

**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 4/20/2022 (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.)	04/17/2024(at 4:01 p.m.)	04/17/2024(at 4:01 p.m.)
<b>Hourly Rate</b>	\$ 38.61	38.61	\$ 38.61	38.61	\$ 40.61	40.61	\$ 41.61	41.61
	<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>
<b>JIB</b>	0.250%	\$ 0.097	0.250%	\$ 0.097	0.250%	\$ 0.102	0.250%	\$ 0.104
<b>Legal Services Plan</b>	0.150%	\$ 0.058	0.150%	\$ 0.058	0.150%	\$ 0.061	0.150%	\$ 0.062
<b>Job Security Fund</b>	0.300%	\$ 0.116	0.300%	\$ 0.116	0.300%	\$ 0.122	0.300%	\$ 0.125
<b>Apprentice</b>	1.300%	\$ 0.502	1.300%	\$ 0.502	1.300%	\$ 0.528	1.300%	\$ 0.541
<b>P H B P -- Pension Trust</b>	11.390%	\$ 4.398	11.390%	\$ 4.398	11.390%	\$ 4.625	11.390%	\$ 4.739
<b>P H B P -- Medical</b>	37.450%	\$ 14.459	37.450%	\$ 14.459	37.450%	\$ 15.208	37.450%	\$ 15.583
<b>P H B P -- Medical</b>	1.166%	\$ 0.450	1.166%	\$ 0.450	1.724%	\$ 0.700	2.283%	\$ 0.950
<b>Dental Plan</b>	3.140%	\$ 1.212	3.140%	\$ 1.212	3.140%	\$ 1.275	3.140%	\$ 1.307
<b>N . E . B . F .</b>	3.000%	\$ 1.158	3.000%	\$ 1.158	3.000%	\$ 1.218	3.000%	\$ 1.248
<b>Annuity</b>	9.324%	\$ 3.600	9.324%	\$ 3.600	8.865%	\$ 3.600	9.853%	\$ 4.100
<b>HRA</b>	13.968%	\$ 5.393	13.968%	\$ 5.393	13.280%	\$ 5.393	12.960%	\$ 5.393
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 2.954	7.650%	\$ 2.954	7.650%	\$ 3.107	7.650%	\$ 3.183
<b>DSP Percentage</b>	19.900%	\$ 7.683	19.900%	\$ 7.683	19.900%	\$ 8.081	19.900%	\$ 8.280
<b>Educational &amp; Cultural</b>	1.670%	\$ 0.645	1.670%	\$ 0.645	1.670%	\$ 0.678	1.670%	\$ 0.695
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 0.766	1.985%	\$ 0.766	1.985%	\$ 0.806	1.985%	\$ 0.826
<b>Total Rate For Benefits</b>	<b>112.642%</b>	<b>\$ 43.491</b>	<b>112.642%</b>	<b>\$ 43.491</b>	<b>112.053%</b>	<b>\$ 45.505</b>	<b>113.282%</b>	<b>\$ 47.137</b>
<b>Total Cost Per Hour</b>		<b>\$ 82.101</b>		<b>\$ 82.101</b>		<b>\$ 86.115</b>		<b>\$ 88.747</b>
<b>Statutory EESISIP</b>	6.625%	\$ 2.558	6.955%	\$ 2.685	6.955%	\$ 2.824	6.955%	\$ 2.894
		<b>\$ 84.659</b>		<b>\$ 84.786</b>		<b>\$ 88.939</b>		<b>\$ 91.641</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 4/20/2022 (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.)	04/17/2024(at 4:01 p.m.)	04/17/2024(at 4:01 p.m.)
