

Joint Industry Board of the Electrical Industry

**1st Year 1st Half Apprentice Wage and Benefits for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 16.25	16.25	\$ 16.75	16.75	\$ 17.25	17.25
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.041	0.250%	\$ 0.042	0.250%	\$ 0.043
P H B P -- Pension Trust	5.375%	\$ 0.873	5.375%	\$ 0.900	5.375%	\$ 0.927
P H B P -- Medical	14.543%	\$ 2.363	14.543%	\$ 2.436	14.543%	\$ 2.509
Dental Plan	2.040%	\$ 0.332	2.040%	\$ 0.342	2.040%	\$ 0.352
N .E .B .F .	3.000%	\$ 0.488	3.000%	\$ 0.503	3.000%	\$ 0.518
Annuity	6.154%	\$ 1.000	5.970%	\$ 1.000	5.797%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.346	8.284%	\$ 1.388	8.284%	\$ 1.429
HRA	10.769%	\$ 1.750	10.448%	\$ 1.750	10.145%	\$ 1.750
DSP Percentage	15.000%	\$ 2.438	15.000%	\$ 2.513	15.000%	\$ 2.588
DSP Hourly	15.385%	\$ 2.500	14.925%	\$ 2.500	14.493%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.081	0.500%	\$ 0.084	0.500%	\$ 0.086
Comp. & Dis. Supp.	1.885%	\$ 0.306	1.885%	\$ 0.316	1.885%	\$ 0.325
Total Rate For Benefits	83.185%	\$ 13.518	82.221%	\$ 13.772	81.312%	\$ 14.026
Total Cost Per Hour		\$ 29.768		\$ 30.522		\$ 31.276

Joint Industry Board of the Electrical Industry

**1st Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 24.38	\$ 24.38	\$ 25.13	\$ 25.13	\$ 25.88	\$ 25.88
Hourly Rate	\$ 16.25	\$ 16.25	\$ 16.75	\$ 16.75	\$ 17.25	\$ 17.25
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.041	0.250%	\$ 0.042	0.250%	\$ 0.043
P H B P -- Pension Trust	5.375%	\$ 0.873	5.375%	\$ 0.900	5.375%	\$ 0.927
P H B P -- Medical	14.543%	\$ 2.363	14.543%	\$ 2.436	14.543%	\$ 2.509
Dental Plan	2.040%	\$ 0.332	2.040%	\$ 0.342	2.040%	\$ 0.352
N .E .B .F .	3.000%	\$ 0.731	3.000%	\$ 0.754	3.000%	\$ 0.776
Annuity	6.154%	\$ 1.000	5.970%	\$ 1.000	5.797%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.019	8.284%	\$ 2.081	8.284%	\$ 2.143
HRA	10.769%	\$ 1.750	10.448%	\$ 1.750	10.145%	\$ 1.750
DSP Percentage	15.000%	\$ 2.438	15.000%	\$ 2.513	15.000%	\$ 2.588
DSP Hourly	15.385%	\$ 2.500	14.925%	\$ 2.500	14.493%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.081	0.500%	\$ 0.084	0.500%	\$ 0.086
Comp. & Dis. Supp.	1.885%	\$ 0.459	1.885%	\$ 0.474	1.885%	\$ 0.488
Total Rate For Benefits	83.185%	\$ 14.587	82.221%	\$ 14.875	81.312%	\$ 15.162
Total Cost Per Hour		\$ 38.962		\$ 40.000		\$ 41.037

Joint Industry Board of the Electrical Industry

**2nd Year 1st Half Apprentice Wage and Benefits for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 19.05	19.05	\$ 19.55	19.55	\$ 20.05	20.05
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.048	0.250%	\$ 0.049	0.250%	\$ 0.050
P H B P -- Pension Trust	5.375%	\$ 1.024	5.375%	\$ 1.051	5.375%	\$ 1.078
P H B P -- Medical	14.543%	\$ 2.770	14.543%	\$ 2.843	14.543%	\$ 2.916
Dental Plan	2.040%	\$ 0.389	2.040%	\$ 0.399	2.040%	\$ 0.409
N .E .B .F .	3.000%	\$ 0.572	3.000%	\$ 0.587	3.000%	\$ 0.602
Annuity	5.249%	\$ 1.000	5.115%	\$ 1.000	4.988%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.578	8.284%	\$ 1.620	8.284%	\$ 1.661
HRA	9.186%	\$ 1.750	8.951%	\$ 1.750	8.728%	\$ 1.750
DSP Percentage	15.000%	\$ 2.858	15.000%	\$ 2.933	15.000%	\$ 3.008
DSP Hourly	13.123%	\$ 2.500	12.788%	\$ 2.500	12.469%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.095	0.500%	\$ 0.098	0.500%	\$ 0.100
Comp. & Dis. Supp.	1.885%	\$ 0.359	1.885%	\$ 0.369	1.885%	\$ 0.378
Total Rate For Benefits	78.436%	\$ 14.942	77.732%	\$ 15.197	77.062%	\$ 15.451
Total Cost Per Hour		\$ 33.992		\$ 34.747		\$ 35.501

