

**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 4/24/19 (at 4:01 P.M.) to 4/20/2022 (at 4:00 P.M.)**

	4/24/2019 (at 4:01 p.m.)	4/24/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	12/28/2021 (at 4:01 p.m.)	12/28/2021 (at 4:01 p.m.)
Hourly Rate	\$ 36.61	36.61	\$ 36.61	36.61	\$ 37.11	37.11	\$ 37.61	37.61	\$ 37.61	37.61
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.092	0.250%	\$ 0.092	0.250%	\$ 0.093	0.250%	\$ 0.094	0.250%	\$ 0.094
Job Security Fund	0.550%	\$ 0.201	0.300%	\$ 0.110	0.300%	\$ 0.111	0.300%	\$ 0.113	0.300%	\$ 0.113
Apprentice	1.300%	\$ 0.476	1.300%	\$ 0.476	1.300%	\$ 0.482	1.300%	\$ 0.489	1.300%	\$ 0.489
P H B P – Pension Trust	10.390%	\$ 3.804	10.390%	\$ 3.804	11.390%	\$ 4.227	11.390%	\$ 4.284	11.390%	\$ 4.284
P H B P – Medical	35.450%	\$ 12.978	35.450%	\$ 12.978	35.450%	\$ 13.166	37.450%	\$ 14.085	37.450%	\$ 14.085
P H B P – Medical	0.546%	\$ 0.200	0.546%	\$ 0.200	0.539%	\$ 0.200	0.532%	\$ 0.200	0.532%	\$ 0.200
Dental Plan	3.140%	\$ 1.150	3.140%	\$ 1.150	3.140%	\$ 1.165	3.140%	\$ 1.181	3.140%	\$ 1.181
N . E . B . F .	3.000%	\$ 1.098	3.000%	\$ 1.098	3.000%	\$ 1.113	3.000%	\$ 1.128	3.000%	\$ 1.128
Annuity	8.468%	\$ 3.100	8.468%	\$ 3.100	8.354%	\$ 3.100	8.242%	\$ 3.100	8.242%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 2.801	7.650%	\$ 2.801	7.650%	\$ 2.839	7.650%	\$ 2.877	7.650%	\$ 2.877
HRA	14.731%	\$ 5.393	14.731%	\$ 5.393	14.532%	\$ 5.393	14.339%	\$ 5.393	14.339%	\$ 5.393
DSP Percentage	19.400%	\$ 7.102	19.400%	\$ 7.102	19.400%	\$ 7.199	19.400%	\$ 7.296	19.400%	\$ 7.296
Educational & Cultural	1.650%	\$ 0.604	1.670%	\$ 0.611	1.670%	\$ 0.620	1.670%	\$ 0.628	1.670%	\$ 0.628
Comp. & Dis. Supp.	1.985%	\$ 0.727	1.985%	\$ 0.727	1.985%	\$ 0.737	1.985%	\$ 0.747	1.985%	\$ 0.747
<b>Total Rate For Benefits</b>	<b>108.809%</b>	<b>\$ 39.725</b>	<b>108.279%</b>	<b>\$ 39.641</b>	<b>108.960%</b>	<b>\$ 40.435</b>	<b>110.648%</b>	<b>\$ 41.615</b>	<b>110.648%</b>	<b>\$ 41.615</b>
<b>Total Cost Per Hour</b>		<b>\$ 76.335</b>		<b>\$ 76.251</b>		<b>\$ 77.545</b>		<b>\$ 79.225</b>		<b>\$ 79.225</b>
Statutory EESIS*	5.425%	\$ 1.986	5.425%	\$ 1.986	5.425%	\$ 2.013	5.425%	\$ 2.040	6.625%	\$ 2.492
		<b>\$ 78.321</b>		<b>\$ 78.237</b>		<b>\$ 79.558</b>		<b>\$ 81.265</b>		<b>\$ 81.716</b>

