

**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 5/18/2016 (at 4:01 P.M.) to 4/24/2019 (at 4:00 P.M.)**

PREVAILING RATE CHART	5/18/2016	5/18/2016	5/17/2017	5/17/2017	5/16/2018	5/16/2018
Hourly Rate	\$ 54.00	54.00	\$ 56.00	56.00	\$ 56.00	56.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.135	0.250%	\$ 0.140	0.250%	\$ 0.140
Apprentice	1.250%	\$ 0.675	1.250%	\$ 0.700	1.250%	\$ 0.700
P H B P -- Pension Trust	12.220%	\$ 6.599	13.220%	\$ 7.403	14.220%	\$ 7.963
P H B P -- Medical	21.390%	\$ 11.551	22.390%	\$ 12.538	23.390%	\$ 13.098
P H B P -- Medical	7.407%	\$ 4.000	7.143%	\$ 4.000	7.143%	\$ 4.000
Dental Plan	3.540%	\$ 1.912	3.540%	\$ 1.982	3.540%	\$ 1.982
N . E . B . F .	3.000%	\$ 1.620	3.000%	\$ 1.680	3.000%	\$ 1.680
Annuity	8.333%	\$ 4.500	8.036%	\$ 4.500	8.036%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.131	7.650%	\$ 4.284	7.650%	\$ 4.284
HRA	7.870%	\$ 4.250	7.589%	\$ 4.250	8.036%	\$ 4.500
DSP Percentage	19.400%	\$ 10.476	19.400%	\$ 10.864	19.400%	\$ 10.864
DSP Hourly	3.704%	\$ 2.000	3.571%	\$ 2.000	3.571%	\$ 2.000
Educational & Cultural	1.533%	\$ 0.828	1.533%	\$ 0.858	1.533%	\$ 0.858
Comp. & Dis. Supp.	1.885%	\$ 1.018	1.885%	\$ 1.056	1.885%	\$ 1.056
Total Rate For Benefits	99.433%	\$ 53.694	100.457%	\$ 56.256	102.904%	\$ 57.626
Total Cost Per Hour		\$ 107.694		\$ 112.256		\$ 113.626

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**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.)**

PREVAILING RATE CHART	5/18/2016	5/18/2016	5/17/2017	5/17/2017	5/16/2018	5/16/2018
OT Rate	\$ 81.00	\$ 81.00	\$ 84.00	\$ 84.00	\$ 84.00	\$ 84.00
Hourly Rate	\$ 54.00	\$ 54.00	\$ 56.00	\$ 56.00	\$ 56.00	\$ 56.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.135	0.250%	\$ 0.140	0.250%	\$ 0.140
Apprentice	1.250%	\$ 0.675	1.250%	\$ 0.700	1.250%	\$ 0.700
P H B P -- Pension Trust	12.220%	\$ 6.599	13.220%	\$ 7.403	14.220%	\$ 7.963
P H B P -- Medical	21.390%	\$ 11.551	22.390%	\$ 12.538	23.390%	\$ 13.098
P H B P -- Medical	7.407%	\$ 4.000	7.143%	\$ 4.000	7.143%	\$ 4.000
Dental Plan	3.540%	\$ 1.912	3.540%	\$ 1.982	3.540%	\$ 1.982
N.E.B.F.	3.000%	\$ 2.430	3.000%	\$ 2.520	3.000%	\$ 2.520
Annuity	8.333%	\$ 4.500	8.036%	\$ 4.500	8.036%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 6.197	7.650%	\$ 6.426	7.650%	\$ 6.426
HRA	7.870%	\$ 4.250	7.589%	\$ 4.250	8.036%	\$ 4.500
DSP Percentage	19.400%	\$ 10.476	19.400%	\$ 10.864	19.400%	\$ 10.864
DSP Hourly	3.704%	\$ 2.000	3.571%	\$ 2.000	3.571%	\$ 2.000
Educational & Cultural	1.533%	\$ 0.828	1.533%	\$ 0.858	1.533%	\$ 0.858
Comp. & Dis. Supp.	1.885%	\$ 1.527	1.885%	\$ 1.583	1.885%	\$ 1.583
Total Rate For Benefits	99.433%	\$ 57.078	100.457%	\$ 59.766	102.904%	\$ 61.136
Total Cost Per Hour		\$ 138.078		\$ 143.766		\$ 145.136