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**2nd Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 28.58	\$ 28.58	\$ 29.33	\$ 29.33	\$ 30.08	\$ 30.08
Hourly Rate	\$ 19.05	19.05	\$ 19.55	19.55	\$ 20.05	20.05
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.048	0.250%	\$ 0.049	0.250%	\$ 0.050
P H B P -- Pension Trust	5.375%	\$ 1.024	5.375%	\$ 1.051	5.375%	\$ 1.078
P H B P -- Medical	14.543%	\$ 2.770	14.543%	\$ 2.843	14.543%	\$ 2.916
Dental Plan	2.040%	\$ 0.389	2.040%	\$ 0.399	2.040%	\$ 0.409
N .E .B .F .	3.000%	\$ 0.857	3.000%	\$ 0.880	3.000%	\$ 0.902
Annuity	5.249%	\$ 1.000	5.115%	\$ 1.000	4.988%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.367	8.284%	\$ 2.429	8.284%	\$ 2.491
HRA	9.186%	\$ 1.750	8.951%	\$ 1.750	8.728%	\$ 1.750
DSP Percentage	15.000%	\$ 2.858	15.000%	\$ 2.933	15.000%	\$ 3.008
DSP Hourly	13.123%	\$ 2.500	12.788%	\$ 2.500	12.469%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.095	0.500%	\$ 0.098	0.500%	\$ 0.100
Comp. & Dis. Supp.	1.885%	\$ 0.539	1.885%	\$ 0.553	1.885%	\$ 0.567
Total Rate For Benefits	78.436%	\$ 16.196	77.732%	\$ 16.484	77.062%	\$ 16.771
Total Cost Per Hour		\$ 44.771		\$ 45.809		\$ 46.846

Joint Industry Board of the Electrical Industry

**3rd Year 1st Half Apprentice Wage and Benefits for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 21.15	21.15	\$ 21.65	21.65	\$ 22.15	22.15
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.053	0.250%	\$ 0.054	0.250%	\$ 0.055
P H B P -- Pension Trust	5.375%	\$ 1.137	5.375%	\$ 1.164	5.375%	\$ 1.191
P H B P -- Medical	14.543%	\$ 3.076	14.543%	\$ 3.149	14.543%	\$ 3.221
Dental Plan	2.040%	\$ 0.431	2.040%	\$ 0.442	2.040%	\$ 0.452
N .E .B .F .	3.000%	\$ 0.635	3.000%	\$ 0.650	3.000%	\$ 0.665
Annuity	4.728%	\$ 1.000	4.619%	\$ 1.000	4.515%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.752	8.284%	\$ 1.794	8.284%	\$ 1.835
HRA	8.274%	\$ 1.750	8.083%	\$ 1.750	7.901%	\$ 1.750
DSP Percentage	15.000%	\$ 3.173	15.000%	\$ 3.248	15.000%	\$ 3.323
DSP Hourly	11.820%	\$ 2.500	11.547%	\$ 2.500	11.287%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.106	0.500%	\$ 0.108	0.500%	\$ 0.111
Comp. & Dis. Supp.	1.885%	\$ 0.399	1.885%	\$ 0.408	1.885%	\$ 0.418
Total Rate For Benefits	75.700%	\$ 16.010	75.127%	\$ 16.265	74.579%	\$ 16.519
Total Cost Per Hour		\$ 37.160		\$ 37.915		\$ 38.669