<b>OT Rate</b>	\$ 57.92	\$ 57.92	\$ 57.92	\$ 57.92	\$ 60.92	\$ 60.92	\$ 62.42	\$ 62.42
<b>Hourly Rate</b>	\$ 38.61	\$ 38.61	\$ 38.61	\$ 38.61	\$ 40.61	\$ 40.61	\$ 41.61	\$ 41.61
	<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>
<b>JIB</b>	0.250%	\$ 0.097	0.250%	\$ 0.097	0.250%	\$ 0.102	0.250%	\$ 0.104
<b>Legal Services Plan</b>	0.150%	\$ 0.058	0.150%	\$ 0.058	0.150%	\$ 0.061	0.150%	\$ 0.062
<b>Job Security Fund</b>	0.300%	\$ 0.116	0.300%	\$ 0.116	0.300%	\$ 0.122	0.300%	\$ 0.125
<b>Apprentice</b>	1.300%	\$ 0.502	1.300%	\$ 0.502	1.300%	\$ 0.528	1.300%	\$ 0.541
<b>P H B P -- Pension Trust</b>	11.390%	\$ 4.398	11.390%	\$ 4.398	11.390%	\$ 4.625	11.390%	\$ 4.739
<b>P H B P -- Medical</b>	37.450%	\$ 14.459	37.450%	\$ 14.459	37.450%	\$ 15.208	37.450%	\$ 15.583
<b>P H B P -- Medical</b>	1.166%	\$ 0.450	1.166%	\$ 0.450	1.724%	\$ 0.700	2.283%	\$ 0.950
<b>Dental Plan</b>	3.140%	\$ 1.212	3.140%	\$ 1.212	3.140%	\$ 1.275	3.140%	\$ 1.307
<b>N . E . B . F .</b>	3.000%	\$ 1.737	3.000%	\$ 1.737	3.000%	\$ 1.827	3.000%	\$ 1.872
<b>Annuity</b>	9.324%	\$ 3.600	9.324%	\$ 3.600	8.865%	\$ 3.600	9.853%	\$ 4.100
<b>HRA</b>	13.968%	\$ 5.393	13.968%	\$ 5.393	13.280%	\$ 5.393	12.960%	\$ 5.393
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 4.430	7.650%	\$ 4.430	7.650%	\$ 4.660	7.650%	\$ 4.775
<b>DSP Percentage</b>	19.900%	\$ 7.683	19.900%	\$ 7.683	19.900%	\$ 8.081	19.900%	\$ 8.280
<b>Educational &amp; Cultural</b>	1.670%	\$ 0.645	1.670%	\$ 0.645	1.670%	\$ 0.678	1.670%	\$ 0.695
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 1.150	1.985%	\$ 1.150	1.985%	\$ 1.209	1.985%	\$ 1.239
<b>Total Rate For Benefits</b>	<b>112.642%</b>	<b>\$ 45.930</b>	<b>112.642%</b>	<b>\$ 45.930</b>	<b>112.053%</b>	<b>\$ 48.070</b>	<b>113.282%</b>	<b>\$ 49.765</b>
<b>Total Cost Per Hour</b>		<b>\$ 103.845</b>		<b>\$ 103.845</b>		<b>\$ 108.985</b>		<b>\$ 112.180</b>
<b>Statutory EESISIP</b>	6.625%	\$ 3.837	6.955%	\$ 4.028	6.955%	\$ 4.237	6.955%	\$ 4.341
		<b>\$ 107.682</b>		<b>\$ 107.873</b>		<b>\$ 113.222</b>		<b>\$ 116.521</b>

**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 4/20/2022 (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.)	04/17/2024(at 4:01 p.m.)	04/17/2024(at 4:01 p.m.)
<b>Hourly Rate</b>	\$ 44.66	44.66	\$ 44.66	44.66	\$ 46.66	46.66	\$ 47.66	47.66
	<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>
<b>JIB</b>	0.250%	\$ 0.112	0.250%	\$ 0.112	0.250%	\$ 0.117	0.250%	\$ 0.119
<b>Legal Services Plan</b>	0.150%	\$ 0.067	0.150%	\$ 0.067	0.150%	\$ 0.070	0.150%	\$ 0.071
<b>Job Security Fund</b>	0.300%	\$ 0.134	0.300%	\$ 0.134	0.300%	\$ 0.140	0.300%	\$ 0.143
<b>Apprentice</b>	1.300%	\$ 0.581	1.300%	\$ 0.581	1.300%	\$ 0.607	1.300%	\$ 0.620
<b>P H B P -- Pension Trust</b>	11.390%	\$ 5.087	11.390%	\$ 5.087	11.390%	\$ 5.315	11.390%	\$ 5.428
