Joint Industry Board of the Electrical Industry

Street Lighting Electro Pole Maintainer

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/18/2016 (at 4:01 p.m.) to 4/24/2019 (at 4:00 p.m.)

	5/18/2016	5/18/2016	7/27/2016	7/27/2016	5/17/2017	5/17/2017	5/16/2018	5/16/2018	1/2/2019	1/2/2019
Hourly Rate	$ 35.05	35.05	$ 35.05	35.05	$ 35.58	35.58	$ 36.11	36.11	$ 36.11	36.11
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	$ 0.175	0.500%	$ 0.175	0.500%	$ 0.178	0.500%	$ 0.181	0.500%	$ 0.181
Apprentice	1.250%	$ 0.438	1.250%	$ 0.438	1.250%	$ 0.445	1.250%	$ 0.451	1.250%	$ 0.451
P H B P -- Pension Trust	10.220%	$ 3.582	10.220%	$ 3.582	10.220%	$ 3.636	10.220%	$ 3.690	10.220%	$ 3.690
P H B P -- Medical	30.790%	$ 10.792	30.790%	$ 10.792	31.790%	$ 11.311	32.790%	$ 11.840	32.790%	$ 11.840
Dental Plan	3.540%	$ 1.241	3.540%	$ 1.241	3.540%	$ 1.260	3.540%	$ 1.278	3.540%	$ 1.278
N .E .B .F .	3.000%	$ 1.052	3.000%	$ 1.052	3.000%	$ 1.067	3.000%	$ 1.083	3.000%	$ 1.083
Annuity	8.131%	$ 2.850	8.131%	$ 2.850	8.010%	$ 2.850	8.585%	$ 3.100	8.585%	$ 3.100
DSP (401(k) Plan) - FICA	7.650%	$ 2.681	7.650%	$ 2.681	7.650%	$ 2.722	7.650%	$ 2.762	7.650%	$ 2.762
HRA	15.386%	$ 5.393	15.386%	$ 5.393	15.157%	$ 5.393	14.935%	$ 5.393	14.935%	$ 5.393
DSP Percentage	19.400%	$ 6.800	19.400%	$ 6.800	19.400%	$ 6.903	19.400%	$ 7.005	19.400%	$ 7.005
Educational & Cultural	1.533%	$ 0.537	1.533%	$ 0.537	1.533%	$ 0.545	1.533%	$ 0.554	1.533%	$ 0.554
Comp. & Dis. Supp.	1.885%	$ 0.661	1.885%	$ 0.661	1.885%	$ 0.671	1.885%	$ 0.681	1.885%	$ 0.681
Total Rate For Benefits	**103.285%**	**$ 36.202**	**103.285%**	**$ 36.202**	**103.935%**	**$ 36.980**	**105.287%**	**$ 38.019**	**105.287%**	**$ 38.019**
Total Cost Per Hour		**$ 71.252**		**$ 71.252**		**$ 72.560**		**$ 74.129**		**$ 74.129**
Statutory EESISP	5.165%	$ 1.810	6.105%	$ 2.140	6.105%	$ 2.172	6.105%	$ 2.205	5.425%	$ 1.959
		$ 73.062		**$ 73.391**		**$ 74.732**		**$ 76.334**		**$ 76.088**

* Includes .25% Benefit and Wage Fund

Joint Industry Board of the Electrical Industry

Street Lighting Electro Pole Maintainer OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/18/2016 (at 4:01 p.m.) to 4/24/2019 (at 4:00 p.m.)