Joint Industry Board of the Electrical Industry

**3rd Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 31.73	\$ 31.73	\$ 32.48	\$ 32.48	\$ 33.23	\$ 33.23
Hourly Rate	\$ 21.15	21.15	\$ 21.65	21.65	\$ 22.15	22.15
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.053	0.250%	\$ 0.054	0.250%	\$ 0.055
P H B P -- Pension Trust	5.375%	\$ 1.137	5.375%	\$ 1.164	5.375%	\$ 1.191
P H B P -- Medical	14.543%	\$ 3.076	14.543%	\$ 3.149	14.543%	\$ 3.221
Dental Plan	2.040%	\$ 0.431	2.040%	\$ 0.442	2.040%	\$ 0.452
N . E . B . F .	3.000%	\$ 0.952	3.000%	\$ 0.974	3.000%	\$ 0.997
Annuity	4.728%	\$ 1.000	4.619%	\$ 1.000	4.515%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.628	8.284%	\$ 2.690	8.284%	\$ 2.752
HRA	8.274%	\$ 1.750	8.083%	\$ 1.750	7.901%	\$ 1.750
DSP Percentage	15.000%	\$ 3.173	15.000%	\$ 3.248	15.000%	\$ 3.323
DSP Hourly	11.820%	\$ 2.500	11.547%	\$ 2.500	11.287%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.106	0.500%	\$ 0.108	0.500%	\$ 0.111
Comp. & Dis. Supp.	1.885%	\$ 0.598	1.885%	\$ 0.612	1.885%	\$ 0.626
Total Rate For Benefits	75.700%	\$ 17.403	75.127%	\$ 17.691	74.579%	\$ 17.978
Total Cost Per Hour		\$ 49.128		\$ 50.166		\$ 51.203

Joint Industry Board of the Electrical Industry

**4th Year 1st Half Apprentice Wage and Benefits for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 23.10	23.10	\$ 23.60	23.60	\$ 24.10	24.10
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.058	0.250%	\$ 0.059	0.250%	\$ 0.060
P H B P -- Pension Trust	5.375%	\$ 1.242	5.375%	\$ 1.269	5.375%	\$ 1.295
P H B P -- Medical	14.543%	\$ 3.359	14.543%	\$ 3.432	14.543%	\$ 3.505
Dental Plan	2.040%	\$ 0.471	2.040%	\$ 0.481	2.040%	\$ 0.492
N . E . B . F .	3.000%	\$ 0.693	3.000%	\$ 0.708	3.000%	\$ 0.723
Annuity	4.329%	\$ 1.000	4.237%	\$ 1.000	4.149%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.914	8.284%	\$ 1.955	8.284%	\$ 1.996
HRA	7.576%	\$ 1.750	7.415%	\$ 1.750	7.261%	\$ 1.750
DSP Percentage	15.000%	\$ 3.465	15.000%	\$ 3.540	15.000%	\$ 3.615
DSP Hourly	10.823%	\$ 2.500	10.593%	\$ 2.500	10.373%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.116	0.500%	\$ 0.118	0.500%	\$ 0.121
Comp. & Dis. Supp.	1.885%	\$ 0.435	1.885%	\$ 0.445	1.885%	\$ 0.454
Total Rate For Benefits	73.604%	\$ 17.003	73.123%	\$ 17.257	72.661%	\$ 17.511
Total Cost Per Hour		\$ 40.103		\$ 40.857		\$ 41.611

Joint Industry Board of the Electrical Industry

**4th Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 34.65	\$ 34.65	\$ 35.40	\$ 35.40	\$ 36.15	\$ 36.15
Hourly Rate	\$ 23.10	23.10	\$ 23.60	23.60	\$ 24.10	24.10
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.058	0.250%	\$ 0.059	0.250%	\$ 0.060
P H B P -- Pension Trust	5.375%	\$ 1.242	5.375%	\$ 1.269	5.375%	\$ 1.295
P H B P -- Medical	14.543%	\$ 3.359	14.543%	\$ 3.432	14.543%	\$ 3.505
Dental Plan	2.040%	\$ 0.471	2.040%	\$ 0.481	2.040%	\$ 0.492
N.E.B.F.	3.000%	\$ 1.040	3.000%	\$ 1.062	3.000%	\$ 1.085
Annuity	4.329%	\$ 1.000	4.237%	\$ 1.000	4.149%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.870	8.284%	\$ 2.933	8.284%	\$ 2.995
HRA	7.576%	\$ 1.750	7.415%	\$ 1.750	7.261%	\$ 1.750
DSP Percentage	15.000%	\$ 3.465	15.000%	\$ 3.540	15.000%	\$ 3.615
DSP Hourly	10.823%	\$ 2.500	10.593%	\$ 2.500	10.373%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.116	0.500%	\$ 0.118	0.500%	\$ 0.121
Comp. & Dis. Supp.	1.885%	\$ 0.653	1.885%	\$ 0.667	1.885%	\$ 0.681
Total Rate For Benefits	73.604%	\$ 18.524	73.123%	\$ 18.811	72.661%	\$ 19.098
Total Cost Per Hour		\$ 53.174		\$ 54.211		\$ 55.248

