

**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 4/24/19 (at 4:01 P.M.) to 4/20/2022 (at 4:00 P.M.)**

PREVAILING RATE CHART	4/24/2019 (at 4:01 p.m.)	4/24/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)
Hourly Rate	\$ 36.61	36.61	\$ 36.61	36.61	\$ 37.11	37.11	\$ 37.61	37.61
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.550%	\$ 0.201	0.300%	\$ 0.110	0.300%	\$ 0.111	0.300%	\$ 0.113
Apprentice	1.300%	\$ 0.476	1.300%	\$ 0.476	1.300%	\$ 0.482	1.300%	\$ 0.489
P H B P – Pension Trust	10.390%	\$ 3.804	10.390%	\$ 3.804	11.390%	\$ 4.227	11.390%	\$ 4.284
P H B P – Medical	35.450%	\$ 12.978	35.450%	\$ 12.978	35.450%	\$ 13.155	37.450%	\$ 14.085
P H B P – Medical	0.546%	\$ 0.200	0.546%	\$ 0.200	0.539%	\$ 0.200	0.532%	\$ 0.200
Dental Plan	3.140%	\$ 1.150	3.140%	\$ 1.150	3.140%	\$ 1.165	3.140%	\$ 1.181
N . E . B . F .	3.000%	\$ 1.098	3.000%	\$ 1.098	3.000%	\$ 1.113	3.000%	\$ 1.128
Annuity	8.468%	\$ 3.100	8.468%	\$ 3.100	8.354%	\$ 3.100	8.242%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 2.801	7.650%	\$ 2.801	7.650%	\$ 2.839	7.650%	\$ 2.877
HRA	14.731%	\$ 5.393	14.731%	\$ 5.393	14.532%	\$ 5.393	14.339%	\$ 5.393
DSP Percentage	19.400%	\$ 7.102	19.400%	\$ 7.102	19.400%	\$ 7.199	19.400%	\$ 7.296
Educational & Cultural	1.650%	\$ 0.604	1.670%	\$ 0.611	1.670%	\$ 0.620	1.670%	\$ 0.628
Comp. & Dis. Supp.	1.985%	\$ 0.727	1.985%	\$ 0.727	1.985%	\$ 0.737	1.985%	\$ 0.747
<b>Total Rate For Benefits</b>	<b>108.259%</b>	<b>\$ 39.634</b>	<b>108.029%</b>	<b>\$ 39.550</b>	<b>108.710%</b>	<b>\$ 40.342</b>	<b>110.398%</b>	<b>\$ 41.521</b>
<b>Total Cost Per Hour</b>		<b>\$ 76.244</b>		<b>\$ 76.160</b>		<b>\$ 77.452</b>		<b>\$ 79.131</b>