	5/18/2016	5/18/2016	7/27/2016	7/27/2016	5/17/2017	5/17/2017	5/16/2018	5/16/2018	1/2/2019	1/2/2019
OT Rate	$ 52.58	$ 52.58	$ 52.58	$ 52.58	$ 53.37	$ 53.37	$ 54.17	$ 54.17	$ 54.17	$ 54.17
Hourly Rate	$ 35.05	35.05	$ 35.05	35.05	$ 35.58	35.58	$ 36.11	36.11	$ 36.11	36.11
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	$ 0.175	0.500%	$ 0.175	0.500%	$ 0.178	0.500%	$ 0.181	0.500%	$ 0.181
Apprentice	1.250%	$ 0.438	1.250%	$ 0.438	1.250%	$ 0.445	1.250%	$ 0.451	1.250%	$ 0.451
P H B P -- Pension Trust	10.220%	$ 3.582	10.220%	$ 3.582	10.220%	$ 3.636	10.220%	$ 3.690	10.220%	$ 3.690
P H B P -- Medical	30.790%	$ 10.792	30.790%	$ 10.792	31.790%	$ 11.311	32.790%	$ 11.840	32.790%	$ 11.840
Dental Plan	3.540%	$ 1.241	3.540%	$ 1.241	3.540%	$ 1.260	3.540%	$ 1.278	3.540%	$ 1.278
N .E .B .F .	3.000%	$ 1.577	3.000%	$ 1.577	3.000%	$ 1.601	3.000%	$ 1.625	3.000%	$ 1.625
Annuity	8.131%	$ 2.850	8.131%	$ 2.850	8.010%	$ 2.850	8.585%	$ 3.100	8.585%	$ 3.100
DSP (401(k) Plan) - FICA	7.650%	$ 4.022	7.650%	$ 4.022	7.650%	$ 4.083	7.650%	$ 4.144	7.650%	$ 4.144
HRA	15.386%	$ 5.393	15.386%	$ 5.393	15.157%	$ 5.393	14.935%	$ 5.393	14.935%	$ 5.393
DSP Percentage	19.400%	$ 6.800	19.400%	$ 6.800	19.400%	$ 6.903	19.400%	$ 7.005	19.400%	$ 7.005
Educational & Cultural	1.533%	$ 0.537	1.533%	$ 0.537	1.533%	$ 0.545	1.533%	$ 0.554	1.533%	$ 0.554
Comp. & Dis. Supp.	1.885%	$ 0.991	1.885%	$ 0.991	1.885%	$ 1.006	1.885%	$ 1.021	1.885%	$ 1.021
Total Rate For Benefits	**103.285%**	**$ 38.398**	**103.285%**	**$ 38.398**	**103.935%**	**$ 39.210**	**105.287%**	**$ 40.282**	**105.287%**	**$ 40.282**
Total Cost Per Hour		**$ 90.973**		**$ 90.973**		**$ 92.580**		**$ 94.447**		**$ 94.447**
Statutory EESISP	5.165%	$ 2.715	6.105%	$ 3.210	6.105%	$ 3.258	6.105%	$ 3.307	5.425%	$ 2.938
		$ 93.689		**$ 94.183**		**$ 95.838**		**$ 97.754**		**$ 97.386**

* Includes .25% Benefit and Wage Fund

Joint Industry Board of the Electrical Industry

Street Lighting Electro Pole Foundation Installer

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/18/2016 (at 4:01 p.m.) to 4/24/2019 (at 4:00 p.m.)

