

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 4/16/2025 (at 4:01 p.m.) to 4/19/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	04/16/2025 (at 4:01 p.m.)	04/16/2025 (at 4:01 p.m.)	01/01/2026 (at 4:01 p.m.)	01/01/2026 (at 4:01 p.m.)	04/22/2026 (at 4:01 p.m.)	04/22/2026 (at 4:01 p.m.)	04/21/2027 (at 4:01 p.m.)	04/21/2027 (at 4:01 p.m.)	01/06/2028 (at 4:01 p.m.)	01/06/2028 (at 4:01 p.m.)
Hourly Rate	\$ 62.00	62.00	\$ 62.00	62.00	\$ 64.00	64.00	\$ 64.00	64.00	\$ 64.00	64.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.093	0.150%	\$ 0.093	0.150%	\$ 0.096	0.150%	\$ 0.096	0.150%	\$ 0.096
Job Security Fund	0.300%	\$ 0.186	0.300%	\$ 0.186	0.300%	\$ 0.192	0.300%	\$ 0.192	0.300%	\$ 0.192
Apprentice	1.550%	\$ 0.961	1.550%	\$ 0.961	1.550%	\$ 0.992	2.050%	\$ 1.312	2.050%	\$ 1.312
P H B P -- Pension Trust	13.390%	\$ 8.302	13.390%	\$ 8.302	13.390%	\$ 8.570	13.390%	\$ 8.570	13.390%	\$ 8.570
P H B P -- Medical	26.060%	\$ 16.157	26.060%	\$ 16.157	26.060%	\$ 16.678	26.060%	\$ 16.678	26.060%	\$ 16.678
P H B P -- Medical	16.129%	\$ 10.000	16.129%	\$ 10.000	17.188%	\$ 11.000	17.188%	\$ 11.000	17.188%	\$ 11.000
Dental Plan	3.140%	\$ 1.947	3.140%	\$ 1.947	3.140%	\$ 2.010	4.140%	\$ 2.650	4.140%	\$ 2.650
N . E . B . F .	3.000%	\$ 1.860	3.000%	\$ 1.860	3.000%	\$ 1.920	3.000%	\$ 1.920	3.000%	\$ 1.920
NEIB	0.000%	\$ -	0.806%	\$ 0.500	0.781%	\$ 0.500	0.781%	\$ 0.500	1.563%	\$ 1.000
Annuity	11.290%	\$ 7.000	11.290%	\$ 7.000	11.719%	\$ 7.500	14.063%	\$ 9.000	14.063%	\$ 9.000
HRA	11.290%	\$ 7.000	11.290%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.743	7.650%	\$ 4.743	7.650%	\$ 4.896	7.650%	\$ 4.896	7.650%	\$ 4.896
DSP Percentage	19.900%	\$ 12.338	19.900%	\$ 12.338	19.900%	\$ 12.736	19.900%	\$ 12.736	19.900%	\$ 12.736
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.035	1.670%	\$ 1.035	1.670%	\$ 1.069	1.670%	\$ 1.069	1.670%	\$ 1.069
Comp. & Dis. Supp.	1.985%	\$ 1.231	1.985%	\$ 1.231	1.985%	\$ 1.270	1.985%	\$ 1.270	1.985%	\$ 1.270
Total Rate For Benefits	117.505%	\$ 72.853	118.311%	\$ 73.353	119.420%	\$ 76.429	123.264%	\$ 78.889	124.045%	\$ 79.389
Total Cost Per Hour	\$	134.853	\$	135.353	\$	140.429	\$	142.889	\$	143.389

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OT Rate	\$ 93.00	\$ 93.00	\$ 93.00	\$ 93.00	\$ 93.00	\$ 93.00	\$ 93.00	\$ 93.00	\$ 93.00	\$ 93.00
Hourly Rate	\$ 62.00	\$ 62.00	\$ 62.00	\$ 62.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.093	0.150%	\$ 0.093	0.150%	\$ 0.096	0.150%	\$ 0.096	0.150%	\$ 0.096
Job Security Fund	0.300%	\$ 0.186	0.300%	\$ 0.186	0.300%	\$ 0.192	0.300%	\$ 0.192	0.300%	\$ 0.192
Apprentice	1.550%	\$ 0.961	1.550%	\$ 0.961	1.550%	\$ 0.992	2.050%	\$ 1.312	2.050%	\$ 1.312