**Joint Industry Board of the Electrical Industry**

**Street Lighting Electro Pole Maintainer OT**

**Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/24/19 (at 4:01 P.M.) to 4/20/2022 (at 4:00 P.M.)**

PREVAILING RATE CHART	4/24/2019 (at 4:01 p.m.)	4/24/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)
OT Rate	\$ 54.92	\$ 54.92	\$ 54.92	\$ 54.92	\$ 55.67	\$ 55.67	\$ 56.42	\$ 56.42
Hourly Rate	\$ 36.61	\$ 36.61	\$ 36.61	\$ 36.61	\$ 37.11	\$ 37.11	\$ 37.61	\$ 37.61
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.550%	\$ 0.201	0.300%	\$ 0.110	0.300%	\$ 0.111	0.300%	\$ 0.113
Apprentice	1.300%	\$ 0.476	1.300%	\$ 0.476	1.300%	\$ 0.482	1.300%	\$ 0.489
P H B P -- Pension Trust	10.390%	\$ 3.804	10.390%	\$ 3.804	11.390%	\$ 4.227	11.390%	\$ 4.284
P H B P -- Medical	35.450%	\$ 12.978	35.450%	\$ 12.978	35.450%	\$ 13.155	37.450%	\$ 14.085
P H B P -- Medical	0.546%	\$ 0.200	0.546%	\$ 0.200	0.539%	\$ 0.200	0.532%	\$ 0.200
Dental Plan	3.140%	\$ 1.150	3.140%	\$ 1.150	3.140%	\$ 1.165	3.140%	\$ 1.181
N. E. B. F.	3.000%	\$ 1.647	3.000%	\$ 1.647	3.000%	\$ 1.670	3.000%	\$ 1.692
Annuity	8.468%	\$ 3.100	8.468%	\$ 3.100	8.354%	\$ 3.100	8.242%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 4.201	7.650%	\$ 4.201	7.650%	\$ 4.258	7.650%	\$ 4.316
HRA	14.731%	\$ 5.393	14.731%	\$ 5.393	14.532%	\$ 5.393	14.339%	\$ 5.393
DSP Percentage	19.400%	\$ 7.102	19.400%	\$ 7.102	19.400%	\$ 7.199	19.400%	\$ 7.296
Educational & Cultural	1.650%	\$ 0.604	1.670%	\$ 0.611	1.670%	\$ 0.620	1.670%	\$ 0.628
Comp. & Dis. Supp.	1.985%	\$ 1.090	1.985%	\$ 1.090	1.985%	\$ 1.105	1.985%	\$ 1.120
<b>Total Rate For Benefits</b>	<b>108.259%</b>	<b>\$ 41.947</b>	<b>108.029%</b>	<b>\$ 41.862</b>	<b>108.710%</b>	<b>\$ 42.687</b>	<b>110.398%</b>	<b>\$ 43.897</b>
<b>Total Cost Per Hour</b>		<b>\$ 96.862</b>		<b>\$ 96.777</b>		<b>\$ 98.352</b>		<b>\$ 100.312</b>

**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 4/24/19 (at 4:01 P.M.) to 4/20/2022 (at 4:00 P.M.)**

PREVAILING RATE CHART	4/24/2019 (at 4:01 p.m.)	4/24/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)
Hourly Rate	\$ 42.66	42.66	\$ 42.66	42.66	\$ 43.16	43.16	\$ 43.66	43.66
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.550%	\$ 0.235	0.300%	\$ 0.128	0.300%	\$ 0.129	0.300%	\$ 0.131
Apprentice	1.300%	\$ 0.555	1.300%	\$ 0.555	1.300%	\$ 0.561	1.300%	\$ 0.568
P H B P -- Pension Trust	10.390%	\$ 4.432	10.390%	\$ 4.432	11.390%	\$ 4.916	11.390%	\$ 4.973
P H B P -- Medical	35.450%	\$ 15.123	35.450%	\$ 15.123	35.450%	\$ 15.300	37.450%	\$ 16.351
P H B P -- Medical	0.469%	\$ 0.200	0.469%	\$ 0.200	0.463%	\$ 0.200	0.458%	\$ 0.200
Dental Plan	3.140%	\$ 1.340	3.140%	\$ 1.340	3.140%	\$ 1.355	3.140%	\$ 1.371
N . E . B . F .	3.000%	\$ 1.280	3.000%	\$ 1.280	3.000%	\$ 1.295	3.000%	\$ 1.310
Annuity	7.267%	\$ 3.100	7.267%	\$ 3.100	7.183%	\$ 3.100	7.100%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 3.263	7.650%	\$ 3.263	7.650%	\$ 3.302	7.650%	\$ 3.340
HRA	11.061%	\$ 4.719	11.061%	\$ 4.719	10.933%	\$ 4.719	10.808%	\$ 4.719
DSP Percentage	19.400%	\$ 8.276	19.400%	\$ 8.276	19.400%	\$ 8.373	19.400%	\$ 8.470
Educational & Cultural	1.650%	\$ 0.704	1.670%	\$ 0.712	1.670%	\$ 0.721	1.670%	\$ 0.729
Comp. & Dis. Supp.	1.985%	\$ 0.847	1.985%	\$ 0.847	1.985%	\$ 0.857	1.985%	\$ 0.867
<b>Total Rate For Benefits</b>	<b>103.312%</b>	<b>\$ 44.073</b>	<b>103.082%</b>	<b>\$ 43.975</b>	<b>103.864%</b>	<b>\$ 44.828</b>	<b>105.651%</b>	<b>\$ 46.127</b>
<b>Total Cost Per Hour</b>		<b>\$ 86.733</b>		<b>\$ 86.635</b>		<b>\$ 87.988</b>		<b>\$ 89.787</b>