Joint Industry Board of the Electrical Industry

**1st Year 2nd Half Apprentice Wage and Benefits for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 17.65	17.65	\$ 18.15	18.15	\$ 18.65	18.65
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.044	0.250%	\$ 0.045	0.250%	\$ 0.047
P H B P -- Pension Trust	5.375%	\$ 0.949	5.375%	\$ 0.976	5.375%	\$ 1.002
P H B P -- Medical	14.543%	\$ 2.567	14.543%	\$ 2.640	14.543%	\$ 2.712
Dental Plan	2.040%	\$ 0.360	2.040%	\$ 0.370	2.040%	\$ 0.380
N.E.B.F.	3.000%	\$ 0.530	3.000%	\$ 0.545	3.000%	\$ 0.560
Annuity	5.666%	\$ 1.000	5.510%	\$ 1.000	5.362%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.462	8.284%	\$ 1.504	8.284%	\$ 1.545
HRA	9.915%	\$ 1.750	9.642%	\$ 1.750	9.383%	\$ 1.750
DSP Percentage	15.000%	\$ 2.648	15.000%	\$ 2.723	15.000%	\$ 2.798
DSP Hourly	14.164%	\$ 2.500	13.774%	\$ 2.500	13.405%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.088	0.500%	\$ 0.091	0.500%	\$ 0.093
Comp. & Dis. Supp.	1.885%	\$ 0.333	1.885%	\$ 0.342	1.885%	\$ 0.352
Total Rate For Benefits	80.622%	\$ 14.230	79.803%	\$ 14.484	79.027%	\$ 14.739
Total Cost Per Hour		\$ 31.880		\$ 32.634		\$ 33.389

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**1st Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 26.48	\$ 26.48	\$ 27.23	\$ 27.23	\$ 27.98	\$ 27.98
Hourly Rate	\$ 17.65	17.65	\$ 18.15	18.15	\$ 18.65	18.65
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.044	0.250%	\$ 0.045	0.250%	\$ 0.047
P H B P -- Pension Trust	5.375%	\$ 0.949	5.375%	\$ 0.976	5.375%	\$ 1.002
P H B P -- Medical	14.543%	\$ 2.567	14.543%	\$ 2.640	14.543%	\$ 2.712
Dental Plan	2.040%	\$ 0.360	2.040%	\$ 0.370	2.040%	\$ 0.380
N . E . B . F .	3.000%	\$ 0.794	3.000%	\$ 0.817	3.000%	\$ 0.839
Annuity	5.666%	\$ 1.000	5.510%	\$ 1.000	5.362%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.193	8.284%	\$ 2.255	8.284%	\$ 2.317
HRA	9.915%	\$ 1.750	9.642%	\$ 1.750	9.383%	\$ 1.750
DSP Percentage	15.000%	\$ 2.648	15.000%	\$ 2.723	15.000%	\$ 2.798
DSP Hourly	14.164%	\$ 2.500	13.774%	\$ 2.500	13.405%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.088	0.500%	\$ 0.091	0.500%	\$ 0.093
Comp. & Dis. Supp.	1.885%	\$ 0.499	1.885%	\$ 0.513	1.885%	\$ 0.527
Total Rate For Benefits	80.622%	\$ 15.392	79.803%	\$ 15.679	79.027%	\$ 15.967
Total Cost Per Hour		\$ 41.867		\$ 42.904		\$ 43.942