P H B P -- Pension Trust	13.390%	\$ 8.302	13.390%	\$ 8.302	13.390%	\$ 8.570	13.390%	\$ 8.570	13.390%	\$ 8.570
P H B P -- Medical	26.060%	\$ 16.157	26.060%	\$ 16.157	26.060%	\$ 16.678	26.060%	\$ 16.678	26.060%	\$ 16.678
P H B P -- Medical	16.129%	\$ 10.000	16.129%	\$ 10.000	17.188%	\$ 11.000	17.188%	\$ 11.000	17.188%	\$ 11.000
Dental Plan	3.140%	\$ 1.947	3.140%	\$ 1.947	3.140%	\$ 2.010	4.140%	\$ 2.650	4.140%	\$ 2.650
N . E . B . F .	3.000%	\$ 2.790	3.000%	\$ 2.790	3.000%	\$ 2.790	3.000%	\$ 2.790	3.000%	\$ 2.790
NEIB	0.000%	\$ -	0.806%	\$ 0.500	0.781%	\$ 0.500	0.781%	\$ 0.500	1.563%	\$ 1.000
Annuity	11.290%	\$ 7.000	11.290%	\$ 7.000	11.719%	\$ 7.500	14.063%	\$ 9.000	14.063%	\$ 9.000
HRA	11.290%	\$ 7.000	11.290%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 7.115	7.650%	\$ 7.115	7.650%	\$ 7.115	7.650%	\$ 7.115	7.650%	\$ 7.115
DSP Percentage	19.900%	\$ 12.338	19.900%	\$ 12.338	19.900%	\$ 12.736	19.900%	\$ 12.736	19.900%	\$ 12.736
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.035	1.670%	\$ 1.035	1.670%	\$ 1.069	1.670%	\$ 1.069	1.670%	\$ 1.069
Comp. & Dis. Supp.	1.985%	\$ 1.846	1.985%	\$ 1.846	1.985%	\$ 1.846	1.985%	\$ 1.846	1.985%	\$ 1.846
Total Rate For Benefits	117.505%	\$ 76.770	118.311%	\$ 77.270	119.420%	\$ 80.093	123.264%	\$ 82.553	124.045%	\$ 83.053
Total Cost Per Hour		\$ 169.770		\$ 170.270		\$ 173.093		\$ 175.553		\$ 176.053

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Hourly Rate	\$ 64.50	64.50	\$ 64.50	64.50	\$ 66.50	66.50	\$ 66.50	66.50	\$ 66.50	66.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.097	0.150%	\$ 0.097	0.150%	\$ 0.100	0.150%	\$ 0.100	0.150%	\$ 0.100
Job Security Fund	0.300%	\$ 0.194	0.300%	\$ 0.194	0.300%	\$ 0.200	0.300%	\$ 0.200	0.300%	\$ 0.200
Apprentice	1.550%	\$ 1.000	1.550%	\$ 1.000	1.550%	\$ 1.031	2.050%	\$ 1.363	2.050%	\$ 1.363
P H B P -- Pension Trust	13.390%	\$ 8.637	13.390%	\$ 8.637	13.390%	\$ 8.904	13.390%	\$ 8.904	13.390%	\$ 8.904
P H B P -- Medical	26.060%	\$ 16.809	26.060%	\$ 16.809	26.060%	\$ 17.330	26.060%	\$ 17.330	26.060%	\$ 17.330
P H B P -- Medical	15.504%	\$ 10.000	15.504%	\$ 10.000	16.541%	\$ 11.000	16.541%	\$ 11.000	16.541%	\$ 11.000
Dental Plan	3.140%	\$ 2.025	3.140%	\$ 2.025	3.140%	\$ 2.088	4.140%	\$ 2.753	4.140%	\$ 2.753
N . E . B . F .	3.000%	\$ 1.935	3.000%	\$ 1.935	3.000%	\$ 1.995	3.000%	\$ 1.995	3.000%	\$ 1.995
NEIB	0.000%	\$ -	0.775%	\$ 0.500	0.752%	\$ 0.500	0.752%	\$ 0.500	1.504%	\$ 1.000
Annuity	10.853%	\$ 7.000	10.853%	\$ 7.000	11.278%	\$ 7.500	13.534%	\$ 9.000	13.534%	\$ 9.000
