

Joint Industry Board of the Electrical Industry

J - DIVISION ELECTRO POLE MAINTAINER

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.)

	04/16/2025 (at 4-01 p.m.)	04/16/2025 (at 4:01 p.m.)	12/31/2025 (at 4-01 p.m.)	12/31/2025 (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	\$ 41.61	41.61 \$	\$ 41.61	41.61 \$	\$ 43.61	43.61 \$	\$ 43.61	43.61 \$	\$ 43.61	43.61 \$
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.104	0.250% \$	0.104 \$	0.250% \$	0.109	0.250% \$	0.109	0.250% \$	0.109
Legal Services Plan	0.150%	\$ 0.062	0.150% \$	0.062 \$	0.150% \$	0.065	0.150% \$	0.065	0.150% \$	0.065
Job Security Fund	0.300%	\$ 0.125	0.300% \$	0.125 \$	0.300% \$	0.131	0.300% \$	0.131	0.300% \$	0.131
Apprentice	0.000%	\$ -	0.000% \$	- \$	0.000% \$	-	0.000% \$	-	0.000% \$	-
P H B P -- Pension Trust	11.390%	\$ 4.739	11.390% \$	4.739 \$	11.390% \$	4.967	11.390% \$	4.967	11.390% \$	4.967
P H B P -- Medical	37.450%	\$ 15.583	37.450% \$	15.583 \$	37.450% \$	16.332	37.450% \$	16.332	37.450% \$	16.332
P H B P -- Medical	7.090%	\$ 2.950	7.090% \$	2.950 \$	7.911% \$	3.450	7.911% \$	3.450	7.911% \$	3.450
Dental Plan	3.140%	\$ 1.307	3.140% \$	1.307 \$	3.140% \$	1.369	4.140% \$	1.805	4.140% \$	1.805
N.E.B.F.	3.000%	\$ 1.248	3.000% \$	1.248 \$	3.000% \$	1.308	3.000% \$	1.308	3.000% \$	1.308
NEIB	0.000%	\$ -	1.202% \$	0.500 \$	1.147% \$	0.500	1.147% \$	0.500	2.293% \$	1.000
Annuity	9.853%	\$ 4.100	9.853% \$	4.100 \$	9.402% \$	4.100	12.841% \$	5.600	12.841% \$	5.600
HRA	12.545%	\$ 5.220	12.545% \$	5.220 \$	11.970% \$	5.220	11.970% \$	5.220	11.970% \$	5.220
DSP (401(k) Plan) - FICA	7.650%	\$ 3.183	7.650% \$	3.183 \$	7.650% \$	3.336	7.650% \$	3.336	7.650% \$	3.336
DSP Percentage	21.000%	\$ 8.738	21.000% \$	8.738 \$	21.000% \$	9.158	21.000% \$	9.158	21.000% \$	9.158
DSP Hourly	0.000%	\$ -	0.000% \$	- \$	0.000% \$	-	0.000% \$	-	0.000% \$	-
Educational & Cultural	1.970%	\$ 0.820	1.970% \$	0.820 \$	1.970% \$	0.859	1.970% \$	0.859	1.970% \$	0.859
Comp. & Dis. Supp.	1.985%	\$ 0.826	1.985% \$	0.826 \$	1.985% \$	0.866	1.985% \$	0.866	1.985% \$	0.866
Total Rate For Benefits	117.773%	\$ 49.005	118.975% \$	49.505 \$	118.714% \$	51.771	123.153% \$	53.707	124.300% \$	54.207
Total Cost Per Hour		\$ 90.615		\$ 91.115		\$ 95.381		\$ 97.317		\$ 97.817
Statutory EESISIP	7.735%	\$ 3.219	7.345% \$	3.056 \$	7.345% \$	3.203	7.345% \$	3.203	7.345% \$	3.203
		\$ 93.834		\$ 94.172		\$ 98.584		\$ 100.520		\$ 101.020

Joint Industry Board of the Electrical Industry

J - DIVISION ELECTRO POLE MAINTAINER OT

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.)

[illegible]

Joint Industry Board of the Electrical Industry

J - DIVISION ELECTRO POLE FOUNDATION INSTALLER

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.)

[illegible]

Joint Industry Board of the Electrical Industry

J - DIVISION ELECTRO POLE FOUNDATION INSTALLER OT

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.)

[illegible]

Joint Industry Board of the Electrical Industry

J - DIVISION ELECTRO POLE FOUNDATION TECHNICIAN

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.)

[illegible]

Joint Industry Board of the Electrical Industry

J - DIVISION ELECTRO POLE FOUNDATION TECHNICIAN OT

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.)

[illegible]