

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.)

| | 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.) | 12/27/2023 (at 4:01 p.m.) | 12/27/2023 (at 4:01 p.m.) | 04/17/2024 (at 4:01 p.m.) | 04/17/2024 (at 4:01 p.m.) |
|--------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Hourly Rate | \$ 59.00 | \$ 59.00 | \$ 59.00 | \$ 59.00 | \$ 61.00 | \$ 61.00 | \$ 61.00 | \$ 61.00 | \$ 62.00 | \$ 62.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.148 | 0.250% | \$ 0.148 | 0.250% | \$ 0.153 | 0.250% | \$ 0.153 | 0.250% | \$ 0.155 |
| Legal Services Plan | 0.000% | \$ - | 0.000% | \$ - | 0.150% | \$ 0.092 | 0.150% | \$ 0.092 | 0.150% | \$ 0.093 |
| Job Security Fund | 0.300% | \$ 0.177 | 0.300% | \$ 0.177 | 0.300% | \$ 0.183 | 0.300% | \$ 0.183 | 0.300% | \$ 0.186 |
| Apprentice | 1.300% | \$ 0.767 | 1.300% | \$ 0.767 | 1.300% | \$ 0.793 | 1.300% | \$ 0.793 | 1.300% | \$ 0.806 |
| P H B P -- Pension Trust | 13.390% | \$ 7.900 | 13.390% | \$ 7.900 | 13.390% | \$ 8.168 | 13.390% | \$ 8.168 | 13.390% | \$ 8.302 |
| P H B P -- Medical | 26.060% | \$ 15.375 | 26.060% | \$ 15.375 | 26.060% | \$ 15.897 | 26.060% | \$ 15.897 | 26.060% | \$ 16.157 |
| P H B P -- Medical | 8.898% | \$ 5.250 | 8.898% | \$ 5.250 | 9.836% | \$ 6.000 | 9.836% | \$ 6.000 | 9.677% | \$ 6.000 |
| Dental Plan | 3.140% | \$ 1.853 | 3.140% | \$ 1.853 | 3.140% | \$ 1.915 | 3.140% | \$ 1.915 | 3.140% | \$ 1.947 |
| N . E . B . F . | 3.000% | \$ 1.770 | 3.000% | \$ 1.770 | 3.000% | \$ 1.830 | 3.000% | \$ 1.830 | 3.000% | \$ 1.860 |
| Annuity | 9.322% | \$ 5.500 | 9.322% | \$ 5.500 | 9.016% | \$ 5.500 | 9.016% | \$ 5.500 | 10.484% | \$ 6.500 |
| HRA | 11.017% | \$ 6.500 | 11.017% | \$ 6.500 | 10.656% | \$ 6.500 | 10.656% | \$ 6.500 | 11.290% | \$ 7.000 |
| DSP (401(k) Plan) - FICA | 7.650% | \$ 4.514 | 7.650% | \$ 4.514 | 7.650% | \$ 4.667 | 7.650% | \$ 4.667 | 7.650% | \$ 4.743 |
| DSP Percentage | 19.900% | \$ 11.741 | 19.900% | \$ 11.741 | 19.900% | \$ 12.139 | 19.900% | \$ 12.139 | 19.900% | \$ 12.338 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.670% | \$ 0.985 | 1.670% | \$ 0.985 | 1.670% | \$ 1.019 | 1.670% | \$ 1.019 | 1.670% | \$ 1.035 |
| Comp. & Dis. Supp. | 1.985% | \$ 1.171 | 1.985% | \$ 1.171 | 1.985% | \$ 1.211 | 1.985% | \$ 1.211 | 1.985% | \$ 1.231 |
| Total Rate For Benefits | 107.882% | \$ 63.651 | 107.882% | \$ 63.651 | 108.303% | \$ 66.065 | 108.303% | \$ 66.065 | 110.247% | \$ 68.353 |
| Total Cost Per Hour | | \$ 122.651 | | \$ 122.651 | | \$ 127.065 | | \$ 127.065 | | \$ 130.353 |
| Statutory EESISIP | 6.625% | \$ 3.909 | 6.955% | \$ 4.103 | 6.955% | \$ 4.243 | 7.735% | \$ 4.718 | 7.735% | \$ 4.796 |
| | | \$ 126.559 | | \$ 126.754 | | \$ 131.308 | | \$ 131.783 | | \$ 135.149 |

