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.)

	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	$ 54.00	54.00	$ 54.00	54.00	$ 56.00	56.00	$ 56.00	56.00	$ 56.00	56.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	$ 0.270	0.500%	$ 0.270	0.500%	$ 0.280	0.500%	$ 0.280	0.500%	$ 0.280
Apprentice	1.250%	$ 0.675	1.250%	$ 0.675	1.250%	$ 0.700	1.250%	$ 0.700	1.250%	$ 0.700
P H B P -- Pension Trust	12.220%	$ 6.599	12.220%	$ 6.599	13.220%	$ 7.403	14.220%	$ 7.963	14.220%	$ 7.963
P H B P -- Medical	21.390%	$ 11.551	21.390%	$ 11.551	22.390%	$ 12.538	23.390%	$ 13.098	23.390%	$ 13.098
P H B P -- Medical	7.407%	$ 4.000	7.407%	$ 4.000	7.143%	$ 4.000	7.143%	$ 4.000	7.143%	$ 4.000
Dental Plan	3.540%	$ 1.912	3.540%	$ 1.912	3.540%	$ 1.982	3.540%	$ 1.982	3.540%	$ 1.982
N .E .B .F .	3.000%	$ 1.620	3.000%	$ 1.620	3.000%	$ 1.680	3.000%	$ 1.680	3.000%	$ 1.680
Annuity	8.333%	$ 4.500	8.333%	$ 4.500	8.036%	$ 4.500	8.036%	$ 4.500	8.036%	$ 4.500
DSP (401(k) Plan) - FICA	7.650%	$ 4.131	7.650%	$ 4.131	7.650%	$ 4.284	7.650%	$ 4.284	7.650%	$ 4.284
HRA	7.870%	$ 4.250	7.870%	$ 4.250	7.589%	$ 4.250	8.036%	$ 4.500	8.036%	$ 4.500
DSP Percentage	19.400%	$ 10.476	19.400%	$ 10.476	19.400%	$ 10.864	19.400%	$ 10.864	19.400%	$ 10.864
DSP Hourly	3.704%	$ 2.000	3.704%	$ 2.000	3.571%	$ 2.000	3.571%	$ 2.000	3.571%	$ 2.000
Educational & Cultural	1.533%	$ 0.828	1.533%	$ 0.828	1.533%	$ 0.858	1.533%	$ 0.858	1.533%	$ 0.858
Comp. & Dis. Supp.	1.885%	$ 1.018	1.885%	$ 1.018	1.885%	$ 1.056	1.885%	$ 1.056	1.885%	$ 1.056
Total Rate For Benefits	**99.683%**	**$ 53.829**	**99.683%**	**$ 53.829**	**100.707%**	**$ 56.396**	**103.154%**	**$ 57.766**	**103.154%**	**$ 57.766**
Total Cost Per Hour		**$ 107.829**		**$ 107.829**		**$ 112.396**		**$ 113.766**		**$ 113.766**
Statutory EESISP	5.165%	$ 2.789	6.105%	$ 3.297	6.105%	$ 3.419	6.105%	$ 3.419	5.425%	$ 3.038
		$ 110.618		**$ 111.125**		**$ 115.815**		**$ 117.185**		**$ 116.804**