**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 4/24/19 (at 4:01 P.M.) to 4/20/2022 (at 4:00 P.M.)**

	4/24/2019 (at 4:01 p.m.)	4/24/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
OT Rate	\$ 54.92	\$ 54.92	\$ 54.92	\$ 54.92	\$ 55.67	\$ 55.67	\$ 56.42	\$ 56.42	\$ 56.42	\$ 56.42
Hourly Rate	\$ 36.61	\$ 36.61	\$ 36.61	\$ 36.61	\$ 37.11	\$ 37.11	\$ 37.61	\$ 37.61	\$ 37.61	\$ 37.61
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.092	0.250%	\$ 0.092	0.250%	\$ 0.093	0.250%	\$ 0.094	0.250%	\$ 0.094
Job Security Fund	0.550%	\$ 0.201	0.300%	\$ 0.110	0.300%	\$ 0.111	0.300%	\$ 0.113	0.300%	\$ 0.113
Apprentice	1.300%	\$ 0.478	1.300%	\$ 0.478	1.300%	\$ 0.482	1.300%	\$ 0.489	1.300%	\$ 0.489
P H B P -- Pension Trust	10.390%	\$ 3.804	10.390%	\$ 3.804	11.390%	\$ 4.227	11.390%	\$ 4.284	11.390%	\$ 4.284
P H B P -- Medical	35.450%	\$ 12.978	35.450%	\$ 12.978	35.450%	\$ 13.155	37.450%	\$ 14.085	37.450%	\$ 14.085
P H B P -- Medical	0.546%	\$ 0.200	0.546%	\$ 0.200	0.539%	\$ 0.200	0.532%	\$ 0.200	0.532%	\$ 0.200
Dental Plan	3.140%	\$ 1.150	3.140%	\$ 1.150	3.140%	\$ 1.165	3.140%	\$ 1.181	3.140%	\$ 1.181
N . E . B . F .	3.000%	\$ 1.047	3.000%	\$ 1.047	3.000%	\$ 1.070	3.000%	\$ 1.092	3.000%	\$ 1.092
Annuity	8.468%	\$ 3.100	8.468%	\$ 3.100	8.354%	\$ 3.100	8.242%	\$ 3.100	8.242%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 2.801	7.650%	\$ 2.801	7.650%	\$ 2.828	7.650%	\$ 2.861	7.650%	\$ 2.861
HRA	14.731%	\$ 5.363	14.731%	\$ 5.363	14.532%	\$ 5.363	14.339%	\$ 5.363	14.339%	\$ 5.363
DSP Percentage	19.400%	\$ 7.102	19.400%	\$ 7.102	19.400%	\$ 7.199	19.400%	\$ 7.296	19.400%	\$ 7.296
Educational & Cultural	1.650%	\$ 0.604	1.670%	\$ 0.611	1.670%	\$ 0.620	1.670%	\$ 0.628	1.670%	\$ 0.628
Comp. & Dis. Supp.	1.985%	\$ 0.716	1.985%	\$ 0.716	1.985%	\$ 0.725	1.985%	\$ 0.734	1.985%	\$ 0.734
<b>Total Rate For Benefits</b>	<b>108.509%</b>	<b>\$ 42.038</b>	<b>108.279%</b>	<b>\$ 41.954</b>	<b>108.960%</b>	<b>\$ 42.779</b>	<b>110.648%</b>	<b>\$ 43.991</b>	<b>110.648%</b>	<b>\$ 43.991</b>
<b>Total Cost Per Hour</b>	<b>\$ 96.953</b>	<b>\$ 96.953</b>	<b>\$ 96.869</b>	<b>\$ 96.869</b>	<b>\$ 98.444</b>	<b>\$ 98.444</b>	<b>\$ 100.406</b>	<b>\$ 100.406</b>	<b>\$ 100.406</b>	<b>\$ 100.406</b>
Statutory EEBSIP	5.425%	\$ 2.079	5.425%	\$ 2.079	5.425%	\$ 2.020	5.425%	\$ 2.061	6.625%	\$ 2.437
	\$ 99.932	\$ 99.932	\$ 99.848	\$ 99.848	\$ 101.464	\$ 101.464	\$ 103.466	\$ 103.466	\$ 104.143	\$ 104.143