**Joint Industry Board of the Electrical Industry**

**STREET LIGHTING ELECTRO-POLE 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.)**

PREVAILING RATE CHART	5/18/2016	5/18/2016	5/17/2017	5/17/2017	5/16/2018	5/16/2018
Hourly Rate	\$ 56.00	56.00	\$ 58.00	58.00	\$ 58.00	58.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.140	0.250%	\$ 0.145	0.250%	\$ 0.145
Apprentice	1.250%	\$ 0.700	1.250%	\$ 0.725	1.250%	\$ 0.725
P H B P -- Pension Trust	12.220%	\$ 6.843	13.220%	\$ 7.668	14.220%	\$ 8.248
P H B P -- Medical	21.390%	\$ 11.978	22.390%	\$ 12.986	23.390%	\$ 13.566
P H B P -- Medical	7.143%	\$ 4.000	6.897%	\$ 4.000	6.897%	\$ 4.000
Dental Plan	3.540%	\$ 1.982	3.540%	\$ 2.053	3.540%	\$ 2.053
N .E .B .F .	3.000%	\$ 1.680	3.000%	\$ 1.740	3.000%	\$ 1.740
Annuity	8.036%	\$ 4.500	7.759%	\$ 4.500	7.759%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.284	7.650%	\$ 4.437	7.650%	\$ 4.437
HRA	7.589%	\$ 4.250	7.328%	\$ 4.250	7.759%	\$ 4.500
DSP Percentage	19.400%	\$ 10.864	19.400%	\$ 11.252	19.400%	\$ 11.252
DSP Hourly	3.571%	\$ 2.000	3.448%	\$ 2.000	3.448%	\$ 2.000
Educational & Cultural	1.533%	\$ 0.858	1.533%	\$ 0.889	1.533%	\$ 0.889
Comp. & Dis. Supp.	1.885%	\$ 1.056	1.885%	\$ 1.093	1.885%	\$ 1.093
Total Rate For Benefits	98.457%	\$ 55.136	99.549%	\$ 57.738	101.980%	\$ 59.148
Total Cost Per Hour		\$ 111.136		\$ 115.738		\$ 117.148

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**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.)**

PREVAILING RATE CHART	5/18/2016	5/18/2016	5/17/2017	5/17/2017	5/16/2018	5/16/2018
OT Rate	\$ 84.00	\$ 84.00	\$ 87.00	\$ 87.00	\$ 87.00	\$ 87.00
Hourly Rate	\$ 56.00	\$ 56.00	\$ 58.00	\$ 58.00	\$ 58.00	\$ 58.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.140	0.250%	\$ 0.145	0.250%	\$ 0.145
Apprentice	1.250%	\$ 0.700	1.250%	\$ 0.725	1.250%	\$ 0.725
P H B P -- Pension Trust	12.220%	\$ 6.843	13.220%	\$ 7.668	14.220%	\$ 8.248
P H B P -- Medical	21.390%	\$ 11.978	22.390%	\$ 12.986	23.390%	\$ 13.566
P H B P -- Medical	7.143%	\$ 4.000	6.897%	\$ 4.000	6.897%	\$ 4.000
Dental Plan	3.540%	\$ 1.982	3.540%	\$ 2.053	3.540%	\$ 2.053
N .E .B .F .	3.000%	\$ 2.520	3.000%	\$ 2.610	3.000%	\$ 2.610
Annuity	8.036%	\$ 4.500	7.759%	\$ 4.500	7.759%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 6.426	7.650%	\$ 6.656	7.650%	\$ 6.656
HRA	7.589%	\$ 4.250	7.328%	\$ 4.250	7.759%	\$ 4.500
DSP Percentage	19.400%	\$ 10.864	19.400%	\$ 11.252	19.400%	\$ 11.252
DSP Hourly	3.571%	\$ 2.000	3.448%	\$ 2.000	3.448%	\$ 2.000
Educational & Cultural	1.533%	\$ 0.858	1.533%	\$ 0.889	1.533%	\$ 0.889
Comp. & Dis. Supp.	1.885%	\$ 1.583	1.885%	\$ 1.640	1.885%	\$ 1.640
Total Rate For Benefits	98.457%	\$ 58.646	99.549%	\$ 61.374	101.980%	\$ 62.784
Total Cost Per Hour		\$ 142.646		\$ 148.374		\$ 149.784