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
Hourly Rate	$ 54.00	54.00	$ 54.00	54.00	$ 56.00	56.00	$ 56.00	56.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	$ 0.270	0.500%	$ 0.270	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
P H B P -- Pension Trust	12.220%	$ 6.599	12.220%	$ 6.599	13.220%	$ 7.403	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
P H B P -- Medical	7.407%	$ 4.000	7.407%	$ 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
N .E .B .F .	3.000%	$ 1.620	3.000%	$ 1.620	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
DSP (401(k) Plan) - FICA	7.650%	$ 4.131	7.650%	$ 4.131	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
DSP Percentage	19.400%	$ 10.476	19.400%	$ 10.476	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
Educational & Cultural	1.533%	$ 0.828	1.533%	$ 0.828	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
Total Rate For Benefits	**99.683%**	**$ 53.829**	**99.683%**	**$ 53.829**	**100.707%**	**$ 56.396**	**103.154%**	**$ 57.766**
Total Cost Per Hour		**$ 107.829**		**$ 107.829**		**$ 112.396**		**$ 113.766**
Statutory EESISP	5.165%	$ 2.789	6.105%	$ 3.297	6.105%	$ 3.419	6.105%	$ 3.419
		$ 110.618		**$ 111.125**		**$ 115.815**		**$ 117.185**

* 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
OT Rate	$ 81.00	$ 81.00	$ 81.00	$ 81.00	$ 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
	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
Apprentice	1.250%	$ 0.675	1.250%	$ 0.675	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
P H B P -- Medical	21.390%	$ 11.551	21.390%	$ 11.551	22.390%	$ 12.538	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
Dental Plan	3.540%	$ 1.912	3.540%	$ 1.912	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
Annuity	8.333%	$ 4.500	8.333%	$ 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
HRA	7.870%	$ 4.250	7.870%	$ 4.250	7.589%	$ 4.250	8.036%	$ 4.500
DSP Percentage	19.400%	$ 10.476	19.400%	$ 10.476	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
Educational & Cultural	1.533%	$ 0.828	1.533%	$ 0.828	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
Total Rate For Benefits	**99.683%**	**$ 57.213**	**99.683%**	**$ 57.213**	**100.707%**	**$ 59.906**	**103.154%**	**$ 61.276**
Total Cost Per Hour		**$ 138.213**		**$ 138.213**		**$ 143.906**		**$ 145.276**
Statutory EESISP	5.165%	$ 4.184	6.105%	$ 4.945	6.105%	$ 5.128	6.105%	$ 5.128
		$ 142.397		**$ 143.158**		**$ 149.034**		**$ 150.404**

* 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
Hourly Rate	$ 56.00	56.00	$ 56.00	56.00	$ 58.00	58.00	$ 58.00	58.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	$ 0.280	0.500%	$ 0.280	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
P H B P -- Pension Trust	12.220%	$ 6.843	12.220%	$ 6.843	13.220%	$ 7.668	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
P H B P -- Medical	7.143%	$ 4.000	7.143%	$ 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
N .E .B .F .	3.000%	$ 1.680	3.000%	$ 1.680	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
DSP (401(k) Plan) - FICA	7.650%	$ 4.284	7.650%	$ 4.284	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
DSP Percentage	19.400%	$ 10.864	19.400%	$ 10.864	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
Educational & Cultural	1.533%	$ 0.858	1.533%	$ 0.858	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
Total Rate For Benefits	**98.707%**	**$ 55.276**	**98.707%**	**$ 55.276**	**99.799%**	**$ 57.883**	**102.230%**	**$ 59.293**
Total Cost Per Hour		**$ 111.276**		**$ 111.276**		**$ 115.883**		**$ 117.293**
Statutory EESISP	5.165%	$ 2.892	6.105%	$ 3.419	6.105%	$ 3.541	6.105%	$ 3.541
		$ 114.168		**$ 114.695**		**$ 119.424**		**$ 120.834**

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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
OT Rate	$ 84.00	$ 84.00	$ 84.00	$ 84.00	$ 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
	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
Apprentice	1.250%	$ 0.700	1.250%	$ 0.700	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
P H B P -- Medical	21.390%	$ 11.978	21.390%	$ 11.978	22.390%	$ 12.986	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
Dental Plan	3.540%	$ 1.982	3.540%	$ 1.982	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
Annuity	8.036%	$ 4.500	8.036%	$ 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
HRA	7.589%	$ 4.250	7.589%	$ 4.250	7.328%	$ 4.250	7.759%	$ 4.500
DSP Percentage	19.400%	$ 10.864	19.400%	$ 10.864	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
Educational & Cultural	1.533%	$ 0.858	1.533%	$ 0.858	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
Total Rate For Benefits	**98.707%**	**$ 58.786**	**98.707%**	**$ 58.786**	**99.799%**	**$ 61.519**	**102.230%**	**$ 62.929**
Total Cost Per Hour		**$ 142.786**		**$ 142.786**		**$ 148.519**		**$ 149.929**
Statutory EESISP	5.165%	$ 4.339	6.105%	$ 5.128	6.105%	$ 5.311	6.105%	$ 5.311
		$ 147.124		**$ 147.914**		**$ 153.830**		**$ 155.240**

* Includes .25% Benefit and Wage Fund