

Joint Industry Board of the Electrical Industry

Street Lighting Electro Pole Maintainer

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	5/18/2018	5/18/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 35.05	\$ 35.05	\$ 35.05	\$ 35.05	\$ 35.58	\$ 35.58	\$ 36.11	\$ 36.11	\$ 36.11	\$ 36.11
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	\$ 0.175	0.500%	\$ 0.175	0.500%	\$ 0.178	0.500%	\$ 0.181	0.500%	\$ 0.181
Apprentice	1.250%	\$ 0.438	1.250%	\$ 0.438	1.250%	\$ 0.445	1.250%	\$ 0.451	1.250%	\$ 0.451
P H B P -- Pension Trust	10.220%	\$ 3.582	10.220%	\$ 3.582	10.220%	\$ 3.636	10.220%	\$ 3.690	10.220%	\$ 3.690
P H B P -- Medical	30.790%	\$ 10.792	30.790%	\$ 10.792	31.790%	\$ 11.311	32.790%	\$ 11.840	32.790%	\$ 11.840
Dental Plan	3.540%	\$ 1.241	3.540%	\$ 1.241	3.540%	\$ 1.260	3.540%	\$ 1.278	3.540%	\$ 1.278
N . E . B . F .	3.000%	\$ 1.052	3.000%	\$ 1.052	3.000%	\$ 1.067	3.000%	\$ 1.083	3.000%	\$ 1.083
Annuity	8.131%	\$ 2.850	8.131%	\$ 2.850	8.010%	\$ 2.850	8.585%	\$ 3.100	8.585%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 2.681	7.650%	\$ 2.681	7.650%	\$ 2.722	7.650%	\$ 2.762	7.650%	\$ 2.762
HRA	15.386%	\$ 5.393	15.386%	\$ 5.393	15.157%	\$ 5.393	14.935%	\$ 5.393	14.935%	\$ 5.393
DSP Percentage	19.400%	\$ 6.800	19.400%	\$ 6.800	19.400%	\$ 6.903	19.400%	\$ 7.005	19.400%	\$ 7.005
Educational & Cultural	1.533%	\$ 0.537	1.533%	\$ 0.537	1.533%	\$ 0.545	1.533%	\$ 0.554	1.533%	\$ 0.554
Comp. & Dis. Supp.	1.885%	\$ 0.661	1.885%	\$ 0.661	1.885%	\$ 0.671	1.885%	\$ 0.681	1.885%	\$ 0.681
Total Rate For Benefits	103.285%	\$ 36.202	103.285%	\$ 36.202	103.935%	\$ 36.980	105.287%	\$ 38.019	105.287%	\$ 38.019
Total Cost Per Hour		\$ 71.252		\$ 71.252		\$ 72.560		\$ 74.129		\$ 74.129
Statutory EESISP	5.165%	\$ 1.810	6.105%	\$ 2.140	6.105%	\$ 2.172	6.105%	\$ 2.205	5.425%	\$ 1.959
* Includes .25% Benefit and Wage Fund		\$ 73.062		\$ 73.391		\$ 74.732		\$ 76.334		\$ 76.088

Joint Industry Board of the Electrical Industry

Street Lighting Electro Pole Foundation Installer 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		7/27/2016		5/17/2017		5/16/2018		1/2/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
OT Rate	\$ 61.40	\$ 61.40	\$ 61.40	\$ 61.40	\$ 62.31	\$ 62.31	\$ 63.24	\$ 63.24	\$ 63.24	\$ 63.24
Hourly Rate	\$ 40.93	\$ 40.93	\$ 40.93	\$ 40.93	\$ 41.54	\$ 41.54	\$ 42.16	\$ 42.16	\$ 42.16	\$ 42.16
JIB*	0.500%	\$ 0.205	0.500%	\$ 0.205	0.500%	\$ 0.208	0.500%	\$ 0.211	0.500%	\$ 0.211
Apprentice	1.250%	\$ 0.512	1.250%	\$ 0.512	1.250%	\$ 0.519	1.250%	\$ 0.527	1.250%	\$ 0.527
P H B P -- Pension Trust	10.220%	\$ 4.183	10.220%	\$ 4.183	10.220%	\$ 4.245	10.220%	\$ 4.309	10.220%	\$ 4.309
P H B P -- Medical	30.790%	\$ 12.602	30.790%	\$ 12.602	31.790%	\$ 13.206	32.790%	\$ 13.824	32.790%	\$ 13.824
Dental Plan	3.540%	\$ 1.449	3.540%	\$ 1.449	3.540%	\$ 1.471	3.540%	\$ 1.492	3.540%	\$ 1.492
N . E . B . F .	3.000%	\$ 1.842	3.000%	\$ 1.842	3.000%	\$ 1.869	3.000%	\$ 1.897	3.000%	\$ 1.897
Annuity	6.963%	\$ 2.850	6.963%	\$ 2.850	6.861%	\$ 2.850	7.353%	\$ 3.100	7.353%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 4.697	7.650%	\$ 4.697	7.650%	\$ 4.767	7.650%	\$ 4.838	7.650%	\$ 4.838
HRA	11.529%	\$ 4.719	11.529%	\$ 4.719	11.360%	\$ 4.719	11.192%	\$ 4.719	11.192%	\$ 4.719
DSP Percentage	19.400%	\$ 7.940	19.400%	\$ 7.940	19.400%	\$ 8.059	19.400%	\$ 8.179	19.400%	\$ 8.179
Educational & Cultural	1.533%	\$ 0.627	1.533%	\$ 0.627	1.533%	\$ 0.637	1.533%	\$ 0.646	1.533%	\$ 0.646
Comp. & Dis. Supp.	1.885%	\$ 1.157	1.885%	\$ 1.157	1.885%	\$ 1.175	1.885%	\$ 1.192	1.885%	\$ 1.192
Total Rate For Benefits	98.260%	\$ 42.783	98.260%	\$ 42.783	98.988%	\$ 43.723	100.313%	\$ 44.935	100.313%	\$ 44.935
Total Cost Per Hour		\$ 104.178		\$ 104.178		\$ 106.033		\$ 108.175		\$ 108.175
Statutory EESISIP	5.165%	\$ 3.171	6.105%	\$ 3.748	6.105%	\$ 3.804	6.105%	\$ 3.861	5.425%	\$ 3.431
* Includes .25% Benefit and Wage Fund		\$ 107.349		\$ 107.926		\$ 109.837		\$ 112.035		\$ 111.605