	5/18/2016	5/18/2016	7/27/2016	7/27/2016	5/17/2017	5/17/2017	5/16/2018	5/16/2018	1/2/2019	1/2/2019
Hourly Rate	$ 40.93	40.93	$ 40.93	40.93	$ 41.54	41.54	$ 42.16	42.16	$ 42.16	42.16
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	$ 0.205	0.500%	$ 0.205	0.500%	$ 0.208	0.500%	$ 0.211	0.500%	$ 0.211
Apprentice	1.250%	$ 0.512	1.250%	$ 0.512	1.250%	$ 0.519	1.250%	$ 0.527	1.250%	$ 0.527
P H B P -- Pension Trust	10.220%	$ 4.183	10.220%	$ 4.183	10.220%	$ 4.245	10.220%	$ 4.309	10.220%	$ 4.309
P H B P -- Medical	30.790%	$ 12.602	30.790%	$ 12.602	31.790%	$ 13.206	32.790%	$ 13.824	32.790%	$ 13.824
Dental Plan	3.540%	$ 1.449	3.540%	$ 1.449	3.540%	$ 1.471	3.540%	$ 1.492	3.540%	$ 1.492
N .E .B .F .	3.000%	$ 1.228	3.000%	$ 1.228	3.000%	$ 1.246	3.000%	$ 1.265	3.000%	$ 1.265
Annuity	6.963%	$ 2.850	6.963%	$ 2.850	6.861%	$ 2.850	7.353%	$ 3.100	7.353%	$ 3.100
DSP (401(k) Plan) - FICA	7.650%	$ 3.131	7.650%	$ 3.131	7.650%	$ 3.178	7.650%	$ 3.225	7.650%	$ 3.225
HRA	11.529%	$ 4.719	11.529%	$ 4.719	11.360%	$ 4.719	11.192%	$ 4.719	11.192%	$ 4.719
DSP Percentage	19.400%	$ 7.940	19.400%	$ 7.940	19.400%	$ 8.059	19.400%	$ 8.179	19.400%	$ 8.179
Educational & Cultural	1.533%	$ 0.627	1.533%	$ 0.627	1.533%	$ 0.637	1.533%	$ 0.646	1.533%	$ 0.646
Comp. & Dis. Supp.	1.885%	$ 0.772	1.885%	$ 0.772	1.885%	$ 0.783	1.885%	$ 0.795	1.885%	$ 0.795
Total Rate For Benefits	**98.260%**	**$ 40.218**	**98.260%**	**$ 40.218**	**98.988%**	**$ 41.120**	**100.313%**	**$ 42.292**	**100.313%**	**$ 42.292**
Total Cost Per Hour		**$ 81.148**		**$ 81.148**		**$ 82.660**		**$ 84.452**		**$ 84.452**
Statutory EESISP	5.165%	$ 2.114	6.105%	$ 2.499	6.105%	$ 2.536	6.105%	$ 2.574	5.425%	$ 2.287
		$ 83.262		**$ 83.647**		**$ 85.196**		**$ 87.026**		**$ 86.739**

* Includes .25% Benefit and Wage Fund

Joint Industry Board of the Electrical Industry

Street Lighting Electro Pole Foundation Installer OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/18/2016 (at 4:01 p.m.) to 4/24/2019 (at 4:00 p.m.)

	5/18/2016	5/18/2016	7/27/2016	7/27/2016	5/17/2017	5/17/2017	5/16/2018	5/16/2018	1/2/2019	1/2/2019
OT Rate	$ 61.40	$ 61.40	$ 61.40	$ 61.40	$ 62.31	$ 62.31	$ 63.24	$ 63.24	$ 63.24	$ 63.24
Hourly Rate	$ 40.93	40.93	$ 40.93	40.93	$ 41.54	41.54	$ 42.16	42.16	$ 42.16	42.16
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	$ 0.205	0.500%	$ 0.205	0.500%	$ 0.208	0.500%	$ 0.211	0.500%	$ 0.211
Apprentice	1.250%	$ 0.512	1.250%	$ 0.512	1.250%	$ 0.519	1.250%	$ 0.527	1.250%	$ 0.527
P H B P -- Pension Trust	10.220%	$ 4.183	10.220%	$ 4.183	10.220%	$ 4.245	10.220%	$ 4.309	10.220%	$ 4.309
P H B P -- Medical	30.790%	$ 12.602	30.790%	$ 12.602	31.790%	$ 13.206	32.790%	$ 13.824	32.790%	$ 13.824
Dental Plan	3.540%	$ 1.449	3.540%	$ 1.449	3.540%	$ 1.471	3.540%	$ 1.492	3.540%	$ 1.492
N.E.B.F.	3.000%	$ 1.842	3.000%	$ 1.842	3.000%	$ 1.869	3.000%	$ 1.897	3.000%	$ 1.897
Annuity	6.963%	$ 2.850	6.963%	$ 2.850	6.861%	$ 2.850	7.353%	$ 3.100	7.353%	$ 3.100
DSP (401(k) Plan) - FICA	7.650%	$ 4.697	7.650%	$ 4.697	7.650%	$ 4.767	7.650%	$ 4.838	7.650%	$ 4.838
HRA	11.529%	$ 4.719	11.529%	$ 4.719	11.360%	$ 4.719	11.192%	$ 4.719	11.192%	$ 4.719
DSP Percentage	19.400%	$ 7.940	19.400%	$ 7.940	19.400%	$ 8.059	19.400%	$ 8.179	19.400%	$ 8.179
Educational & Cultural	1.533%	$ 0.627	1.533%	$ 0.627	1.533%	$ 0.637	1.533%	$ 0.646	1.533%	$ 0.646
Comp. & Dis. Supp.	1.885%	$ 1.157	1.885%	$ 1.157	1.885%	$ 1.175	1.885%	$ 1.192	1.885%	$ 1.192
Total Rate For Benefits	**98.260%**	**$ 42.783**	**98.260%**	**$ 42.783**	**98.988%**	**$ 43.723**	**100.313%**	**$ 44.935**	**100.313%**	**$ 44.935**
Total Cost Per Hour		**$ 104.178**		**$ 104.178**		**$ 106.033**		**$ 108.175**		**$ 108.175**
Statutory EESISP	5.165%	$ 3.171	6.105%	$ 3.748	6.105%	$ 3.804	6.105%	$ 3.861	5.425%	$ 3.431
		$ 107.349		**$ 107.926**		**$ 109.837**		**$ 112.035**		**$ 111.605**

