

Joint Industry Board of the Electrical Industry

STREET LIGHTING ELECTRO-POLE ELECTRICIAN

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/20/2022 (at 4:01 P.M.) to 4/16/2025 (at 4:00 P.M.)

	04/20/2022 (at 4:01 p.m.)	04/20/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	04/19/2023 (at 4:01 p.m.)	04/19/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	04/17/2024 (at 4:01 p.m.)	04/17/2024 (at 4:01 p.m.)
Hourly Rate	\$ 59.00	\$ 59.00	\$ 59.00	\$ 59.00	\$ 61.00	\$ 61.00	\$ 61.00	\$ 61.00	\$ 62.00	\$ 62.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.148	0.250%	\$ 0.148	0.250%	\$ 0.153	0.250%	\$ 0.153	0.250%	\$ 0.155
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.092	0.150%	\$ 0.092	0.150%	\$ 0.093
Job Security Fund	0.300%	\$ 0.177	0.300%	\$ 0.177	0.300%	\$ 0.183	0.300%	\$ 0.183	0.300%	\$ 0.186
Apprentice	1.300%	\$ 0.767	1.300%	\$ 0.767	1.300%	\$ 0.793	1.300%	\$ 0.793	1.300%	\$ 0.806
P H B P -- Pension Trust	13.390%	\$ 7.900	13.390%	\$ 7.900	13.390%	\$ 8.168	13.390%	\$ 8.168	13.390%	\$ 8.302
P H B P -- Medical	26.060%	\$ 15.375	26.060%	\$ 15.375	26.060%	\$ 15.897	26.060%	\$ 15.897	26.060%	\$ 16.157
P H B P -- Medical	8.898%	\$ 5.250	8.898%	\$ 5.250	9.836%	\$ 6.000	9.836%	\$ 6.000	9.677%	\$ 6.000
Dental Plan	3.140%	\$ 1.853	3.140%	\$ 1.853	3.140%	\$ 1.915	3.140%	\$ 1.915	3.140%	\$ 1.947
N . E . B . F .	3.000%	\$ 1.770	3.000%	\$ 1.770	3.000%	\$ 1.830	3.000%	\$ 1.830	3.000%	\$ 1.860
Annuity	9.322%	\$ 5.500	9.322%	\$ 5.500	9.016%	\$ 5.500	9.016%	\$ 5.500	10.484%	\$ 6.500
HRA	11.017%	\$ 6.500	11.017%	\$ 6.500	10.656%	\$ 6.500	10.656%	\$ 6.500	11.290%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.514	7.650%	\$ 4.514	7.650%	\$ 4.667	7.650%	\$ 4.667	7.650%	\$ 4.743
DSP Percentage	19.900%	\$ 11.741	19.900%	\$ 11.741	19.900%	\$ 12.139	19.900%	\$ 12.139	19.900%	\$ 12.338
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.985	1.670%	\$ 0.985	1.670%	\$ 1.019	1.670%	\$ 1.019	1.670%	\$ 1.035
Comp. & Dis. Supp.	1.985%	\$ 1.171	1.985%	\$ 1.171	1.985%	\$ 1.211	1.985%	\$ 1.211	1.985%	\$ 1.231
Total Rate For Benefits	107.882%	\$ 63.651	107.882%	\$ 63.651	108.303%	\$ 66.065	108.303%	\$ 66.065	110.247%	\$ 68.353
Total Cost Per Hour		\$ 122.651		\$ 122.651		\$ 127.065		\$ 127.065		\$ 130.353
Statutory EESISIP	6.625%	\$ 3.909	6.955%	\$ 4.103	6.955%	\$ 4.243	7.735%	\$ 4.718	7.735%	\$ 4.796
		\$ 126.559		\$ 126.754		\$ 131.308		\$ 131.783		\$ 135.149

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Hourly Rate	\$ 61.50	61.50	\$ 61.50	61.50	\$ 63.50	63.50	\$ 63.50	63.50	\$ 64.50	64.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.154	0.250%	0.154	0.250%	0.159	0.250%	0.159	0.250%	0.161
Legal Services Plan	0.000%	\$ -	0.000%	-	0.150%	0.095	0.150%	0.095	0.150%	0.097
Job Security Fund	0.300%	\$ 0.185	0.300%	0.185	0.300%	0.191	0.300%	0.191	0.300%	0.194
Apprentice	1.300%	\$ 0.800	1.300%	0.800	1.300%	0.826	1.300%	0.826	1.300%	0.839
P H B P -- Pension Trust	13.390%	\$ 8.235	13.390%	8.235	13.390%	8.503	13.390%	8.503	13.390%	8.637
P H B P -- Medical	26.060%	\$ 16.027	26.060%	16.027	26.060%	16.548	26.060%	16.548	26.060%	16.809
P H B P -- Medical	8.537%	\$ 5.250	8.537%	5.250	9.449%	6.000	9.449%	6.000	9.302%	6.000
Dental Plan	3.140%	\$ 1.931	3.140%	1.931	3.140%	1.994	3.140%	1.994	3.140%	2.025
N . E . B . F .	3.000%	\$ 1.845	3.000%	1.845	3.000%	1.905	3.000%	1.905	3.000%	1.935
Annuity	8.943%	\$ 5.500	8.943%	5.500	8.661%	5.500	8.661%	5.500	10.078%	6.500
HRA	10.569%	\$ 6.500	10.569%	6.500	10.236%	6.500	10.236%	6.500	10.853%	7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.705	7.650%	4.705	7.650%	4.858	7.650%	4.858	7.650%	4.934
DSP Percentage	19.900%	\$ 12.239	19.900%	12.239	19.900%	12.637	19.900%	12.637	19.900%	12.836
DSP Hourly	0.000%	\$ -	0.000%	-	0.000%	-	0.000%	-	0.000%	-
Educational & Cultural	1.670%	\$ 1.027	1.670%	1.027	1.670%	1.060	1.670%	1.060	1.670%	1.077
Comp. & Dis. Supp.	1.985%	\$ 1.221	1.985%	1.221	1.985%	1.260	1.985%	1.260	1.985%	1.280
Total Rate For Benefits	106.694%	\$ 65.617	106.694%	\$ 65.617	107.141%	\$ 68.035	107.141%	\$ 68.035	109.028%	\$ 70.323
Total Cost Per Hour		\$ 127.117		\$ 127.117		\$ 131.535		\$ 131.535		\$ 134.823
Statutory EESISIP	6.625%	\$ 4.074	6.955%	4.277	6.955%	4.416	7.735%	4.912	7.735%	4.989
		\$ 131.191		\$ 131.394		\$ 135.951		\$ 136.447		\$ 139.812