**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 4/24/19 (at 4:01 P.M.) to 4/20/2022 (at 4:00 P.M.)**

PREVAILING RATE CHART	4/24/2019 (at 4:01 p.m.)	4/24/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)
OT Rate	\$ 63.99	\$ 63.99	\$ 63.99	\$ 63.99	\$ 64.74	\$ 64.74	\$ 65.49	\$ 65.49
Hourly Rate	\$ 42.66	\$ 42.66	\$ 42.66	\$ 42.66	\$ 43.16	\$ 43.16	\$ 43.66	\$ 43.66
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.550%	\$ 0.235	0.300%	\$ 0.128	0.300%	\$ 0.129	0.300%	\$ 0.131
Apprentice	1.300%	\$ 0.555	1.300%	\$ 0.555	1.300%	\$ 0.561	1.300%	\$ 0.568
P H B P – Pension Trust	10.390%	\$ 4.432	10.390%	\$ 4.432	11.390%	\$ 4.916	11.390%	\$ 4.973
P H B P – Medical	35.450%	\$ 15.123	35.450%	\$ 15.123	35.450%	\$ 15.300	37.450%	\$ 16.351
P H B P – Medical	0.469%	\$ 0.200	0.469%	\$ 0.200	0.463%	\$ 0.200	0.458%	\$ 0.200
Dental Plan	3.140%	\$ 1.340	3.140%	\$ 1.340	3.140%	\$ 1.355	3.140%	\$ 1.371
N . E . B . F .	3.000%	\$ 1.920	3.000%	\$ 1.920	3.000%	\$ 1.942	3.000%	\$ 1.965
Annuity	7.267%	\$ 3.100	7.267%	\$ 3.100	7.183%	\$ 3.100	7.100%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 4.895	7.650%	\$ 4.895	7.650%	\$ 4.953	7.650%	\$ 5.010
HRA	11.061%	\$ 4.719	11.061%	\$ 4.719	10.933%	\$ 4.719	10.808%	\$ 4.719
DSP Percentage	19.400%	\$ 8.276	19.400%	\$ 8.276	19.400%	\$ 8.373	19.400%	\$ 8.470
Educational & Cultural	1.650%	\$ 0.704	1.670%	\$ 0.712	1.670%	\$ 0.721	1.670%	\$ 0.729
Comp. & Dis. Supp.	1.985%	\$ 1.270	1.985%	\$ 1.270	1.985%	\$ 1.285	1.985%	\$ 1.300
<b>Total Rate For Benefits</b>	<b>103.312%</b>	<b>\$ 46.768</b>	<b>103.082%</b>	<b>\$ 46.670</b>	<b>103.864%</b>	<b>\$ 47.554</b>	<b>105.651%</b>	<b>\$ 48.886</b>
<b>Total Cost Per Hour</b>		<b>\$ 110.758</b>		<b>\$ 110.660</b>		<b>\$ 112.294</b>		<b>\$ 114.376</b>

**Joint Industry Board of the Electrical Industry**

**Street Lighting Electro Pole Foundation Technician**

**Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/24/19 (at 4:01 P.M.) to 4/20/2022 (at 4:00 P.M.)**

PREVAILING RATE CHART	4/24/2019 (at 4:01 p.m.)	4/24/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)
Hourly Rate	\$ 45.22	45.22	\$ 45.22	45.22	\$ 45.72	45.72	\$ 46.22	46.22
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.550%	\$ 0.249	0.300%	\$ 0.136	0.300%	\$ 0.137	0.300%	\$ 0.139
Apprentice	1.300%	\$ 0.588	1.300%	\$ 0.588	1.300%	\$ 0.594	1.300%	\$ 0.601
P H B P – Pension Trust	10.390%	\$ 4.698	10.390%	\$ 4.698	11.390%	\$ 5.208	11.390%	\$ 5.264
P H B P – Medical	35.450%	\$ 16.030	35.450%	\$ 16.030	35.450%	\$ 16.208	37.450%	\$ 17.309
P H B P – Medical	0.442%	\$ 0.200	0.442%	\$ 0.200	0.437%	\$ 0.200	0.433%	\$ 0.200
Dental Plan	3.140%	\$ 1.420	3.140%	\$ 1.420	3.140%	\$ 1.436	3.140%	\$ 1.451
N . E . B . F .	3.000%	\$ 1.357	3.000%	\$ 1.357	3.000%	\$ 1.372	3.000%	\$ 1.387
Annuity	6.855%	\$ 3.100	6.855%	\$ 3.100	6.780%	\$ 3.100	6.707%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 3.459	7.650%	\$ 3.459	7.650%	\$ 3.498	7.650%	\$ 3.536
HRA	10.435%	\$ 4.719	10.435%	\$ 4.719	10.321%	\$ 4.719	10.209%	\$ 4.719
DSP Percentage	19.400%	\$ 8.773	19.400%	\$ 8.773	19.400%	\$ 8.870	19.400%	\$ 8.967
Educational & Cultural	1.650%	\$ 0.746	1.670%	\$ 0.755	1.670%	\$ 0.764	1.670%	\$ 0.772
Comp. & Dis. Supp.	1.985%	\$ 0.898	1.985%	\$ 0.898	1.985%	\$ 0.908	1.985%	\$ 0.917
<b>Total Rate For Benefits</b>	<b>102.248%</b>	<b>\$ 46.236</b>	<b>102.018%</b>	<b>\$ 46.132</b>	<b>102.824%</b>	<b>\$ 47.011</b>	<b>104.634%</b>	<b>\$ 48.362</b>
<b>Total Cost Per Hour</b>		<b>\$ 91.456</b>		<b>\$ 91.352</b>		<b>\$ 92.731</b>		<b>\$ 94.582</b>

