

Joint Industry Board of the Electrical Industry

J - DIVISION ELECTRO POLE MAINTAINER

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	\$ 41.61	41.61 \$	\$ 41.61	41.61 \$	\$ 43.61	43.61 \$	\$ 43.61	43.61 \$	\$ 43.61	43.61 \$
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.104	0.250%	\$ 0.104	0.250%	\$ 0.109	0.250%	\$ 0.109	0.250%	\$ 0.109
Legal Services Plan	0.150%	\$ 0.062	0.150%	\$ 0.062	0.150%	\$ 0.065	0.150%	\$ 0.065	0.150%	\$ 0.065
Job Security Fund	0.300%	\$ 0.125	0.300%	\$ 0.125	0.300%	\$ 0.131	0.300%	\$ 0.131	0.300%	\$ 0.131
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	11.390%	\$ 4.739	11.390%	\$ 4.739	11.390%	\$ 4.967	11.390%	\$ 4.967	11.390%	\$ 4.967
P H B P -- Medical	37.450%	\$ 15.583	37.450%	\$ 15.583	37.450%	\$ 16.332	37.450%	\$ 16.332	37.450%	\$ 16.332
P H B P -- Medical	7.090%	\$ 2.950	7.090%	\$ 2.950	7.911%	\$ 3.450	7.911%	\$ 3.450	7.911%	\$ 3.450
Dental Plan	3.140%	\$ 1.307	3.140%	\$ 1.307	3.140%	\$ 1.369	4.140%	\$ 1.805	4.140%	\$ 1.805
N . E . B . F .	3.000%	\$ 1.248	3.000%	\$ 1.248	3.000%	\$ 1.308	3.000%	\$ 1.308	3.000%	\$ 1.308
NEIB	0.000%	\$ -	1.202%	\$ 0.500	1.147%	\$ 0.500	1.147%	\$ 0.500	2.293%	\$ 1.000
Annuity	9.853%	\$ 4.100	9.853%	\$ 4.100	9.402%	\$ 4.100	12.841%	\$ 5.600	12.841%	\$ 5.600
HRA	12.545%	\$ 5.220	12.545%	\$ 5.220	11.970%	\$ 5.220	11.970%	\$ 5.220	11.970%	\$ 5.220
DSP (401(k) Plan) - FICA	7.650%	\$ 3.183	7.650%	\$ 3.183	7.650%	\$ 3.336	7.650%	\$ 3.336	7.650%	\$ 3.336
DSP Percentage	21.000%	\$ 8.738	21.000%	\$ 8.738	21.000%	\$ 9.158	21.000%	\$ 9.158	21.000%	\$ 9.158
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.970%	\$ 0.820	1.970%	\$ 0.820	1.970%	\$ 0.859	1.970%	\$ 0.859	1.970%	\$ 0.859
Comp. & Dis. Supp.	1.985%	\$ 0.826	1.985%	\$ 0.826	1.985%	\$ 0.866	1.985%	\$ 0.866	1.985%	\$ 0.866
Total Rate For Benefits	117.773%	\$ 49.005	118.975%	\$ 49.505	118.714%	\$ 51.771	123.153%	\$ 53.707	124.300%	\$ 54.207
Total Cost Per Hour	\$ 90.615		\$ 91.115		\$ 95.381		\$ 97.317		\$ 97.817	
Statutory EESISIP	7.735%	\$ 3.219	7.735%	\$ 3.219	7.735%	\$ 3.373	7.735%	\$ 3.373	7.735%	\$ 3.373
	\$ 93.834		\$ 94.334		\$ 98.754		\$ 100.690		\$ 101.190	

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