* Includes .25% Benefit and Wage Fund

Joint Industry Board of the Electrical Industry

STREET LIGHTING ELECTRO-POLE ELECTRICIAN 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	$	81.00	$	81.00	$	81.00	$	81.00	$	84.00	$	84.00	$	84.00	$	84.00	$	84.00	$	84.00
Hourly Rate	$	54.00	$	54.00	$	54.00	$	54.00	$	56.00	$	56.00	$	56.00	$	56.00	$	56.00	$	56.00
	New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv	
JIB*	0.500%	$	0.270		0.500%	$	0.270		0.500%	$	0.280		0.500%	$	0.280		0.500%	$	0.280	
Apprentice	1.250%	$	0.675		1.250%	$	0.675		1.250%	$	0.700		1.250%	$	0.700		1.250%	$	0.700	
P H B P -- Pension Trust	12.220%	$	6.599		12.220%	$	6.599		13.220%	$	7.403		14.220%	$	7.963		14.220%	$	7.963	
P H B P -- Medical	21.390%	$	11.551		21.390%	$	11.551		22.390%	$	12.538		23.390%	$	13.098		23.390%	$	13.098	
P H B P -- Medical	7.407%	$	4.000		7.407%	$	4.000		7.143%	$	4.000		7.143%	$	4.000		7.143%	$	4.000	
Dental Plan	3.540%	$	1.912		3.540%	$	1.912		3.540%	$	1.982		3.540%	$	1.982		3.540%	$	1.982	
N .E .B .F .	3.000%	$	2.430		3.000%	$	2.430		3.000%	$	2.520		3.000%	$	2.520		3.000%	$	2.520	
Annuity	8.333%	$	4.500		8.333%	$	4.500		8.036%	$	4.500		8.036%	$	4.500		8.036%	$	4.500	
DSP (401(k) Plan) - FICA	7.650%	$	6.197		7.650%	$	6.197		7.650%	$	6.426		7.650%	$	6.426		7.650%	$	6.426	
HRA	7.870%	$	4.250		7.870%	$	4.250		7.589%	$	4.250		8.036%	$	4.500		8.036%	$	4.500	
DSP Percentage	19.400%	$	10.476		19.400%	$	10.476		19.400%	$	10.864		19.400%	$	10.864		19.400%	$	10.864	
DSP Hourly	3.704%	$	2.000		3.704%	$	2.000		3.571%	$	2.000		3.571%	$	2.000		3.571%	$	2.000	
Educational & Cultural	1.533%	$	0.828		1.533%	$	0.828		1.533%	$	0.858		1.533%	$	0.858		1.533%	$	0.858	
Comp. & Dis. Supp.	1.885%	$	1.527		1.885%	$	1.527		1.885%	$	1.583		1.885%	$	1.583		1.885%	$	1.583	
Total Rate For Benefits	**99.683%**	**$**	**57.213**		**99.683%**	**$**	**57.213**		**100.707%**	**$**	**59.906**		**103.154%**	**$**	**61.276**		**103.154%**	**$**	**61.276**	
Total Cost Per Hour		**$**	**138.213**			**$**	**138.213**			**$**	**143.906**			**$**	**145.276**			**$**	**145.276**	
Statutory EESISP	5.165%	$	4.184		6.105%	$	4.945		6.105%	$	5.128		6.105%	$	5.128		5.425%	$	4.557	
		$	**142.397**			**$**	**143.158**			**$**	**149.034**			**$**	**150.404**			**$**	**149.833**	

* Includes .25% Benefit and Wage Fund

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.)

	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	$ 56.00	56.00	$ 56.00	56.00	$ 58.00	58.00	$ 58.00	58.00	$ 58.00	58.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	$ 0.280	0.500%	$ 0.280	0.500%	$ 0.290	0.500%	$ 0.290	0.500%	$ 0.290
Apprentice	1.250%	$ 0.700	1.250%	$ 0.700	1.250%	$ 0.725	1.250%	$ 0.725	1.250%	$ 0.725
P H B P -- Pension Trust	12.220%	$ 6.843	12.220%	$ 6.843	13.220%	$ 7.668	14.220%	$ 8.248	14.220%	$ 8.248
P H B P -- Medical	21.390%	$ 11.978	21.390%	$ 11.978	22.390%	$ 12.986	23.390%	$ 13.566	23.390%	$ 13.566
P H B P -- Medical	7.143%	$ 4.000	7.143%	$ 4.000	6.897%	$ 4.000	6.897%	$ 4.000	6.897%	$ 4.000
Dental Plan	3.540%	$ 1.982	3.540%	$ 1.982	3.540%	$ 2.053	3.540%	$ 2.053	3.540%	$ 2.053
N .E .B .F .	3.000%	$ 1.680	3.000%	$ 1.680	3.000%	$ 1.740	3.000%	$ 1.740	3.000%	$ 1.740
Annuity	8.036%	$ 4.500	8.036%	$ 4.500	7.759%	$ 4.500	7.759%	$ 4.500	7.759%	$ 4.500
DSP (401(k) Plan) - FICA	7.650%	$ 4.284	7.650%	$ 4.284	7.650%	$ 4.437	7.650%	$ 4.437	7.650%	$ 4.437
HRA	7.589%	$ 4.250	7.589%	$ 4.250	7.328%	$ 4.250	7.759%	$ 4.500	7.759%	$ 4.500
DSP Percentage	19.400%	$ 10.864	19.400%	$ 10.864	19.400%	$ 11.252	19.400%	$ 11.252	19.400%	$ 11.252
DSP Hourly	3.571%	$ 2.000	3.571%	$ 2.000	3.448%	$ 2.000	3.448%	$ 2.000	3.448%	$ 2.000
Educational & Cultural	1.533%	$ 0.858	1.533%	$ 0.858	1.533%	$ 0.889	1.533%	$ 0.889	1.533%	$ 0.889
Comp. & Dis. Supp.	1.885%	$ 1.056	1.885%	$ 1.056	1.885%	$ 1.093	1.885%	$ 1.093	1.885%	$ 1.093
Total Rate For Benefits	**98.707%**	**$ 55.276**	**98.707%**	**$ 55.276**	**99.799%**	**$ 57.883**	**102.230%**	**$ 59.293**	**102.230%**	**$ 59.293**
Total Cost Per Hour		**$ 111.276**		**$ 111.276**		**$ 115.883**		**$ 117.293**		**$ 117.293**
Statutory EESISP	5.165%	$ 2.892	6.105%	$ 3.419	6.105%	$ 3.541	6.105%	$ 3.541	5.425%	$ 3.147
		$ 114.168		**$ 114.695**		**$ 119.424**		**$ 120.834**		**$ 120.440**

