





**Joint Industry Board of the Electrical Industry**

**Street Lighting Electro Pole Foundation Installer**

**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
Hourly Rate	\$ 40.93	40.93	\$ 40.93	40.93	\$ 41.54	41.54	\$ 42.16	42.16
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	\$ 0.205	0.500%	\$ 0.205	0.500%	\$ 0.208	0.500%	\$ 0.211
Apprentice	1.250%	\$ 0.512	1.250%	\$ 0.512	1.250%	\$ 0.519	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
P H B P -- Medical	30.790%	\$ 12.602	30.790%	\$ 12.602	31.790%	\$ 13.206	32.790%	\$ 13.824
Dental Plan	3.540%	\$ 1.449	3.540%	\$ 1.449	3.540%	\$ 1.471	3.540%	\$ 1.492
N.E.B.F.	3.000%	\$ 1.228	3.000%	\$ 1.228	3.000%	\$ 1.246	3.000%	\$ 1.265
Annuity	6.963%	\$ 2.850	6.963%	\$ 2.850	6.861%	\$ 2.850	7.353%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 3.131	7.650%	\$ 3.131	7.650%	\$ 3.178	7.650%	\$ 3.225
HRA	11.529%	\$ 4.719	11.529%	\$ 4.719	11.360%	\$ 4.719	11.192%	\$ 4.719
DSP Percentage	19.400%	\$ 7.940	19.400%	\$ 7.940	19.400%	\$ 8.059	19.400%	\$ 8.179
Educational & Cultural	1.533%	\$ 0.627	1.533%	\$ 0.627	1.533%	\$ 0.637	1.533%	\$ 0.646
Comp. & Dis. Supp.	1.885%	\$ 0.772	1.885%	\$ 0.772	1.885%	\$ 0.783	1.885%	\$ 0.795
<b>Total Rate For Benefits</b>	<b>98.260%</b>	<b>\$ 40.218</b>	<b>98.260%</b>	<b>\$ 40.218</b>	<b>98.988%</b>	<b>\$ 41.120</b>	<b>100.313%</b>	<b>\$ 42.292</b>
<b>Total Cost Per Hour</b>		<b>\$ 81.148</b>		<b>\$ 81.148</b>		<b>\$ 82.660</b>		<b>\$ 84.452</b>
Statutory EESISIP	5.165%	\$ 2.114	6.105%	\$ 2.499	6.105%	\$ 2.536	6.105%	\$ 2.574
		<b>\$ 83.262</b>		<b>\$ 83.647</b>		<b>\$ 85.196</b>		<b>\$ 87.026</b>
* Includes .25% Benefit and Wage Fund								

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**Street Lighting Electro Pole Foundation Installer OT**

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	5/18/2016		7/27/2016		5/17/2017		5/16/2018	
	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
Hourly Rate	\$ 40.93	\$ 40.93	\$ 40.93	\$ 40.93	\$ 41.54	\$ 41.54	\$ 42.16	\$ 42.16
JIB*	0.500%	\$ 0.205	0.500%	\$ 0.205	0.500%	\$ 0.208	0.500%	\$ 0.211
Apprentice	1.250%	\$ 0.512	1.250%	\$ 0.512	1.250%	\$ 0.519	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
P H B P -- Medical	30.790%	\$ 12.602	30.790%	\$ 12.602	31.790%	\$ 13.206	32.790%	\$ 13.824
Dental Plan	3.540%	\$ 1.449	3.540%	\$ 1.449	3.540%	\$ 1.471	3.540%	\$ 1.492
N .E .B .F .	3.000%	\$ 1.842	3.000%	\$ 1.842	3.000%	\$ 1.869	3.000%	\$ 1.897
Annuity	6.963%	\$ 2.850	6.963%	\$ 2.850	6.861%	\$ 2.850	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
HRA	11.529%	\$ 4.719	11.529%	\$ 4.719	11.360%	\$ 4.719	11.192%	\$ 4.719
DSP Percentage	19.400%	\$ 7.940	19.400%	\$ 7.940	19.400%	\$ 8.059	19.400%	\$ 8.179
Educational & Cultural	1.533%	\$ 0.627	1.533%	\$ 0.627	1.533%	\$ 0.637	1.533%	\$ 0.646
Comp. & Dis. Supp.	1.885%	\$ 1.157	1.885%	\$ 1.157	1.885%	\$ 1.175	1.885%	\$ 1.192
<b>Total Rate For Benefits</b>	<b>98.260%</b>	<b>\$ 42.783</b>	<b>98.260%</b>	<b>\$ 42.783</b>	<b>98.988%</b>	<b>\$ 43.723</b>	<b>100.313%</b>	<b>\$ 44.935</b>
<b>Total Cost Per Hour</b>		<b>\$ 104.178</b>		<b>\$ 104.178</b>		<b>\$ 106.033</b>		<b>\$ 108.175</b>
Statutory EESISIP	5.165%	\$ 3.171	6.105%	\$ 3.748	6.105%	\$ 3.804	6.105%	\$ 3.861
		<b>\$ 107.349</b>		<b>\$ 107.926</b>		<b>\$ 109.837</b>		<b>\$ 112.035</b>
* Includes .25% Benefit and Wage Fund								