<b>P H B P -- Medical</b>	37.450%	\$ 16.725	37.450%	\$ 16.725	37.450%	\$ 17.474	37.450%	\$ 17.849
<b>P H B P -- Medical</b>	1.008%	\$ 0.450	1.008%	\$ 0.450	1.500%	\$ 0.700	1.993%	\$ 0.950
<b>Dental Plan</b>	3.140%	\$ 1.402	3.140%	\$ 1.402	3.140%	\$ 1.465	3.140%	\$ 1.497
<b>N . E . B . F .</b>	3.000%	\$ 1.340	3.000%	\$ 1.340	3.000%	\$ 1.400	3.000%	\$ 1.430
<b>Annuity</b>	8.061%	\$ 3.600	8.061%	\$ 3.600	7.715%	\$ 3.600	8.603%	\$ 4.100
<b>HRA</b>	10.566%	\$ 4.719	10.566%	\$ 4.719	10.113%	\$ 4.719	9.901%	\$ 4.719
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 3.416	7.650%	\$ 3.416	7.650%	\$ 3.569	7.650%	\$ 3.646
<b>DSP Percentage</b>	19.900%	\$ 8.887	19.900%	\$ 8.887	19.900%	\$ 9.285	19.900%	\$ 9.484
<b>Educational &amp; Cultural</b>	1.670%	\$ 0.746	1.670%	\$ 0.746	1.670%	\$ 0.779	1.670%	\$ 0.796
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 0.887	1.985%	\$ 0.887	1.985%	\$ 0.926	1.985%	\$ 0.946
<b>Total Rate For Benefits</b>	<b>107.819%</b>	<b>\$ 48.152</b>	<b>107.819%</b>	<b>\$ 48.152</b>	<b>107.514%</b>	<b>\$ 50.166</b>	<b>108.682%</b>	<b>\$ 51.798</b>
<b>Total Cost Per Hour</b>		<b>\$ 92.812</b>		<b>\$ 92.812</b>		<b>\$ 96.826</b>		<b>\$ 99.458</b>
<b>Statutory EESISIP</b>	6.625%	\$ 2.959	6.955%	\$ 3.106	6.955%	\$ 3.245	6.955%	\$ 3.315
		<b>\$ 95.771</b>		<b>\$ 95.918</b>		<b>\$ 100.071</b>		<b>\$ 102.772</b>



**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 4/20/2022 (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.)	04/17/2024(at 4:01 p.m.)	04/17/2024(at 4:01 p.m.)
<b>Hourly Rate</b>	\$ 47.22	47.22	\$ 47.22	47.22	\$ 49.22	49.22	\$ 50.22	50.22
	<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>
<b>JIB</b>	0.250%	\$ 0.118	0.250%	\$ 0.118	0.250%	\$ 0.123	0.250%	\$ 0.126
<b>Legal Services Plan</b>	0.150%	\$ 0.071	0.150%	\$ 0.071	0.150%	\$ 0.074	0.150%	\$ 0.075
<b>Job Security Fund</b>	0.300%	\$ 0.142	0.300%	\$ 0.142	0.300%	\$ 0.148	0.300%	\$ 0.151
<b>Apprentice</b>	1.300%	\$ 0.614	1.300%	\$ 0.614	1.300%	\$ 0.640	1.300%	\$ 0.653
<b>P H B P -- Pension Trust</b>	11.390%	\$ 5.378	11.390%	\$ 5.378	11.390%	\$ 5.606	11.390%	\$ 5.720
<b>P H B P -- Medical</b>	37.450%	\$ 17.684	37.450%	\$ 17.684	37.450%	\$ 18.433	37.450%	\$ 18.807
<b>P H B P -- Medical</b>	0.953%	\$ 0.450	0.953%	\$ 0.450	1.422%	\$ 0.700	1.892%	\$ 0.950
<b>Dental Plan</b>	3.140%	\$ 1.483	3.140%	\$ 1.483	3.140%	\$ 1.546	3.140%	\$ 1.577
<b>N . E . B . F .</b>	3.000%	\$ 1.417	3.000%	\$ 1.417	3.000%	\$ 1.477	3.000%	\$ 1.507
<b>Annuity</b>	7.624%	\$ 3.600	7.624%	\$ 3.600	7.314%	\$ 3.600	8.164%	\$ 4.100
<b>HRA</b>	9.993%	\$ 4.719	9.993%	\$ 4.719	9.587%	\$ 4.719	9.396%	\$ 4.719
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 3.612	7.650%	\$ 3.612	7.650%	\$ 3.765	7.650%	\$ 3.842
<b>DSP Percentage</b>	19.900%	\$ 9.397	19.900%	\$ 9.397	19.900%	\$ 9.795	19.900%	\$ 9.994
