



LIAISON ALERT

FEBRUARY 2024

COMMON QUESTIONS ABOUT THE NEIB

Can we negotiate the National Electrical Individual Benefit (NEIB) into an agreement that does not include the National Electrical Benefit Fund (NEBF)?

No. The NEIB is only available as a supplement to the NEBF.

Is the NEIB optional at the individual level?

No, the NEIB is a new benefit feature that local bargaining parties may agree to adopt on an optional basis. If added to a local collective bargaining agreement, the NEIB applies to each and every individual covered in the collective bargaining agreement. Employers and employees may not elect in or out of NEIB on an individual basis.

Will there be a separate Summary Plan Description (SPD) for the NEIB?

No, information about the NEIB will be included in the NEBF SPD that will be distributed later in 2025.

Can an employee contribute over the negotiated amount?

No, the NEIB allows only employer contributions at the negotiated rate in the collective bargaining agreement.

Is there a limit to how much may be contributed?

No, there is no limit to the NEIB contribution amount so long as the rate is consistent with the rate set forth in the collective bargaining agreement.

Will my NEIB balance be depleted over time?

No. Although contributions made on your behalf are tracked, once your monthly benefit is established, the NEIB portion of your benefit will be paid for the duration of your retirement.

If I die, will my beneficiary receive my NEIB benefit?

There is no death benefit under the NEIB. The NEIB operates under the same rules as the NEBF. If you were receiving your benefit in the form of a Lifetime benefit, your estate will receive the final benefit for the month in which you died. If you were receiving your benefit in the form of the Joint & Survivor Annuity Benefit, your estate will receive the benefit amount for the month in which you died, and then your spouse will begin receiving the Survivor Benefit the month following your death. This benefit will continue until your spouse dies.

If I'm vested in NEBF, will I be vested in NEIB?

Yes, the NEIB follows the same vesting schedule as the NEBF. If you are already vested in the NEBF, you are already vested in the NEIB. If you are not yet vested, you would become vested in the NEIB at the same time you become vested in the NEBF.

Can different amounts be contributed for different classifications?

Yes, different amounts may be contributed by classification if delineated in the collective bargaining agreement. However, the minimum contribution regardless of classification is \$0.50/hour worked.

Are contribution reports for NEIB reported by employers the same way as the NEBF?

Please refer to the [Liaison Alert linked here](#) regarding reporting for the NEIB.

How could the NEIB impact my benefit amount?

Below is a chart that illustrates the potential impact of NEIB contributions.

Contribution Rate	Hours Worked	Years	Total Contributions	@ 1.5% = Additional Benefit/Month
\$1.00	1,800	5	\$9,000	\$135/month
\$1.00	1,800	10	\$18,000	\$270/month
\$1.00	1,800	20	\$36,000	\$540/month

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