

**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.)**

<b>PREVAILING RATE CHART</b>	<b>04/20/2022 (at 4:01 p.m.)</b>	<b>04/20/2022 (at 4:01 p.m.)</b>	<b>04/19/2023 (at 4:01 p.m.)</b>	<b>04/19/2023 (at 4:01 p.m.)</b>	<b>04/17/2024 (at 4:01 p.m.)</b>	<b>04/17/2024 (at 4:01 p.m.)</b>
<b>Hourly Rate</b>	\$ 59.00	59.00	\$ 61.00	61.00	\$ 62.00	62.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.092	0.150%	\$ 0.093
<b>Job Security Fund</b>	0.300%	\$ 0.177	0.300%	\$ 0.183	0.300%	\$ 0.186
<b>Apprentice</b>	1.300%	\$ 0.767	1.300%	\$ 0.793	1.300%	\$ 0.806
<b>P H B P -- Pension Trust</b>	13.390%	\$ 7.900	13.390%	\$ 8.168	13.390%	\$ 8.302
<b>P H B P -- Medical</b>	26.060%	\$ 15.375	26.060%	\$ 15.897	26.060%	\$ 16.157
<b>P H B P -- Medical</b>	8.898%	\$ 5.250	9.836%	\$ 6.000	9.677%	\$ 6.000
<b>Dental Plan</b>	3.140%	\$ 1.853	3.140%	\$ 1.915	3.140%	\$ 1.947
<b>N .E .B .F .</b>	3.000%	\$ 1.770	3.000%	\$ 1.830	3.000%	\$ 1.860
<b>Annuity</b>	9.322%	\$ 5.500	9.016%	\$ 5.500	11.290%	\$ 7.000
<b>HRA</b>	11.017%	\$ 6.500	10.656%	\$ 6.500	10.484%	\$ 6.500
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 4.514	7.650%	\$ 4.667	7.650%	\$ 4.743
<b>DSP Percentage</b>	19.900%	\$ 11.741	19.900%	\$ 12.139	19.900%	\$ 12.338
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.670%	\$ 0.985	1.670%	\$ 1.019	1.670%	\$ 1.035
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 1.171	1.985%	\$ 1.211	1.985%	\$ 1.231
<b>Total Rate For Benefits</b>	<b>107.632%</b>	<b>\$ 63.503</b>	<b>108.053%</b>	<b>\$ 65.912</b>	<b>109.997%</b>	<b>\$ 68.198</b>
<b>Total Cost Per Hour</b>		<b>\$ 122.503</b>		<b>\$ 126.912</b>		<b>\$ 130.198</b>

**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 4/20/2022 (at 4:01 P.M.) to 4/16/2025 (at 4:00 P.M.)**

<b>PREVAILING RATE CHART</b>	<b>04/20/2022 (at 4:01 p.m.)</b>	<b>04/20/2022 (at 4:01 p.m.)</b>	<b>04/19/2023 (at 4:01 p.m.)</b>	<b>04/19/2023 (at 4:01 p.m.)</b>	<b>04/17/2024 (at 4:01 p.m.)</b>	<b>04/17/2024 (at 4:01 p.m.)</b>
<b>OT Rate</b>	\$ 88.50	\$ 88.50	\$ 91.50	\$ 91.50	\$ 93.00	\$ 93.00
<b>Hourly Rate</b>	\$ 59.00	\$ 59.00	\$ 61.00	\$ 61.00	\$ 62.00	\$ 62.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.092	0.150%	\$ 0.093
<b>Job Security Fund</b>	0.300%	\$ 0.177	0.300%	\$ 0.183	0.300%	\$ 0.186
<b>Apprentice</b>	1.300%	\$ 0.767	1.300%	\$ 0.793	1.300%	\$ 0.806
<b>P H B P -- Pension Trust</b>	13.390%	\$ 7.900	13.390%	\$ 8.168	13.390%	\$ 8.302
<b>P H B P -- Medical</b>	26.060%	\$ 15.375	26.060%	\$ 15.897	26.060%	\$ 16.157
<b>P H B P -- Medical</b>	8.898%	\$ 5.250	9.836%	\$ 6.000	9.677%	\$ 6.000
<b>Dental Plan</b>	3.140%	\$ 1.853	3.140%	\$ 1.915	3.140%	\$ 1.947
<b>N .E .B .F .</b>	3.000%	\$ 2.655	3.000%	\$ 2.745	3.000%	\$ 2.790
<b>Annuity</b>	9.322%	\$ 5.500	9.016%	\$ 5.500	11.290%	\$ 7.000
<b>HRA</b>	11.017%	\$ 6.500	10.656%	\$ 6.500	10.484%	\$ 6.500
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 6.770	7.650%	\$ 7.000	7.650%	\$ 7.115
<b>DSP Percentage</b>	19.900%	\$ 11.741	19.900%	\$ 12.139	19.900%	\$ 12.338
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.670%	\$ 0.985	1.670%	\$ 1.019	1.670%	\$ 1.035
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 1.757	1.985%	\$ 1.816	1.985%	\$ 1.846
<b>Total Rate For Benefits</b>	<b>107.632%</b>	<b>\$ 67.230</b>	<b>108.053%</b>	<b>\$ 69.766</b>	<b>109.997%</b>	<b>\$ 72.115</b>
<b>Total Cost Per Hour</b>		<b>\$ 155.730</b>		<b>\$ 161.266</b>		<b>\$ 165.115</b>