**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 4/24/19 (at 4:01 P.M.) to 4/20/2022 (at 4:00 P.M.)**

	4/24/2019 (at 4:01 p.m.)	4/24/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
Hourly Rate	\$ 42.66	42.66	\$ 42.66	42.66	\$ 43.16	43.16	\$ 43.66	43.66	\$ 43.66	43.66
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.107	0.250%	\$ 0.107	0.250%	\$ 0.108	0.250%	\$ 0.109	0.250%	\$ 0.109
Job Security Fund	0.550%	\$ 0.235	0.300%	\$ 0.128	0.300%	\$ 0.129	0.300%	\$ 0.131	0.300%	\$ 0.131
Apprentice	1.300%	\$ 0.555	1.300%	\$ 0.555	1.300%	\$ 0.561	1.300%	\$ 0.568	1.300%	\$ 0.568
P H B P – Pension Trust	10.380%	\$ 4.432	10.380%	\$ 4.432	11.380%	\$ 4.916	11.380%	\$ 4.973	11.380%	\$ 4.973
P H B P – Medical	35.450%	\$ 15.123	35.450%	\$ 15.123	35.450%	\$ 15.300	37.450%	\$ 16.351	37.450%	\$ 16.351
P H B P – Medical	0.469%	\$ 0.200	0.469%	\$ 0.200	0.463%	\$ 0.200	0.458%	\$ 0.200	0.458%	\$ 0.200
Dental Plan	3.140%	\$ 1.340	3.140%	\$ 1.340	3.140%	\$ 1.355	3.140%	\$ 1.371	3.140%	\$ 1.371
N . E . B . F .	3.000%	\$ 1.280	3.000%	\$ 1.280	3.000%	\$ 1.296	3.000%	\$ 1.310	3.000%	\$ 1.310
Annuity	7.267%	\$ 3.100	7.267%	\$ 3.100	7.183%	\$ 3.100	7.100%	\$ 3.100	7.100%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 3.263	7.650%	\$ 3.263	7.650%	\$ 3.302	7.650%	\$ 3.340	7.650%	\$ 3.340
HRA	11.061%	\$ 4.719	11.061%	\$ 4.719	10.933%	\$ 4.719	10.808%	\$ 4.719	10.808%	\$ 4.719
DSP Percentage	19.400%	\$ 8.278	19.400%	\$ 8.276	19.400%	\$ 8.373	19.400%	\$ 8.470	19.400%	\$ 8.470
Educational & Cultural	1.650%	\$ 0.704	1.670%	\$ 0.712	1.670%	\$ 0.721	1.670%	\$ 0.729	1.670%	\$ 0.729
Comp. & Dis. Supp.	1.985%	\$ 0.847	1.985%	\$ 0.847	1.985%	\$ 0.857	1.985%	\$ 0.867	1.985%	\$ 0.867
<b>Total Rate For Benefits</b>	<b>103.862%</b>	<b>\$ 44.179</b>	<b>103.332%</b>	<b>\$ 44.081</b>	<b>104.114%</b>	<b>\$ 44.936</b>	<b>105.901%</b>	<b>\$ 46.237</b>	<b>105.901%</b>	<b>\$ 46.237</b>
<b>Total Cost Per Hour</b>	<b>\$ 86.839</b>	<b>\$ 86.839</b>	<b>\$ 86.741</b>	<b>\$ 86.741</b>	<b>\$ 88.096</b>	<b>\$ 88.096</b>	<b>\$ 89.897</b>	<b>\$ 89.897</b>	<b>\$ 89.897</b>	<b>\$ 89.897</b>
Statutory EESISF	5.425%	\$ 2.314	5.425%	\$ 2.314	5.425%	\$ 2.341	5.425%	\$ 2.369	6.625%	\$ 2.892
	\$ 89.154	\$ 89.154	\$ 89.056	\$ 89.056	\$ 90.437	\$ 90.437	\$ 92.265	\$ 92.265	\$ 92.788	\$ 92.788