HRA	10.853%	\$ 7.000	10.853%	\$ 7.000	10.526%	\$ 7.000	10.526%	\$ 7.000	10.526%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.934	7.650%	\$ 4.934	7.650%	\$ 5.087	7.650%	\$ 5.087	7.650%	\$ 5.087
DSP Percentage	19.900%	\$ 12.836	19.900%	\$ 12.836	19.900%	\$ 13.234	19.900%	\$ 13.234	19.900%	\$ 13.234
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.077	1.670%	\$ 1.077	1.670%	\$ 1.111	1.670%	\$ 1.111	1.670%	\$ 1.111
Comp. & Dis. Supp.	1.985%	\$ 1.280	1.985%	\$ 1.280	1.985%	\$ 1.320	1.985%	\$ 1.320	1.985%	\$ 1.320
Total Rate For Benefits	116.004%	\$ 74.823	116.779%	\$ 75.323	117.893%	\$ 78.399	121.648%	\$ 80.896	122.400%	\$ 81.396
Total Cost Per Hour	\$	139.323	\$	139.823	\$	144.899	\$	147.396	\$	147.896

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OT Rate	\$ 96.75	\$ 96.75	\$ 96.75	\$ 96.75	\$ 99.75	\$ 99.75	\$ 99.75	\$ 99.75	\$ 99.75	\$ 99.75
Hourly Rate	\$ 64.50	\$ 64.50	\$ 64.50	\$ 64.50	\$ 66.50	\$ 66.50	\$ 66.50	\$ 66.50	\$ 66.50	\$ 66.50
	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.097	0.150%	\$ 0.097	0.150%	\$ 0.100	0.150%	\$ 0.100	0.150%	\$ 0.100
Job Security Fund	0.300%	\$ 0.194	0.300%	\$ 0.194	0.300%	\$ 0.200	0.300%	\$ 0.200	0.300%	\$ 0.200
Apprentice	1.550%	\$ 1.000	1.550%	\$ 1.000	1.550%	\$ 1.031	2.050%	\$ 1.363	2.050%	\$ 1.363
P H B P -- Pension Trust	13.390%	\$ 8.637	13.390%	\$ 8.637	13.390%	\$ 8.904	13.390%	\$ 8.904	13.390%	\$ 8.904
P H B P -- Medical	26.060%	\$ 16.809	26.060%	\$ 16.809	26.060%	\$ 17.330	26.060%	\$ 17.330	26.060%	\$ 17.330
P H B P -- Medical	15.504%	\$ 10.000	15.504%	\$ 10.000	16.541%	\$ 11.000	16.541%	\$ 11.000	16.541%	\$ 11.000
Dental Plan	3.140%	\$ 2.025	3.140%	\$ 2.025	3.140%	\$ 2.088	4.140%	\$ 2.753	4.140%	\$ 2.753
N . E . B . F .	3.000%	\$ 2.903	3.000%	\$ 2.903	3.000%	\$ 2.993	3.000%	\$ 2.993	3.000%	\$ 2.993
NEIB	0.000%	\$ -	0.775%	\$ 0.500	0.752%	\$ 0.500	0.752%	\$ 0.500	1.504%	\$ 1.000
Annuity	10.853%	\$ 7.000	10.853%	\$ 7.000	11.278%	\$ 7.500	13.534%	\$ 9.000	13.534%	\$ 9.000
HRA	10.853%	\$ 7.000	10.853%	\$ 7.000	10.526%	\$ 7.000	10.526%	\$ 7.000	10.526%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 7.401	7.650%	\$ 7.401	7.650%	\$ 7.631	7.650%	\$ 7.631	7.650%	\$ 7.631
DSP Percentage	19.900%	\$ 12.836	19.900%	\$ 12.836	19.900%	\$ 13.234	19.900%	\$ 13.234	19.900%	\$ 13.234
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.077	1.670%	\$ 1.077	1.670%	\$ 1.111	1.670%	\$ 1.111	1.670%	\$ 1.111
Comp. & Dis. Supp.	1.985%	\$ 1.920	1.985%	\$ 1.920	1.985%	\$ 1.980	1.985%	\$ 1.980	1.985%	\$ 1.980
Total Rate For Benefits	116.004%	\$ 78.898	116.779%	\$ 79.398	117.893%	\$ 82.600	121.648%	\$ 85.097	122.400%	\$ 85.597
Total Cost Per Hour		\$ 175.648		\$ 176.148		\$ 182.350		\$ 184.847		\$ 185.347