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PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 20.10	20.10	\$ 20.60	20.60	\$ 21.10	21.10
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.050	0.250%	\$ 0.052	0.250%	\$ 0.053
P H B P -- Pension Trust	5.375%	\$ 1.080	5.375%	\$ 1.107	5.375%	\$ 1.134
P H B P -- Medical	14.543%	\$ 2.923	14.543%	\$ 2.996	14.543%	\$ 3.069
Dental Plan	2.040%	\$ 0.410	2.040%	\$ 0.420	2.040%	\$ 0.430
N . E . B . F .	3.000%	\$ 0.603	3.000%	\$ 0.618	3.000%	\$ 0.633
Annuity	4.975%	\$ 1.000	4.854%	\$ 1.000	4.739%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.665	8.284%	\$ 1.707	8.284%	\$ 1.748
HRA	8.706%	\$ 1.750	8.495%	\$ 1.750	8.294%	\$ 1.750
DSP Percentage	15.000%	\$ 3.015	15.000%	\$ 3.090	15.000%	\$ 3.165
DSP Hourly	12.438%	\$ 2.500	12.136%	\$ 2.500	11.848%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.101	0.500%	\$ 0.103	0.500%	\$ 0.106
Comp. & Dis. Supp.	1.885%	\$ 0.379	1.885%	\$ 0.388	1.885%	\$ 0.398
Total Rate For Benefits	76.996%	\$ 15.476	76.363%	\$ 15.731	75.759%	\$ 15.985
Total Cost Per Hour		\$ 35.576		\$ 36.331		\$ 37.085

Joint Industry Board of the Electrical Industry

**2nd Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 30.15	\$ 30.15	\$ 30.90	\$ 30.90	\$ 31.65	\$ 31.65
Hourly Rate	\$ 20.10	20.10	\$ 20.60	20.60	\$ 21.10	21.10
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.050	0.250%	\$ 0.052	0.250%	\$ 0.053
P H B P -- Pension Trust	5.375%	\$ 1.080	5.375%	\$ 1.107	5.375%	\$ 1.134
P H B P -- Medical	14.543%	\$ 2.923	14.543%	\$ 2.996	14.543%	\$ 3.069
Dental Plan	2.040%	\$ 0.410	2.040%	\$ 0.420	2.040%	\$ 0.430
N .E .B .F .	3.000%	\$ 0.905	3.000%	\$ 0.927	3.000%	\$ 0.950
Annuity	4.975%	\$ 1.000	4.854%	\$ 1.000	4.739%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.498	8.284%	\$ 2.560	8.284%	\$ 2.622
HRA	8.706%	\$ 1.750	8.495%	\$ 1.750	8.294%	\$ 1.750
DSP Percentage	15.000%	\$ 3.015	15.000%	\$ 3.090	15.000%	\$ 3.165
DSP Hourly	12.438%	\$ 2.500	12.136%	\$ 2.500	11.848%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.101	0.500%	\$ 0.103	0.500%	\$ 0.106
Comp. & Dis. Supp.	1.885%	\$ 0.568	1.885%	\$ 0.582	1.885%	\$ 0.597
Total Rate For Benefits	76.996%	\$ 16.800	76.363%	\$ 17.087	75.759%	\$ 17.374
Total Cost Per Hour		\$ 46.950		\$ 47.987		\$ 49.024

Joint Industry Board of the Electrical Industry

3rd Year 2nd Half Apprentice Wage and Benefits for those accepted into Program Prior to 5/10/2007

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 22.13	22.13	\$ 22.63	22.63	\$ 23.13	23.13
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.055	0.250%	\$ 0.057	0.250%	\$ 0.058
P H B P -- Pension Trust	5.375%	\$ 1.189	5.375%	\$ 1.216	5.375%	\$ 1.243
P H B P -- Medical	14.543%	\$ 3.218	14.543%	\$ 3.291	14.543%	\$ 3.364
Dental Plan	2.040%	\$ 0.451	2.040%	\$ 0.462	2.040%	\$ 0.472
N .E .B .F .	3.000%	\$ 0.664	3.000%	\$ 0.679	3.000%	\$ 0.694
Annuity	4.519%	\$ 1.000	4.419%	\$ 1.000	4.323%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.833	8.284%	\$ 1.875	8.284%	\$ 1.916
HRA	7.908%	\$ 1.750	7.733%	\$ 1.750	7.566%	\$ 1.750
DSP Percentage	15.000%	\$ 3.320	15.000%	\$ 3.395	15.000%	\$ 3.470
DSP Hourly	11.297%	\$ 2.500	11.047%	\$ 2.500	10.808%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.111	0.500%	\$ 0.113	0.500%	\$ 0.116
Comp. & Dis. Supp.	1.885%	\$ 0.417	1.885%	\$ 0.427	1.885%	\$ 0.436
Total Rate For Benefits	74.600%	\$ 16.509	74.077%	\$ 16.764	73.575%	\$ 17.018
Total Cost Per Hour		\$ 38.639		\$ 39.394		\$ 40.148

