**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 5/18/2016 (at 4:01 P.M.) to 4/24/2019 (at 4:00 P.M.)**

| | 5/18/2016 | 5/18/2016 | 7/27/2016 | 7/27/2016 | 5/17/2017 | 5/17/2017 | 5/16/2018 | 5/16/2018 | 1/2/2019 | 1/2/2019 |
|---|---|---|---|---|---|---|---|---|---|---|
| Hourly Rate | $ 54.00 | 54.00 | $ 54.00 | 54.00 | $ 56.00 | 56.00 | $ 56.00 | 56.00 | $ 56.00 | 56.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB* | 0.500% | $ 0.270 | 0.500% | $ 0.270 | 0.500% | $ 0.280 | 0.500% | $ 0.280 | 0.500% | $ 0.280 |
| Apprentice | 1.250% | $ 0.675 | 1.250% | $ 0.675 | 1.250% | $ 0.700 | 1.250% | $ 0.700 | 1.250% | $ 0.700 |
| P H B P -- Pension Trust | 12.220% | $ 6.599 | 12.220% | $ 6.599 | 13.220% | $ 7.403 | 14.220% | $ 7.963 | 14.220% | $ 7.963 |
| P H B P -- Medical | 21.390% | $ 11.551 | 21.390% | $ 11.551 | 22.390% | $ 12.538 | 23.390% | $ 13.098 | 23.390% | $ 13.098 |
| P H B P -- Medical | 7.407% | $ 4.000 | 7.407% | $ 4.000 | 7.143% | $ 4.000 | 7.143% | $ 4.000 | 7.143% | $ 4.000 |
| Dental Plan | 3.540% | $ 1.912 | 3.540% | $ 1.912 | 3.540% | $ 1.982 | 3.540% | $ 1.982 | 3.540% | $ 1.982 |
| N .E .B .F . | 3.000% | $ 1.620 | 3.000% | $ 1.620 | 3.000% | $ 1.680 | 3.000% | $ 1.680 | 3.000% | $ 1.680 |
| Annuity | 8.333% | $ 4.500 | 8.333% | $ 4.500 | 8.036% | $ 4.500 | 8.036% | $ 4.500 | 8.036% | $ 4.500 |
| DSP (401(k) Plan) - FICA | 7.650% | $ 4.131 | 7.650% | $ 4.131 | 7.650% | $ 4.284 | 7.650% | $ 4.284 | 7.650% | $ 4.284 |
| HRA | 7.870% | $ 4.250 | 7.870% | $ 4.250 | 7.589% | $ 4.250 | 8.036% | $ 4.500 | 8.036% | $ 4.500 |
| DSP Percentage | 19.400% | $ 10.476 | 19.400% | $ 10.476 | 19.400% | $ 10.864 | 19.400% | $ 10.864 | 19.400% | $ 10.864 |
| DSP Hourly | 3.704% | $ 2.000 | 3.704% | $ 2.000 | 3.571% | $ 2.000 | 3.571% | $ 2.000 | 3.571% | $ 2.000 |
| Educational & Cultural | 1.533% | $ 0.828 | 1.533% | $ 0.828 | 1.533% | $ 0.858 | 1.533% | $ 0.858 | 1.533% | $ 0.858 |
| Comp. & Dis. Supp. | 1.885% | $ 1.018 | 1.885% | $ 1.018 | 1.885% | $ 1.056 | 1.885% | $ 1.056 | 1.885% | $ 1.056 |
| **Total Rate For Benefits** | **99.683%** | **$ 53.829** | **99.683%** | **$ 53.829** | **100.707%** | **$ 56.396** | **103.154%** | **$ 57.766** | **103.154%** | **$ 57.766** |
| **Total Cost Per Hour** | | **$ 107.829** | | **$ 107.829** | | **$ 112.396** | | **$ 113.766** | | **$ 113.766** |
| Statutory EESISP | 5.165% | $ 2.789 | 6.105% | $ 3.297 | 6.105% | $ 3.419 | 6.105% | $ 3.419 | 5.425% | $ 3.038 |
| | | **$ 110.618** | | **$ 111.125** | | **$ 115.815** | | **$ 117.185** | | **$ 116.804** |