**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 4/20/2022 (at 4:01 P.M.) to 4/16/2025 (at 4:00 P.M.)**

<b>PREVAILING RATE CHART</b>	<b>04/20/2022 (at 4:01 p.m.)</b>	<b>04/20/2022 (at 4:01 p.m.)</b>	<b>04/19/2023 (at 4:01 p.m.)</b>	<b>04/19/2023 (at 4:01 p.m.)</b>	<b>04/17/2024 (at 4:01 p.m.)</b>	<b>04/17/2024 (at 4:01 p.m.)</b>
<b>Hourly Rate</b>	\$ 61.50	61.50	\$ 63.50	63.50	\$ 64.50	64.50
	<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>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.095	0.150%	\$ 0.097
<b>Job Security Fund</b>	0.300%	\$ 0.185	0.300%	\$ 0.191	0.300%	\$ 0.194
<b>Apprentice</b>	1.300%	\$ 0.800	1.300%	\$ 0.826	1.300%	\$ 0.839
<b>P H B P -- Pension Trust</b>	13.390%	\$ 8.235	13.390%	\$ 8.503	13.390%	\$ 8.637
<b>P H B P -- Medical</b>	26.060%	\$ 16.027	26.060%	\$ 16.548	26.060%	\$ 16.809
<b>P H B P -- Medical</b>	8.537%	\$ 5.250	9.449%	\$ 6.000	9.302%	\$ 6.000
<b>Dental Plan</b>	3.140%	\$ 1.931	3.140%	\$ 1.994	3.140%	\$ 2.025
<b>N .E .B .F .</b>	3.000%	\$ 1.845	3.000%	\$ 1.905	3.000%	\$ 1.935
<b>Annuity</b>	8.943%	\$ 5.500	8.661%	\$ 5.500	10.853%	\$ 7.000
<b>HRA</b>	10.569%	\$ 6.500	10.236%	\$ 6.500	10.078%	\$ 6.500
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 4.705	7.650%	\$ 4.858	7.650%	\$ 4.934
<b>DSP Percentage</b>	19.900%	\$ 12.239	19.900%	\$ 12.637	19.900%	\$ 12.836
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.670%	\$ 1.027	1.670%	\$ 1.060	1.670%	\$ 1.077
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 1.221	1.985%	\$ 1.260	1.985%	\$ 1.280
<b>Total Rate For Benefits</b>	<b>106.444%</b>	<b>\$ 65.463</b>	<b>106.891%</b>	<b>\$ 67.876</b>	<b>108.778%</b>	<b>\$ 70.162</b>
<b>Total Cost Per Hour</b>		<b>\$ 126.963</b>		<b>\$ 131.376</b>		<b>\$ 134.662</b>

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<b>PREVAILING RATE CHART</b>	<b>04/20/2022 (at 4:01 p.m.)</b>	<b>04/20/2022 (at 4:01 p.m.)</b>	<b>04/19/2023 (at 4:01 p.m.)</b>	<b>04/19/2023 (at 4:01 p.m.)</b>	<b>04/17/2024 (at 4:01 p.m.)</b>	<b>04/17/2024 (at 4:01 p.m.)</b>
<b>OT Rate</b>	\$ 92.25	\$ 92.25	\$ 95.25	\$ 95.25	\$ 96.75	\$ 96.75
<b>Hourly Rate</b>	\$ 61.50	\$ 61.50	\$ 63.50	\$ 63.50	\$ 64.50	\$ 64.50
	<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>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.095	0.150%	\$ 0.097
<b>Job Security Fund</b>	0.300%	\$ 0.185	0.300%	\$ 0.191	0.300%	\$ 0.194
<b>Apprentice</b>	1.300%	\$ 0.800	1.300%	\$ 0.826	1.300%	\$ 0.839
<b>P H B P -- Pension Trust</b>	13.390%	\$ 8.235	13.390%	\$ 8.503	13.390%	\$ 8.637
<b>P H B P -- Medical</b>	26.060%	\$ 16.027	26.060%	\$ 16.548	26.060%	\$ 16.809
<b>P H B P -- Medical</b>	8.537%	\$ 5.250	9.449%	\$ 6.000	9.302%	\$ 6.000
<b>Dental Plan</b>	3.140%	\$ 1.931	3.140%	\$ 1.994	3.140%	\$ 2.025
<b>N .E .B .F .</b>	3.000%	\$ 2.768	3.000%	\$ 2.858	3.000%	\$ 2.903
<b>Annuity</b>	8.943%	\$ 5.500	8.661%	\$ 5.500	10.853%	\$ 7.000
<b>HRA</b>	10.569%	\$ 6.500	10.236%	\$ 6.500	10.078%	\$ 6.500
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 7.057	7.650%	\$ 7.287	7.650%	\$ 7.401
<b>DSP Percentage</b>	19.900%	\$ 12.239	19.900%	\$ 12.637	19.900%	\$ 12.836
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.670%	\$ 1.027	1.670%	\$ 1.060	1.670%	\$ 1.077
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 1.831	1.985%	\$ 1.891	1.985%	\$ 1.920
<b>Total Rate For Benefits</b>	<b>106.444%</b>	<b>\$ 69.348</b>	<b>106.891%</b>	<b>\$ 71.888</b>	<b>108.778%</b>	<b>\$ 74.236</b>
<b>Total Cost Per Hour</b>		<b>\$ 161.598</b>		<b>\$ 167.138</b>		<b>\$ 170.986</b>