Joint Industry Board of the Electrical Industry

**3rd Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 33.20	\$ 33.20	\$ 33.95	\$ 33.95	\$ 34.70	\$ 34.70
Hourly Rate	\$ 22.13	22.13	\$ 22.63	22.63	\$ 23.13	23.13
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.055	0.250%	\$ 0.057	0.250%	\$ 0.058
P H B P -- Pension Trust	5.375%	\$ 1.189	5.375%	\$ 1.216	5.375%	\$ 1.243
P H B P -- Medical	14.543%	\$ 3.218	14.543%	\$ 3.291	14.543%	\$ 3.364
Dental Plan	2.040%	\$ 0.451	2.040%	\$ 0.462	2.040%	\$ 0.472
N .E .B .F .	3.000%	\$ 0.996	3.000%	\$ 1.018	3.000%	\$ 1.041
Annuity	4.519%	\$ 1.000	4.419%	\$ 1.000	4.323%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.750	8.284%	\$ 2.812	8.284%	\$ 2.874
HRA	7.908%	\$ 1.750	7.733%	\$ 1.750	7.566%	\$ 1.750
DSP Percentage	15.000%	\$ 3.320	15.000%	\$ 3.395	15.000%	\$ 3.470
DSP Hourly	11.297%	\$ 2.500	11.047%	\$ 2.500	10.808%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.111	0.500%	\$ 0.113	0.500%	\$ 0.116
Comp. & Dis. Supp.	1.885%	\$ 0.626	1.885%	\$ 0.640	1.885%	\$ 0.654
Total Rate For Benefits	74.600%	\$ 17.966	74.077%	\$ 18.254	73.575%	\$ 18.541
Total Cost Per Hour		\$ 51.161		\$ 52.199		\$ 53.236

Joint Industry Board of the Electrical Industry

**4th Year 2nd Half Apprentice Wage and Benefits for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 25.20	25.20	\$ 25.70	25.70	\$ 26.20	26.20
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.063	0.250%	\$ 0.064	0.250%	\$ 0.066
P H B P -- Pension Trust	5.375%	\$ 1.355	5.375%	\$ 1.381	5.375%	\$ 1.408
P H B P -- Medical	14.543%	\$ 3.665	14.543%	\$ 3.738	14.543%	\$ 3.810
Dental Plan	2.040%	\$ 0.514	2.040%	\$ 0.524	2.040%	\$ 0.534
N .E .B .F .	3.000%	\$ 0.756	3.000%	\$ 0.771	3.000%	\$ 0.786
Annuity	3.968%	\$ 1.000	3.891%	\$ 1.000	3.817%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.088	8.284%	\$ 2.129	8.284%	\$ 2.170
HRA	6.944%	\$ 1.750	6.809%	\$ 1.750	6.679%	\$ 1.750
DSP Percentage	15.000%	\$ 3.780	15.000%	\$ 3.855	15.000%	\$ 3.930
DSP Hourly	9.921%	\$ 2.500	9.728%	\$ 2.500	9.542%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.126	0.500%	\$ 0.129	0.500%	\$ 0.131
Comp. & Dis. Supp.	1.885%	\$ 0.475	1.885%	\$ 0.484	1.885%	\$ 0.494
Total Rate For Benefits	71.710%	\$ 18.071	71.305%	\$ 18.325	70.915%	\$ 18.580
Total Cost Per Hour		\$ 43.271		\$ 44.025		\$ 44.780