* Includes .25% Benefit and Wage Fund

**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 5/18/2016 (at 4:01 P.M.) to 4/24/2019 (at 4:00 P.M.)**

| | 5/18/2016 | 5/18/2016 | 7/27/2016 | 7/27/2016 | 5/17/2017 | 5/17/2017 | 5/16/2018 | 5/16/2018 | 1/2/2019 | 1/2/2019 |
|---|---|---|---|---|---|---|---|---|---|---|
| OT Rate | $ 81.00 | $ 81.00 | $ 81.00 | $ 81.00 | $ 84.00 | $ 84.00 | $ 84.00 | $ 84.00 | $ 84.00 | $ 84.00 |
| Hourly Rate | $ 54.00 | 54.00 | $ 54.00 | 54.00 | $ 56.00 | 56.00 | $ 56.00 | 56.00 | $ 56.00 | 56.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB* | 0.500% | $ 0.270 | 0.500% | $ 0.270 | 0.500% | $ 0.280 | 0.500% | $ 0.280 | 0.500% | $ 0.280 |
| Apprentice | 1.250% | $ 0.675 | 1.250% | $ 0.675 | 1.250% | $ 0.700 | 1.250% | $ 0.700 | 1.250% | $ 0.700 |
| P H B P -- Pension Trust | 12.220% | $ 6.599 | 12.220% | $ 6.599 | 13.220% | $ 7.403 | 14.220% | $ 7.963 | 14.220% | $ 7.963 |
| P H B P -- Medical | 21.390% | $ 11.551 | 21.390% | $ 11.551 | 22.390% | $ 12.538 | 23.390% | $ 13.098 | 23.390% | $ 13.098 |
| P H B P -- Medical | 7.407% | $ 4.000 | 7.407% | $ 4.000 | 7.143% | $ 4.000 | 7.143% | $ 4.000 | 7.143% | $ 4.000 |
| Dental Plan | 3.540% | $ 1.912 | 3.540% | $ 1.912 | 3.540% | $ 1.982 | 3.540% | $ 1.982 | 3.540% | $ 1.982 |
| N .E .B .F . | 3.000% | $ 2.430 | 3.000% | $ 2.430 | 3.000% | $ 2.520 | 3.000% | $ 2.520 | 3.000% | $ 2.520 |
| Annuity | 8.333% | $ 4.500 | 8.333% | $ 4.500 | 8.036% | $ 4.500 | 8.036% | $ 4.500 | 8.036% | $ 4.500 |
| DSP (401(k) Plan) - FICA | 7.650% | $ 6.197 | 7.650% | $ 6.197 | 7.650% | $ 6.426 | 7.650% | $ 6.426 | 7.650% | $ 6.426 |
| HRA | 7.870% | $ 4.250 | 7.870% | $ 4.250 | 7.589% | $ 4.250 | 8.036% | $ 4.500 | 8.036% | $ 4.500 |
| DSP Percentage | 19.400% | $ 10.476 | 19.400% | $ 10.476 | 19.400% | $ 10.864 | 19.400% | $ 10.864 | 19.400% | $ 10.864 |
| DSP Hourly | 3.704% | $ 2.000 | 3.704% | $ 2.000 | 3.571% | $ 2.000 | 3.571% | $ 2.000 | 3.571% | $ 2.000 |
| Educational & Cultural | 1.533% | $ 0.828 | 1.533% | $ 0.828 | 1.533% | $ 0.858 | 1.533% | $ 0.858 | 1.533% | $ 0.858 |
| Comp. & Dis. Supp. | 1.885% | $ 1.527 | 1.885% | $ 1.527 | 1.885% | $ 1.583 | 1.885% | $ 1.583 | 1.885% | $ 1.583 |
| **Total Rate For Benefits** | **99.683%** | **$ 57.213** | **99.683%** | **$ 57.213** | **100.707%** | **$ 59.906** | **103.154%** | **$ 61.276** | **103.154%** | **$ 61.276** |
| | | | | | | | | | | |
| **Total Cost Per Hour** | | **$ 138.213** | | **$ 138.213** | | **$ 143.906** | | **$ 145.276** | | **$ 145.276** |
| Statutory EESISP | 5.165% | $ 4.184 | 6.105% | $ 4.945 | 6.105% | $ 5.128 | 6.105% | $ 5.128 | 5.425% | $ 4.557 |
| | | **$ 142.397** | | **$ 143.158** | | **$ 149.034** | | **$ 150.404** | | **$ 149.833** |

