization

_____ Signature

Form 140

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