Joint Industry Board of the Electrical Industry

4th Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program Prior to 5/10/2007
 Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 37.80	\$ 37.80	\$ 38.55	\$ 38.55	\$ 39.30	\$ 39.30
Hourly Rate	\$ 25.20	25.20	\$ 25.70	25.70	\$ 26.20	26.20
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.063	0.250%	\$ 0.064	0.250%	\$ 0.066
P H B P -- Pension Trust	5.375%	\$ 1.355	5.375%	\$ 1.381	5.375%	\$ 1.408
P H B P -- Medical	14.543%	\$ 3.665	14.543%	\$ 3.738	14.543%	\$ 3.810
Dental Plan	2.040%	\$ 0.514	2.040%	\$ 0.524	2.040%	\$ 0.534
N .E .B .F .	3.000%	\$ 1.134	3.000%	\$ 1.157	3.000%	\$ 1.179
Annuity	3.968%	\$ 1.000	3.891%	\$ 1.000	3.817%	\$ 1.000
Employer paid FICA	8.284%	\$ 3.131	8.284%	\$ 3.194	8.284%	\$ 3.256
HRA	6.944%	\$ 1.750	6.809%	\$ 1.750	6.679%	\$ 1.750
DSP Percentage	15.000%	\$ 3.780	15.000%	\$ 3.855	15.000%	\$ 3.930
DSP Hourly	9.921%	\$ 2.500	9.728%	\$ 2.500	9.542%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.126	0.500%	\$ 0.129	0.500%	\$ 0.131
Comp. & Dis. Supp.	1.885%	\$ 0.713	1.885%	\$ 0.727	1.885%	\$ 0.741
Total Rate For Benefits	71.710%	\$ 19.730	71.305%	\$ 20.018	70.915%	\$ 20.305
Total Cost Per Hour		\$ 57.530		\$ 58.568		\$ 59.605

Joint Industry Board of the Electrical Industry

**1st Year 1st Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 13.50	13.50	\$ 14.00	14.00	\$ 14.50	14.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.034	0.250%	\$ 0.035	0.250%	\$ 0.036
P H B P -- Pension Trust	5.375%	\$ 0.726	5.375%	\$ 0.753	5.375%	\$ 0.779
P H B P -- Medical	14.543%	\$ 1.963	14.543%	\$ 2.036	14.543%	\$ 2.109
Dental Plan	2.040%	\$ 0.275	2.040%	\$ 0.286	2.040%	\$ 0.296
N .E .B .F .	3.000%	\$ 0.405	3.000%	\$ 0.420	3.000%	\$ 0.435
Annuity	7.407%	\$ 1.000	7.143%	\$ 1.000	6.897%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.118	8.284%	\$ 1.160	8.284%	\$ 1.201
HRA	12.963%	\$ 1.750	12.500%	\$ 1.750	12.069%	\$ 1.750
DSP Percentage	15.000%	\$ 2.025	15.000%	\$ 2.100	15.000%	\$ 2.175
DSP Hourly	18.519%	\$ 2.500	17.857%	\$ 2.500	17.241%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.068	0.500%	\$ 0.070	0.500%	\$ 0.073
Comp. & Dis. Supp.	1.885%	\$ 0.254	1.885%	\$ 0.264	1.885%	\$ 0.273
Total Rate For Benefits	89.766%	\$ 12.118	88.377%	\$ 12.373	87.084%	\$ 12.627
Total Cost Per Hour		\$ 25.618		\$ 26.373		\$ 27.127

Joint Industry Board of the Electrical Industry

**1st Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 20.25	\$ 20.25	\$ 21.00	\$ 21.00	\$ 21.75	\$ 21.75
Hourly Rate	\$ 13.50	\$ 13.50	\$ 14.00	\$ 14.00	\$ 14.50	\$ 14.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.034	0.250%	\$ 0.035	0.250%	\$ 0.036
P H B P -- Pension Trust	5.375%	\$ 0.726	5.375%	\$ 0.753	5.375%	\$ 0.779
P H B P -- Medical	14.543%	\$ 1.963	14.543%	\$ 2.036	14.543%	\$ 2.109
Dental Plan	2.040%	\$ 0.275	2.040%	\$ 0.286	2.040%	\$ 0.296
N .E .B .F .	3.000%	\$ 0.608	3.000%	\$ 0.630	3.000%	\$ 0.653
Annuity	7.407%	\$ 1.000	7.143%	\$ 1.000	6.897%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.678	8.284%	\$ 1.740	8.284%	\$ 1.802
HRA	12.963%	\$ 1.750	12.500%	\$ 1.750	12.069%	\$ 1.750
DSP Percentage	15.000%	\$ 2.025	15.000%	\$ 2.100	15.000%	\$ 2.175
DSP Hourly	18.519%	\$ 2.500	17.857%	\$ 2.500	17.241%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.068	0.500%	\$ 0.070	0.500%	\$ 0.073
Comp. & Dis. Supp.	1.885%	\$ 0.382	1.885%	\$ 0.396	1.885%	\$ 0.410
Total Rate For Benefits	89.766%	\$ 13.007	88.377%	\$ 13.295	87.084%	\$ 13.582
Total Cost Per Hour		\$ 33.257		\$ 34.295		\$ 35.332