* Includes .25% Benefit and Wage Fund

Joint Industry Board of the Electrical Industry

Street Lighting Electro Pole Foundation Technician

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/18/2016 (at 4:01 p.m.) to 4/24/2019 (at 4:00 p.m.)

	5/18/2016	5/18/2016	7/27/2016	7/27/2016	5/17/2017	5/17/2017	5/16/2018	5/16/2018	1/2/2019	1/2/2019
Hourly Rate	$ 42.93	42.93	$ 42.93	42.93	$ 43.57	43.57	$ 44.22	44.22	$ 44.22	44.22
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	$ 0.215	0.500%	$ 0.215	0.500%	$ 0.218	0.500%	$ 0.221	0.500%	$ 0.221
Apprentice	1.250%	$ 0.537	1.250%	$ 0.537	1.250%	$ 0.545	1.250%	$ 0.553	1.250%	$ 0.553
P H B P -- Pension Trust	10.220%	$ 4.387	10.220%	$ 4.387	10.220%	$ 4.453	10.220%	$ 4.519	10.220%	$ 4.519
P H B P -- Medical	30.790%	$ 13.218	30.790%	$ 13.218	31.790%	$ 13.851	32.790%	$ 14.500	32.790%	$ 14.500
Dental Plan	3.540%	$ 1.520	3.540%	$ 1.520	3.540%	$ 1.542	3.540%	$ 1.565	3.540%	$ 1.565
N .E .B .F .	3.000%	$ 1.288	3.000%	$ 1.288	3.000%	$ 1.307	3.000%	$ 1.327	3.000%	$ 1.327
Annuity	6.639%	$ 2.850	6.639%	$ 2.850	6.541%	$ 2.850	7.010%	$ 3.100	7.010%	$ 3.100
DSP (401(k) Plan) - FICA	7.650%	$ 3.284	7.650%	$ 3.284	7.650%	$ 3.333	7.650%	$ 3.383	7.650%	$ 3.383
HRA	10.992%	$ 4.719	10.992%	$ 4.719	10.830%	$ 4.719	10.671%	$ 4.719	10.671%	$ 4.719
DSP Percentage	19.400%	$ 8.328	19.400%	$ 8.328	19.400%	$ 8.453	19.400%	$ 8.579	19.400%	$ 8.579
Educational & Cultural	1.533%	$ 0.658	1.533%	$ 0.658	1.533%	$ 0.668	1.533%	$ 0.678	1.533%	$ 0.678
Comp. & Dis. Supp.	1.885%	$ 0.809	1.885%	$ 0.809	1.885%	$ 0.821	1.885%	$ 0.834	1.885%	$ 0.834
Total Rate For Benefits	**97.398%**	**$ 41.813**	**97.398%**	**$ 41.813**	**98.139%**	**$ 42.759**	**99.449%**	**$ 43.977**	**99.449%**	**$ 43.977**
Total Cost Per Hour		**$ 84.743**		**$ 84.743**		**$ 86.329**		**$ 88.197**		**$ 88.197**
Statutory EESISP	5.165%	$ 2.217	6.105%	$ 2.621	6.105%	$ 2.660	6.105%	$ 2.700	5.425%	$ 2.399
		$ 86.960		**$ 87.364**		**$ 88.989**		**$ 90.896**		**$ 90.595**