**Joint Industry Board of the Electrical Industry**

**Street Lighting Electro Pole Foundation Technician OT**

**Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/24/19 (at 4:01 P.M.) to 4/20/2022 (at 4:00 P.M.)**

PREVAILING RATE CHART	4/24/2019 (at 4:01 p.m.)	4/24/2019 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/22/2020 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)
OT Rate	\$ 67.83	\$ 67.83	\$ 67.83	\$ 67.83	\$ 68.58	\$ 68.58	\$ 69.33	\$ 69.33
Hourly Rate	\$ 45.22	\$ 45.22	\$ 45.22	\$ 45.22	\$ 45.72	\$ 45.72	\$ 46.22	\$ 46.22
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.550%	\$ 0.249	0.300%	\$ 0.136	0.300%	\$ 0.137	0.300%	\$ 0.139
Apprentice	1.300%	\$ 0.588	1.300%	\$ 0.588	1.300%	\$ 0.594	1.300%	\$ 0.601
P H B P – Pension Trust	10.390%	\$ 4.698	10.390%	\$ 4.698	11.390%	\$ 5.208	11.390%	\$ 5.264
P H B P – Medical	35.450%	\$ 16.030	35.450%	\$ 16.030	35.450%	\$ 16.208	37.450%	\$ 17.309
P H B P – Medical	0.442%	\$ 0.200	0.442%	\$ 0.200	0.437%	\$ 0.200	0.433%	\$ 0.200
Dental Plan	3.140%	\$ 1.420	3.140%	\$ 1.420	3.140%	\$ 1.436	3.140%	\$ 1.451
N . E . B . F .	3.000%	\$ 2.035	3.000%	\$ 2.035	3.000%	\$ 2.057	3.000%	\$ 2.080
Annuity	6.855%	\$ 3.100	6.855%	\$ 3.100	6.780%	\$ 3.100	6.707%	\$ 3.100
DSP (401(k) Plan) - FICA	7.650%	\$ 5.189	7.650%	\$ 5.189	7.650%	\$ 5.246	7.650%	\$ 5.304
HRA	10.435%	\$ 4.719	10.435%	\$ 4.719	10.321%	\$ 4.719	10.209%	\$ 4.719
DSP Percentage	19.400%	\$ 8.773	19.400%	\$ 8.773	19.400%	\$ 8.870	19.400%	\$ 8.967
Educational & Cultural	1.650%	\$ 0.746	1.670%	\$ 0.755	1.670%	\$ 0.764	1.670%	\$ 0.772
Comp. & Dis. Supp.	1.985%	\$ 1.346	1.985%	\$ 1.346	1.985%	\$ 1.361	1.985%	\$ 1.376
<b>Total Rate For Benefits</b>	<b>102.248%</b>	<b>\$ 49.093</b>	<b>102.018%</b>	<b>\$ 48.989</b>	<b>102.824%</b>	<b>\$ 49.899</b>	<b>104.634%</b>	<b>\$ 51.282</b>
<b>Total Cost Per Hour</b>		<b>\$ 116.923</b>		<b>\$ 116.819</b>		<b>\$ 118.479</b>		<b>\$ 120.612</b>