

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

	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.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
Hourly Rate	\$ 56.00	\$ 56.00	\$ 56.00	\$ 56.00	\$ 58.00	\$ 58.00	\$ 58.00	\$ 58.00	\$ 58.00	\$ 58.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.140	0.250%	\$ 0.140	0.250%	\$ 0.145	0.250%	\$ 0.145	0.250%	\$ 0.145
Job Security Fund	0.550%	\$ 0.308	0.300%	\$ 0.168	0.300%	\$ 0.174	0.300%	\$ 0.174	0.300%	\$ 0.174
Job Security Fund	1.786%	\$ 1.000	1.786%	\$ 1.000	1.724%	\$ 1.000	1.724%	\$ 1.000	1.724%	\$ 1.000
Apprentice	1.300%	\$ 0.728	1.300%	\$ 0.728	1.300%	\$ 0.754	1.300%	\$ 0.754	1.300%	\$ 0.754
P H B P – Pension Trust	12.390%	\$ 6.938	12.390%	\$ 6.938	13.390%	\$ 7.766	13.390%	\$ 7.766	13.390%	\$ 7.766
P H B P – Medical	26.060%	\$ 14.594	26.060%	\$ 14.594	26.060%	\$ 15.115	26.060%	\$ 15.115	26.060%	\$ 15.115
P H B P – Medical	9.375%	\$ 5.250	9.375%	\$ 5.250	9.052%	\$ 5.250	9.052%	\$ 5.250	9.052%	\$ 5.250
Dental Plan	3.140%	\$ 1.758	3.140%	\$ 1.758	3.140%	\$ 1.821	3.140%	\$ 1.821	3.140%	\$ 1.821
N . E . B . F .	3.000%	\$ 1.680	3.000%	\$ 1.680	3.000%	\$ 1.740	3.000%	\$ 1.740	3.000%	\$ 1.740
Annuity	6.250%	\$ 3.500	6.250%	\$ 3.500	6.034%	\$ 3.500	6.034%	\$ 3.500	6.034%	\$ 3.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.284	7.650%	\$ 4.284	7.650%	\$ 4.437	7.650%	\$ 4.437	7.650%	\$ 4.437
HRA	11.607%	\$ 6.500	11.607%	\$ 6.500	11.207%	\$ 6.500	11.207%	\$ 6.500	11.207%	\$ 6.500
DSP Percentage	19.400%	\$ 10.864	19.400%	\$ 10.864	19.400%	\$ 11.252	19.400%	\$ 11.252	19.400%	\$ 11.252
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.924	1.670%	\$ 0.935	1.670%	\$ 0.969	1.670%	\$ 0.969	1.670%	\$ 0.969
Comp. & Dis. Supp.	1.985%	\$ 1.112	1.985%	\$ 1.112	1.985%	\$ 1.151	1.985%	\$ 1.151	1.985%	\$ 1.151
Total Rate For Benefits	106.393%	\$ 59.580	106.163%	\$ 59.451	106.162%	\$ 61.574	106.162%	\$ 61.574	106.162%	\$ 61.574
Total Cost Per Hour		\$ 115.580		\$ 115.451		\$ 119.574		\$ 119.574		\$ 119.574
Statutory EESISF	5.425%	\$ 3.038	5.425%	\$ 3.038	5.425%	\$ 3.147	5.425%	\$ 3.147	6.625%	\$ 3.843
		\$ 118.618		\$ 118.489		\$ 122.721		\$ 122.721		\$ 123.417