<b>Educational &amp; Cultural</b>	1.670%	\$ 0.789	1.670%	\$ 0.789	1.670%	\$ 0.822	1.670%	\$ 0.839
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 0.937	1.985%	\$ 0.937	1.985%	\$ 0.977	1.985%	\$ 0.997
<b>Total Rate For Benefits</b>	<b>106.755%</b>	<b>\$ 50.410</b>	<b>106.755%</b>	<b>\$ 50.410</b>	<b>106.508%</b>	<b>\$ 52.423</b>	<b>107.637%</b>	<b>\$ 54.055</b>
<b>Total Cost Per Hour</b>		<b>\$ 97.630</b>		<b>\$ 97.630</b>		<b>\$ 101.643</b>		<b>\$ 104.275</b>
<b>Statutory EESISIP</b>	6.625%	\$ 3.128	6.955%	\$ 3.284	6.955%	\$ 3.423	6.955%	\$ 3.493
		<b>\$ 100.758</b>		<b>\$ 100.914</b>		<b>\$ 105.067</b>		<b>\$ 107.768</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 4/20/2022 (at 4:01 P.M.) to 4/16/2025 (at 4:00 P.M.)**

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<b>OT Rate</b>	\$ 70.83	\$ 70.83	\$ 70.83	\$ 70.83	\$ 73.83	\$ 73.83	\$ 75.33	\$ 75.33
<b>Hourly Rate</b>	\$ 47.22	\$ 47.22	\$ 47.22	\$ 47.22	\$ 49.22	\$ 49.22	\$ 50.22	\$ 50.22
	<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>
<b>JIB</b>	0.250%	\$ 0.118	0.250%	\$ 0.118	0.250%	\$ 0.123	0.250%	\$ 0.126
<b>Legal Services Plan</b>	0.150%	\$ 0.071	0.150%	\$ 0.071	0.150%	\$ 0.074	0.150%	\$ 0.075
<b>Job Security Fund</b>	0.300%	\$ 0.142	0.300%	\$ 0.142	0.300%	\$ 0.148	0.300%	\$ 0.151
<b>Apprentice</b>	1.300%	\$ 0.614	1.300%	\$ 0.614	1.300%	\$ 0.640	1.300%	\$ 0.653
<b>P H B P -- Pension Trust</b>	11.390%	\$ 5.378	11.390%	\$ 5.378	11.390%	\$ 5.606	11.390%	\$ 5.720
<b>P H B P -- Medical</b>	37.450%	\$ 17.684	37.450%	\$ 17.684	37.450%	\$ 18.433	37.450%	\$ 18.807
<b>P H B P -- Medical</b>	0.953%	\$ 0.450	0.953%	\$ 0.450	1.422%	\$ 0.700	1.892%	\$ 0.950
<b>Dental Plan</b>	3.140%	\$ 1.483	3.140%	\$ 1.483	3.140%	\$ 1.546	3.140%	\$ 1.577
<b>N . E . B . F .</b>	3.000%	\$ 2.125	3.000%	\$ 2.125	3.000%	\$ 2.215	3.000%	\$ 2.260
<b>Annuity</b>	7.624%	\$ 3.600	7.624%	\$ 3.600	7.314%	\$ 3.600	8.164%	\$ 4.100
<b>HRA</b>	9.993%	\$ 4.719	9.993%	\$ 4.719	9.587%	\$ 4.719	9.396%	\$ 4.719
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 5.418	7.650%	\$ 5.418	7.650%	\$ 5.648	7.650%	\$ 5.763
<b>DSP Percentage</b>	19.900%	\$ 9.397	19.900%	\$ 9.397	19.900%	\$ 9.795	19.900%	\$ 9.994
<b>Educational &amp; Cultural</b>	1.670%	\$ 0.789	1.670%	\$ 0.789	1.670%	\$ 0.822	1.670%	\$ 0.839
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 1.406	1.985%	\$ 1.406	1.985%	\$ 1.466	1.985%	\$ 1.495
<b>Total Rate For Benefits</b>	<b>106.755%</b>	<b>\$ 53.393</b>	<b>106.755%</b>	<b>\$ 53.393</b>	<b>106.508%</b>	<b>\$ 55.533</b>	<b>107.637%</b>	<b>\$ 57.228</b>
<b>Total Cost Per Hour</b>		<b>\$ 124.223</b>		<b>\$ 124.223</b>		<b>\$ 129.363</b>		<b>\$ 132.558</b>
<b>Statutory EESISIP</b>	6.625%	\$ 4.692	6.955%	\$ 4.926	6.955%	\$ 5.135	6.955%	\$ 5.239
		<b>\$ 128.915</b>		<b>\$ 129.149</b>		<b>\$ 134.498</b>		<b>\$ 137.797</b>