* Includes .25% Benefit and Wage Fund

**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 5/18/2016 (at 4:01 P.M.) to 4/24/2019 (at 4:00 P.M.)**

| | 5/18/2016 | 5/18/2016 | 7/27/2016 | 7/27/2016 | 5/17/2017 | 5/17/2017 | 5/16/2018 | 5/16/2018 | 1/2/2019 | 1/2/2019 |
|---|---|---|---|---|---|---|---|---|---|---|
| Hourly Rate | $ 56.00 | 56.00 | $ 56.00 | 56.00 | $ 58.00 | 58.00 | $ 58.00 | 58.00 | $ 58.00 | 58.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB* | 0.500% | $ 0.280 | 0.500% | $ 0.280 | 0.500% | $ 0.290 | 0.500% | $ 0.290 | 0.500% | $ 0.290 |
| Apprentice | 1.250% | $ 0.700 | 1.250% | $ 0.700 | 1.250% | $ 0.725 | 1.250% | $ 0.725 | 1.250% | $ 0.725 |
| P H B P -- Pension Trust | 12.220% | $ 6.843 | 12.220% | $ 6.843 | 13.220% | $ 7.668 | 14.220% | $ 8.248 | 14.220% | $ 8.248 |
| P H B P -- Medical | 21.390% | $ 11.978 | 21.390% | $ 11.978 | 22.390% | $ 12.986 | 23.390% | $ 13.566 | 23.390% | $ 13.566 |
| P H B P -- Medical | 7.143% | $ 4.000 | 7.143% | $ 4.000 | 6.897% | $ 4.000 | 6.897% | $ 4.000 | 6.897% | $ 4.000 |
| Dental Plan | 3.540% | $ 1.982 | 3.540% | $ 1.982 | 3.540% | $ 2.053 | 3.540% | $ 2.053 | 3.540% | $ 2.053 |
| N .E .B .F . | 3.000% | $ 1.680 | 3.000% | $ 1.680 | 3.000% | $ 1.740 | 3.000% | $ 1.740 | 3.000% | $ 1.740 |
| Annuity | 8.036% | $ 4.500 | 8.036% | $ 4.500 | 7.759% | $ 4.500 | 7.759% | $ 4.500 | 7.759% | $ 4.500 |
| DSP (401(k) Plan) - FICA | 7.650% | $ 4.284 | 7.650% | $ 4.284 | 7.650% | $ 4.437 | 7.650% | $ 4.437 | 7.650% | $ 4.437 |
| HRA | 7.589% | $ 4.250 | 7.589% | $ 4.250 | 7.328% | $ 4.250 | 7.759% | $ 4.500 | 7.759% | $ 4.500 |
| DSP Percentage | 19.400% | $ 10.864 | 19.400% | $ 10.864 | 19.400% | $ 11.252 | 19.400% | $ 11.252 | 19.400% | $ 11.252 |
| DSP Hourly | 3.571% | $ 2.000 | 3.571% | $ 2.000 | 3.448% | $ 2.000 | 3.448% | $ 2.000 | 3.448% | $ 2.000 |
| Educational & Cultural | 1.533% | $ 0.858 | 1.533% | $ 0.858 | 1.533% | $ 0.889 | 1.533% | $ 0.889 | 1.533% | $ 0.889 |
| Comp. & Dis. Supp. | 1.885% | $ 1.056 | 1.885% | $ 1.056 | 1.885% | $ 1.093 | 1.885% | $ 1.093 | 1.885% | $ 1.093 |
| **Total Rate For Benefits** | **98.707%** | **$ 55.276** | **98.707%** | **$ 55.276** | **99.799%** | **$ 57.883** | **102.230%** | **$ 59.293** | **102.230%** | **$ 59.293** |
| Total Cost Per Hour | | **$ 111.276** | | **$ 111.276** | | **$ 115.883** | | **$ 117.293** | | **$ 117.293** |
| Statutory EESISP | 5.165% | $ 2.892 | 6.105% | $ 3.419 | 6.105% | $ 3.541 | 6.105% | $ 3.541 | 5.425% | $ 3.147 |
| | | **$ 114.168** | | **$ 114.695** | | **$ 119.424** | | **$ 120.834** | | **$ 120.440** |

