

Joint Industry Board of the Electrical Industry

J - DIVISION 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.)

	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
JIB	0.250%	\$ 0.155	0.250%	\$ 0.155	0.250%	\$ 0.160	0.250%	\$ 0.160	0.250%	\$ 0.160
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	117.755%	\$ 73.008	118.561%	\$ 73.508	119.670%	\$ 76.589	123.514%	\$ 79.049	124.295%	\$ 79.549
Total Cost Per Hour		\$ 135.008		\$ 135.508		\$ 140.589		\$ 143.049		\$ 143.549
Statutory EESISIP	7.735%	\$ 4.796	7.735%	\$ 4.796	7.735%	\$ 4.950	7.735%	\$ 4.950	7.735%	\$ 4.950
		\$ 139.804		\$ 140.304		\$ 145.539		\$ 147.999		\$ 148.499