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

	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.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
OT Rate	\$ 84.00	\$ 84.00	\$ 84.00	\$ 84.00	\$ 87.00	\$ 87.00	\$ 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	\$ 58.00	\$ 58.00
	<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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.140	0.250%	\$ 0.140	0.250%	\$ 0.145	0.250%	\$ 0.145	0.250%	\$ 0.145
Job Security Fund	0.550%	\$ 0.308	0.300%	\$ 0.168	0.300%	\$ 0.174	0.300%	\$ 0.174	0.300%	\$ 0.174
Job Security Fund	1.786%	\$ 1.000	1.786%	\$ 1.000	1.724%	\$ 1.000	1.724%	\$ 1.000	1.724%	\$ 1.000
Apprentice	1.300%	\$ 0.728	1.300%	\$ 0.728	1.300%	\$ 0.754	1.300%	\$ 0.754	1.300%	\$ 0.754
P H B P – Pension Trust	12.390%	\$ 6.938	12.390%	\$ 6.938	13.390%	\$ 7.766	13.390%	\$ 7.766	13.390%	\$ 7.786
P H B P – Medical	26.060%	\$ 14.594	26.060%	\$ 14.594	26.060%	\$ 15.115	26.060%	\$ 15.115	26.060%	\$ 15.115
P H B P – Medical	9.375%	\$ 5.250	9.375%	\$ 5.250	9.052%	\$ 5.250	9.052%	\$ 5.250	9.052%	\$ 5.250
Dental Plan	3.140%	\$ 1.758	3.140%	\$ 1.758	3.140%	\$ 1.821	3.140%	\$ 1.821	3.140%	\$ 1.821
N . E . B . F .	3.000%	\$ 2.520	3.000%	\$ 2.520	3.000%	\$ 2.810	3.000%	\$ 2.810	3.000%	\$ 2.810
Annuity	6.250%	\$ 3.500	6.250%	\$ 3.500	6.034%	\$ 3.500	6.034%	\$ 3.500	6.034%	\$ 3.500
DSP (401(k) Plan) - FICA	7.650%	\$ 6.426	7.650%	\$ 6.426	7.650%	\$ 6.656	7.650%	\$ 6.656	7.650%	\$ 6.656
HRA	11.607%	\$ 6.500	11.607%	\$ 6.500	11.207%	\$ 6.500	11.207%	\$ 6.500	11.207%	\$ 6.500
DBP Percentage	19.400%	\$ 10.864	19.400%	\$ 10.864	19.400%	\$ 11.252	19.400%	\$ 11.252	19.400%	\$ 11.252
DBP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.924	1.670%	\$ 0.935	1.670%	\$ 0.969	1.670%	\$ 0.969	1.670%	\$ 0.969
Comp. & Dis. Supp.	1.985%	\$ 1.097	1.985%	\$ 1.067	1.985%	\$ 1.727	1.985%	\$ 1.727	1.985%	\$ 1.727
Total Rate For Benefits	106.393%	\$ 63.118	106.163%	\$ 62.989	106.162%	\$ 65.238	106.162%	\$ 65.238	106.162%	\$ 65.238
Total Cost Per Hour		\$ 147.118		\$ 146.989		\$ 152.238		\$ 152.238		\$ 152.238
Statutory EEBSIP	5.425%	\$ 4.567	5.425%	\$ 4.567	5.425%	\$ 4.720	5.425%	\$ 4.720	6.625%	\$ 5.764
		\$ 151.675		\$ 151.546		\$ 156.958		\$ 156.958		\$ 158.002

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

	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.)	4/23/2020 (at 4:01 p.m.)	4/23/2020 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	4/28/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
Hourly Rate	\$ 58.50	\$ 58.50	\$ 58.50	\$ 58.50	\$ 60.50	\$ 60.50	\$ 60.50	\$ 60.50	\$ 60.50	\$ 60.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.146	0.250%	\$ 0.146	0.250%	\$ 0.151	0.250%	\$ 0.151	0.250%	\$ 0.151
Job Security Fund	0.550%	\$ 0.322	0.300%	\$ 0.176	0.300%	\$ 0.182	0.300%	\$ 0.182	0.300%	\$ 0.182
Job Security Fund	1.709%	\$ 1.000	1.709%	\$ 1.000	1.653%	\$ 1.000	1.653%	\$ 1.000	1.653%	\$ 1.000
Apprentice	1.300%	\$ 0.761	1.300%	\$ 0.761	1.300%	\$ 0.787	1.300%	\$ 0.787	1.300%	\$ 0.787
P H B P – Pension Trust	12.390%	\$ 7.248	12.390%	\$ 7.248	13.390%	\$ 8.101	13.390%	\$ 8.101	13.390%	\$ 8.101
P H B P – Medical	26.060%	\$ 15.245	26.060%	\$ 15.245	26.060%	\$ 15.766	26.060%	\$ 15.766	26.060%	\$ 15.766
P H B P – Medical	8.974%	\$ 5.250	8.974%	\$ 5.250	8.678%	\$ 5.250	8.678%	\$ 5.250	8.678%	\$ 5.250
Dental Plan	3.140%	\$ 1.837	3.140%	\$ 1.837	3.140%	\$ 1.900	3.140%	\$ 1.900	3.140%	\$ 1.900
N . E . B . F .	3.000%	\$ 1.755	3.000%	\$ 1.755	3.000%	\$ 1.815	3.000%	\$ 1.815	3.000%	\$ 1.815
Annuity	5.983%	\$ 3.500	5.983%	\$ 3.500	5.785%	\$ 3.500	5.785%	\$ 3.500	5.785%	\$ 3.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.475	7.650%	\$ 4.475	7.650%	\$ 4.628	7.650%	\$ 4.628	7.650%	\$ 4.628
HRA	11.111%	\$ 6.500	11.111%	\$ 6.500	10.744%	\$ 6.500	10.744%	\$ 6.500	10.744%	\$ 6.500
DSP Percentage	19.400%	\$ 11.349	19.400%	\$ 11.349	19.400%	\$ 11.737	19.400%	\$ 11.737	19.400%	\$ 11.737
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.965	1.670%	\$ 0.977	1.670%	\$ 1.010	1.670%	\$ 1.010	1.670%	\$ 1.010
Comp. & Dis. Supp.	1.985%	\$ 1.161	1.985%	\$ 1.161	1.985%	\$ 1.201	1.985%	\$ 1.201	1.985%	\$ 1.201
Total Rate For Benefits	105.153%	\$ 61.514	104.823%	\$ 61.280	105.005%	\$ 63.528	105.005%	\$ 63.528	105.005%	\$ 63.528
Total Cost Per Hour		\$ 120.014		\$ 119.880		\$ 124.028		\$ 124.028		\$ 124.028
Statutory EESISIP	5.425%	\$ 3.174	5.425%	\$ 3.174	5.425%	\$ 3.282	5.425%	\$ 3.282	6.825%	\$ 4.008
		\$ 123.188		\$ 123.053		\$ 127.310		\$ 127.310		\$ 128.036