* Includes .25% Benefit and Wage Fund

## Joint Industry Board of the Electrical Industry

# STREET LIGHTING ELECTRO-POLE TECHNICIAN OT

**Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/18/2016 (at 4:01 P.M.) to 4/24/2019 (at 4:00 P.M.)**

| | 5/18/2016 | 5/18/2016 | 7/27/2016 | 7/27/2016 | 5/17/2017 | 5/17/2017 | 5/16/2018 | 5/16/2018 | 1/2/2019 | 1/2/2019 |
|---|---|---|---|---|---|---|---|---|---|---|
| OT Rate | $ 84.00 | $ 84.00 | $ 84.00 | $ 84.00 | $ 87.00 | $ 87.00 | $ 87.00 | $ 87.00 | $ 87.00 | $ 87.00 |
| Hourly Rate | $ 56.00 | 56.00 | $ 56.00 | 56.00 | $ 58.00 | 58.00 | $ 58.00 | 58.00 | $ 58.00 | 58.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB* | 0.500% | $ 0.280 | 0.500% | $ 0.280 | 0.500% | $ 0.290 | 0.500% | $ 0.290 | 0.500% | $ 0.290 |
| Apprentice | 1.250% | $ 0.700 | 1.250% | $ 0.700 | 1.250% | $ 0.725 | 1.250% | $ 0.725 | 1.250% | $ 0.725 |
| P H B P -- Pension Trust | 12.220% | $ 6.843 | 12.220% | $ 6.843 | 13.220% | $ 7.668 | 14.220% | $ 8.248 | 14.220% | $ 8.248 |
| P H B P -- Medical | 21.390% | $ 11.978 | 21.390% | $ 11.978 | 22.390% | $ 12.986 | 23.390% | $ 13.566 | 23.390% | $ 13.566 |
| P H B P -- Medical | 7.143% | $ 4.000 | 7.143% | $ 4.000 | 6.897% | $ 4.000 | 6.897% | $ 4.000 | 6.897% | $ 4.000 |
| Dental Plan | 3.540% | $ 1.982 | 3.540% | $ 1.982 | 3.540% | $ 2.053 | 3.540% | $ 2.053 | 3.540% | $ 2.053 |
| N .E .B .F . | 3.000% | $ 2.520 | 3.000% | $ 2.520 | 3.000% | $ 2.610 | 3.000% | $ 2.610 | 3.000% | $ 2.610 |
| Annuity | 8.036% | $ 4.500 | 8.036% | $ 4.500 | 7.759% | $ 4.500 | 7.759% | $ 4.500 | 7.759% | $ 4.500 |
| DSP (401(k) Plan) - FICA | 7.650% | $ 6.426 | 7.650% | $ 6.426 | 7.650% | $ 6.656 | 7.650% | $ 6.656 | 7.650% | $ 6.656 |
| HRA | 7.589% | $ 4.250 | 7.589% | $ 4.250 | 7.328% | $ 4.250 | 7.759% | $ 4.500 | 7.759% | $ 4.500 |
| DSP Percentage | 19.400% | $ 10.864 | 19.400% | $ 10.864 | 19.400% | $ 11.252 | 19.400% | $ 11.252 | 19.400% | $ 11.252 |
| DSP Hourly | 3.571% | $ 2.000 | 3.571% | $ 2.000 | 3.448% | $ 2.000 | 3.448% | $ 2.000 | 3.448% | $ 2.000 |
| Educational & Cultural | 1.533% | $ 0.858 | 1.533% | $ 0.858 | 1.533% | $ 0.889 | 1.533% | $ 0.889 | 1.533% | $ 0.889 |
| Comp. & Dis. Supp. | 1.885% | $ 1.583 | 1.885% | $ 1.583 | 1.885% | $ 1.640 | 1.885% | $ 1.640 | 1.885% | $ 1.640 |
| **Total Rate For Benefits** | **98.707%** | **$ 58.786** | **98.707%** | **$ 58.786** | **99.799%** | **$ 61.519** | **102.230%** | **$ 62.929** | **102.230%** | **$ 62.929** |
| | | | | | | | | | | |
| **Total Cost Per Hour** | | **$ 142.786** | | **$ 142.786** | | **$ 148.519** | | **$ 149.929** | | **$ 149.929** |
| Statutory EESISP | 5.165% | $ 4.339 | 6.105% | $ 5.128 | 6.105% | $ 5.311 | 6.105% | $ 5.311 | 5.425% | $ 4.720 |
| | | **$ 147.124** | | **$ 147.914** | | **$ 153.830** | | **$ 155.240** | | **$ 154.648** |

* Includes .25% Benefit and Wage Fund