**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 4/24/19 (at 4:01 P.M.) to 4/20/2022 (at 4:00 P.M.)**

	4/24/2019 (at 4:01 p.m.)	4/24/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
Hourly Rate	\$ 45.22	45.22	\$ 45.22	45.22	\$ 45.72	45.72	\$ 46.22	46.22	\$ 46.22	46.22
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.113	0.250%	\$ 0.113	0.250%	\$ 0.114	0.250%	\$ 0.116	0.250%	\$ 0.116
Job Security Fund	0.550%	\$ 0.249	0.300%	\$ 0.136	0.300%	\$ 0.137	0.300%	\$ 0.139	0.300%	\$ 0.139
Apprentice	1.300%	\$ 0.588	1.300%	\$ 0.588	1.300%	\$ 0.594	1.300%	\$ 0.601	1.300%	\$ 0.601
P H B P – Pension Trust	10.390%	\$ 4.698	10.390%	\$ 4.698	11.390%	\$ 5.208	11.390%	\$ 5.264	11.390%	\$ 5.264
P H B P – Medical	35.450%	\$ 16.030	35.450%	\$ 16.030	35.450%	\$ 16.208	37.450%	\$ 17.309	37.450%	\$ 17.309
P H B P – Medical	0.442%	\$ 0.200	0.442%	\$ 0.200	0.437%	\$ 0.200	0.433%	\$ 0.200	0.433%	\$ 0.200
Dental Plan	3.140%	\$ 1.420	3.140%	\$ 1.420	3.140%	\$ 1.436	3.140%	\$ 1.451	3.140%	\$ 1.451
N . E . B . F .	3.000%	\$ 1.357	3.000%	\$ 1.357	3.000%	\$ 1.372	3.000%	\$ 1.387	3.000%	\$ 1.387
Annuity	6.855%	\$ 3.100	6.855%	\$ 3.100	6.780%	\$ 3.100	6.707%	\$ 3.100	6.707%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 3.459	7.650%	\$ 3.459	7.650%	\$ 3.498	7.650%	\$ 3.536	7.650%	\$ 3.536
HRA	10.435%	\$ 4.719	10.435%	\$ 4.719	10.321%	\$ 4.719	10.209%	\$ 4.719	10.209%	\$ 4.719
DSP Percentage	19.400%	\$ 8.773	19.400%	\$ 8.773	19.400%	\$ 8.870	19.400%	\$ 8.967	19.400%	\$ 8.967
Educational & Cultural	1.650%	\$ 0.746	1.670%	\$ 0.756	1.670%	\$ 0.764	1.670%	\$ 0.772	1.670%	\$ 0.772
Comp. & Dis. Supp.	1.985%	\$ 0.898	1.985%	\$ 0.898	1.985%	\$ 0.908	1.985%	\$ 0.917	1.985%	\$ 0.917
<b>Total Rate For Benefits</b>	<b>102.484%</b>	<b>\$ 46.349</b>	<b>102.268%</b>	<b>\$ 46.245</b>	<b>103.074%</b>	<b>\$ 47.125</b>	<b>104.884%</b>	<b>\$ 48.477</b>	<b>104.884%</b>	<b>\$ 48.477</b>
<b>Total Cost Per Hour</b>		<b>\$ 91.569</b>		<b>\$ 91.465</b>		<b>\$ 92.845</b>		<b>\$ 94.697</b>		<b>\$ 94.697</b>
Statutory EESBP	5.425%	\$ 2.453	5.425%	\$ 2.453	5.425%	\$ 2.460	5.425%	\$ 2.507	6.625%	\$ 3.062
		<b>\$ 94.023</b>		<b>\$ 93.919</b>		<b>\$ 95.326</b>		<b>\$ 97.205</b>		<b>\$ 97.760</b>

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 4/24/19 (at 4:01 P.M.) to 4/20/2022 (at 4:00 P.M.)