* Includes .25% Benefit and Wage Fund

Joint Industry Board of the Electrical Industry

STREET LIGHTING ELECTRO-POLE 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	$ 84.00	$ 84.00	$ 84.00	$ 84.00	$ 87.00	$ 87.00	$ 87.00	$ 87.00	$ 87.00	$ 87.00
Hourly Rate	$ 56.00	56.00	$ 56.00	56.00	$ 58.00	58.00	$ 58.00	58.00	$ 58.00	58.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	$ 0.280	0.500%	$ 0.280	0.500%	$ 0.290	0.500%	$ 0.290	0.500%	$ 0.290
Apprentice	1.250%	$ 0.700	1.250%	$ 0.700	1.250%	$ 0.725	1.250%	$ 0.725	1.250%	$ 0.725
P H B P -- Pension Trust	12.220%	$ 6.843	12.220%	$ 6.843	13.220%	$ 7.668	14.220%	$ 8.248	14.220%	$ 8.248
P H B P -- Medical	21.390%	$ 11.978	21.390%	$ 11.978	22.390%	$ 12.986	23.390%	$ 13.566	23.390%	$ 13.566
P H B P -- Medical	7.143%	$ 4.000	7.143%	$ 4.000	6.897%	$ 4.000	6.897%	$ 4.000	6.897%	$ 4.000
Dental Plan	3.540%	$ 1.982	3.540%	$ 1.982	3.540%	$ 2.053	3.540%	$ 2.053	3.540%	$ 2.053
N .E .B .F .	3.000%	$ 2.520	3.000%	$ 2.520	3.000%	$ 2.610	3.000%	$ 2.610	3.000%	$ 2.610
Annuity	8.036%	$ 4.500	8.036%	$ 4.500	7.759%	$ 4.500	7.759%	$ 4.500	7.759%	$ 4.500
DSP (401(k) Plan) - FICA	7.650%	$ 6.426	7.650%	$ 6.426	7.650%	$ 6.656	7.650%	$ 6.656	7.650%	$ 6.656
HRA	7.589%	$ 4.250	7.589%	$ 4.250	7.328%	$ 4.250	7.759%	$ 4.500	7.759%	$ 4.500
DSP Percentage	19.400%	$ 10.864	19.400%	$ 10.864	19.400%	$ 11.252	19.400%	$ 11.252	19.400%	$ 11.252
DSP Hourly	3.571%	$ 2.000	3.571%	$ 2.000	3.448%	$ 2.000	3.448%	$ 2.000	3.448%	$ 2.000
Educational & Cultural	1.533%	$ 0.858	1.533%	$ 0.858	1.533%	$ 0.889	1.533%	$ 0.889	1.533%	$ 0.889
Comp. & Dis. Supp.	1.885%	$ 1.583	1.885%	$ 1.583	1.885%	$ 1.640	1.885%	$ 1.640	1.885%	$ 1.640
Total Rate For Benefits	**98.707%**	**$ 58.786**	**98.707%**	**$ 58.786**	**99.799%**	**$ 61.519**	**102.230%**	**$ 62.929**	**102.230%**	**$ 62.929**
Total Cost Per Hour		**$ 142.786**		**$ 142.786**		**$ 148.519**		**$ 149.929**		**$ 149.929**
Statutory EESISP	5.165%	$ 4.339	6.105%	$ 5.128	6.105%	$ 5.311	6.105%	$ 5.311	5.425%	$ 4.720
		$ 147.124		**$ 147.914**		**$ 153.830**		**$ 155.240**		**$ 154.648**

*** Includes .25% Benefit and Wage Fund**