* Includes .25% Benefit and Wage Fund

Joint Industry Board of the Electrical Industry

Street Lighting Electro Pole Foundation Technician OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/18/2016 (at 4:01 p.m.) to 4/24/2019 (at 4:00 p.m.)

	5/18/2016	5/18/2016	7/27/2016	7/27/2016	5/17/2017	5/17/2017	5/16/2018	5/16/2018	1/2/2019	1/2/2019
OT Rate	$ 64.40	$ 64.40	$ 64.40	$ 64.40	$ 65.36	$ 65.36	$ 66.33	$ 66.33	$ 66.33	$ 66.33
Hourly Rate	$ 42.93	42.93	$ 42.93	42.93	$ 43.57	43.57	$ 44.22	44.22	$ 44.22	44.22
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	$ 0.215	0.500%	$ 0.215	0.500%	$ 0.218	0.500%	$ 0.221	0.500%	$ 0.221
Apprentice	1.250%	$ 0.537	1.250%	$ 0.537	1.250%	$ 0.545	1.250%	$ 0.553	1.250%	$ 0.553
P H B P -- Pension Trust	10.220%	$ 4.387	10.220%	$ 4.387	10.220%	$ 4.453	10.220%	$ 4.519	10.220%	$ 4.519
P H B P -- Medical	30.790%	$ 13.218	30.790%	$ 13.218	31.790%	$ 13.851	32.790%	$ 14.500	32.790%	$ 14.500
Dental Plan	3.540%	$ 1.520	3.540%	$ 1.520	3.540%	$ 1.542	3.540%	$ 1.565	3.540%	$ 1.565
N .E .B .F .	3.000%	$ 1.932	3.000%	$ 1.932	3.000%	$ 1.961	3.000%	$ 1.990	3.000%	$ 1.990
Annuity	6.639%	$ 2.850	6.639%	$ 2.850	6.541%	$ 2.850	7.010%	$ 3.100	7.010%	$ 3.100
DSP (401(k) Plan) - FICA	7.650%	$ 4.926	7.650%	$ 4.926	7.650%	$ 5.000	7.650%	$ 5.074	7.650%	$ 5.074
HRA	10.992%	$ 4.719	10.992%	$ 4.719	10.830%	$ 4.719	10.671%	$ 4.719	10.671%	$ 4.719
DSP Percentage	19.400%	$ 8.328	19.400%	$ 8.328	19.400%	$ 8.453	19.400%	$ 8.579	19.400%	$ 8.579
Educational & Cultural	1.533%	$ 0.658	1.533%	$ 0.658	1.533%	$ 0.668	1.533%	$ 0.678	1.533%	$ 0.678
Comp. & Dis. Supp.	1.885%	$ 1.214	1.885%	$ 1.214	1.885%	$ 1.232	1.885%	$ 1.250	1.885%	$ 1.250
Total Rate For Benefits	**97.398%**	**$ 44.504**	**97.398%**	**$ 44.504**	**98.139%**	**$ 45.490**	**99.449%**	**$ 46.748**	**99.449%**	**$ 46.748**
Total Cost Per Hour		**$ 108.899**		**$ 108.899**		**$ 110.845**		**$ 113.078**		**$ 113.078**
Statutory EESISP	5.165%	$ 3.326	6.105%	$ 3.931	6.105%	$ 3.990	6.105%	$ 4.049	5.425%	$ 3.598
		$ 112.225		**$ 112.830**		**$ 114.835**		**$ 117.127**		**$ 116.676**

* Includes .25% Benefit and Wage Fund