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STREET LIGHTING ELECTRO-POLE 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.)

	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.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
OT Rate	\$ 87.75	\$ 87.75	\$ 87.75	\$ 87.75	\$ 90.75	\$ 90.75	\$ 90.75	\$ 90.75	\$ 90.75	\$ 90.75
Hourly Rate	\$ 58.50	\$ 58.50	\$ 58.50	\$ 58.50	\$ 60.50	\$ 60.50	\$ 60.50	\$ 60.50	\$ 60.50	\$ 60.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.146	0.250%	\$ 0.146	0.250%	\$ 0.151	0.250%	\$ 0.151	0.250%	\$ 0.151
Job Security Fund	0.550%	\$ 0.322	0.300%	\$ 0.176	0.300%	\$ 0.182	0.300%	\$ 0.182	0.300%	\$ 0.182
Job Security Fund	1.709%	\$ 1.000	1.709%	\$ 1.000	1.653%	\$ 1.000	1.653%	\$ 1.000	1.653%	\$ 1.000
Apprentice	1.300%	\$ 0.761	1.300%	\$ 0.761	1.300%	\$ 0.787	1.300%	\$ 0.787	1.300%	\$ 0.787
P H B P – Pension Trust	12.390%	\$ 7.248	12.390%	\$ 7.248	13.390%	\$ 8.101	13.390%	\$ 8.101	13.390%	\$ 8.101
P H B P – Medical	26.060%	\$ 15.245	26.060%	\$ 15.245	26.060%	\$ 15.766	26.060%	\$ 15.766	26.060%	\$ 15.766
P H B P – Medical	8.974%	\$ 5.250	8.974%	\$ 5.250	8.678%	\$ 5.250	8.678%	\$ 5.250	8.678%	\$ 5.250
Dental Plan	3.140%	\$ 1.837	3.140%	\$ 1.837	3.140%	\$ 1.900	3.140%	\$ 1.900	3.140%	\$ 1.900
N. E. B. F.	3.000%	\$ 2.633	3.000%	\$ 2.633	3.000%	\$ 2.723	3.000%	\$ 2.723	3.000%	\$ 2.723
Annuity	5.983%	\$ 3.500	5.983%	\$ 3.500	5.785%	\$ 3.500	5.785%	\$ 3.500	5.785%	\$ 3.500
DSP (401(k) Plan) - FICA	7.650%	\$ 6.713	7.650%	\$ 6.713	7.650%	\$ 6.942	7.650%	\$ 6.942	7.650%	\$ 6.942
HRA	11.111%	\$ 6.500	11.111%	\$ 6.500	10.744%	\$ 6.500	10.744%	\$ 6.500	10.744%	\$ 6.500
DSP Percentage	19.400%	\$ 11.348	19.400%	\$ 11.348	19.400%	\$ 11.737	19.400%	\$ 11.737	19.400%	\$ 11.737
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.965	1.670%	\$ 0.977	1.670%	\$ 1.010	1.670%	\$ 1.010	1.670%	\$ 1.010
Comp. & Dis. Supp.	1.985%	\$ 1.742	1.985%	\$ 1.742	1.985%	\$ 1.801	1.985%	\$ 1.801	1.985%	\$ 1.801
Total Rate For Benefits	105.153%	\$ 65.210	104.923%	\$ 65.076	105.005%	\$ 67.350	105.005%	\$ 67.350	105.005%	\$ 67.350
Total Cost Per Hour		\$ 152.960		\$ 152.826		\$ 158.100		\$ 158.100		\$ 158.100
Statutory EESISIP	5.425%	\$ 4.760	5.425%	\$ 4.760	5.425%	\$ 4.923	5.425%	\$ 4.923	6.625%	\$ 6.012
		\$ 157.721		\$ 157.586		\$ 163.023		\$ 163.023		\$ 164.112