	4/24/2019 (at 4:01 p.m.)	4/24/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
OT Rate	\$ 67.83	\$ 67.83	\$ 67.83	\$ 67.83	\$ 68.58	\$ 68.58	\$ 69.33	\$ 69.33	\$ 69.33	\$ 69.33
Hourly Rate	\$ 45.22	\$ 45.22	\$ 45.22	\$ 45.22	\$ 45.72	\$ 45.72	\$ 46.22	\$ 46.22	\$ 46.22	\$ 46.22
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
JIB	0.250%	\$ 0.113	0.250%	\$ 0.113	0.250%	\$ 0.114	0.250%	\$ 0.116	0.250%	\$ 0.116
Job Security Fund	0.550%	\$ 0.249	0.300%	\$ 0.136	0.300%	\$ 0.137	0.300%	\$ 0.139	0.300%	\$ 0.139
Apprentice	1.300%	\$ 0.588	1.300%	\$ 0.588	1.300%	\$ 0.594	1.300%	\$ 0.601	1.300%	\$ 0.601
P H B P – Pension Trust	10.390%	\$ 4.698	10.390%	\$ 4.698	11.390%	\$ 5.208	11.390%	\$ 5.264	11.390%	\$ 5.264
P H B P – Medical	35.450%	\$ 16.030	35.450%	\$ 16.030	35.450%	\$ 16.208	37.450%	\$ 17.309	37.450%	\$ 17.309
P H B P – Medical	0.442%	\$ 0.200	0.442%	\$ 0.200	0.437%	\$ 0.200	0.433%	\$ 0.200	0.433%	\$ 0.200
Dental Plan	3.140%	\$ 1.420	3.140%	\$ 1.420	3.140%	\$ 1.436	3.140%	\$ 1.451	3.140%	\$ 1.451
N.E.B.F.	3.000%	\$ 2.035	3.000%	\$ 2.035	3.000%	\$ 2.057	3.000%	\$ 2.080	3.000%	\$ 2.080
Annuity	6.855%	\$ 3.100	6.855%	\$ 3.100	6.780%	\$ 3.100	6.707%	\$ 3.100	6.707%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 5.189	7.650%	\$ 5.189	7.650%	\$ 5.248	7.650%	\$ 5.304	7.650%	\$ 5.304
HRA	10.435%	\$ 4.719	10.435%	\$ 4.719	10.321%	\$ 4.719	10.209%	\$ 4.719	10.209%	\$ 4.719
DSP Percentage	19.400%	\$ 8.773	19.400%	\$ 8.773	19.400%	\$ 8.870	19.400%	\$ 8.967	19.400%	\$ 8.967
Educational & Cultural	1.650%	\$ 0.748	1.670%	\$ 0.755	1.670%	\$ 0.764	1.670%	\$ 0.772	1.670%	\$ 0.772
Comp. & Dis. Supp.	1.985%	\$ 1.348	1.985%	\$ 1.348	1.965%	\$ 1.361	1.985%	\$ 1.376	1.985%	\$ 1.376
<b>Total Rate For Benefits</b>	<b>102.488%</b>	<b>\$ 49.206</b>	<b>102.288%</b>	<b>\$ 49.102</b>	<b>103.074%</b>	<b>\$ 50.014</b>	<b>104.884%</b>	<b>\$ 51.397</b>	<b>104.884%</b>	<b>\$ 51.397</b>
<b>Total Cost Per Hour</b>		<b>\$ 117.036</b>		<b>\$ 116.932</b>		<b>\$ 118.594</b>		<b>\$ 120.727</b>		<b>\$ 120.727</b>
Statutory EESBP	5.425%	\$ 3.680	5.425%	\$ 3.680	5.425%	\$ 3.720	5.425%	\$ 3.761	6.625%	\$ 4.583
		<b>\$ 120.716</b>		<b>\$ 120.612</b>		<b>\$ 122.314</b>		<b>\$ 124.489</b>		<b>\$ 125.320</b>