Joint Industry Board of the Electrical Industry

**2nd Year 1st Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 15.50	15.50	\$ 16.00	16.00	\$ 16.50	16.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.039	0.250%	\$ 0.040	0.250%	\$ 0.041
P H B P -- Pension Trust	5.375%	\$ 0.833	5.375%	\$ 0.860	5.375%	\$ 0.887
P H B P -- Medical	14.543%	\$ 2.254	14.543%	\$ 2.327	14.543%	\$ 2.400
Dental Plan	2.040%	\$ 0.316	2.040%	\$ 0.326	2.040%	\$ 0.337
N .E .B .F .	3.000%	\$ 0.465	3.000%	\$ 0.480	3.000%	\$ 0.495
Annuity	6.452%	\$ 1.000	6.250%	\$ 1.000	6.061%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.284	8.284%	\$ 1.325	8.284%	\$ 1.367
HRA	11.290%	\$ 1.750	10.938%	\$ 1.750	10.606%	\$ 1.750
DSP Percentage	15.000%	\$ 2.325	15.000%	\$ 2.400	15.000%	\$ 2.475
DSP Hourly	16.129%	\$ 2.500	15.625%	\$ 2.500	15.152%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.078	0.500%	\$ 0.080	0.500%	\$ 0.083
Comp. & Dis. Supp.	1.885%	\$ 0.292	1.885%	\$ 0.302	1.885%	\$ 0.311
Total Rate For Benefits	84.748%	\$ 13.136	83.690%	\$ 13.390	82.695%	\$ 13.645
Total Cost Per Hour		\$ 28.636		\$ 29.390		\$ 30.145

Joint Industry Board of the Electrical Industry

**2nd Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 23.25	\$ 23.25	\$ 24.00	\$ 24.00	\$ 24.75	\$ 24.75
Hourly Rate	\$ 15.50	15.50	\$ 16.00	16.00	\$ 16.50	16.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.039	0.250%	\$ 0.040	0.250%	\$ 0.041
P H B P -- Pension Trust	5.375%	\$ 0.833	5.375%	\$ 0.860	5.375%	\$ 0.887
P H B P -- Medical	14.543%	\$ 2.254	14.543%	\$ 2.327	14.543%	\$ 2.400
Dental Plan	2.040%	\$ 0.316	2.040%	\$ 0.326	2.040%	\$ 0.337
N .E .B .F .	3.000%	\$ 0.698	3.000%	\$ 0.720	3.000%	\$ 0.743
Annuity	6.452%	\$ 1.000	6.250%	\$ 1.000	6.061%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.926	8.284%	\$ 1.988	8.284%	\$ 2.050
HRA	11.290%	\$ 1.750	10.938%	\$ 1.750	10.606%	\$ 1.750
DSP Percentage	15.000%	\$ 2.325	15.000%	\$ 2.400	15.000%	\$ 2.475
DSP Hourly	16.129%	\$ 2.500	15.625%	\$ 2.500	15.152%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.078	0.500%	\$ 0.080	0.500%	\$ 0.083
Comp. & Dis. Supp.	1.885%	\$ 0.438	1.885%	\$ 0.452	1.885%	\$ 0.467
Total Rate For Benefits	84.748%	\$ 14.157	83.690%	\$ 14.444	82.695%	\$ 14.731
Total Cost Per Hour		\$ 37.407		\$ 38.444		\$ 39.481

Joint Industry Board of the Electrical Industry

**3rd Year 1st Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 17.50	17.50	\$ 18.00	18.00	\$ 18.50	18.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.044	0.250%	\$ 0.045	0.250%	\$ 0.046
P H B P -- Pension Trust	5.375%	\$ 0.941	5.375%	\$ 0.968	5.375%	\$ 0.994
P H B P -- Medical	14.543%	\$ 2.545	14.543%	\$ 2.618	14.543%	\$ 2.690
Dental Plan	2.040%	\$ 0.357	2.040%	\$ 0.367	2.040%	\$ 0.377
N .E .B .F .	3.000%	\$ 0.525	3.000%	\$ 0.540	3.000%	\$ 0.555
Annuity	5.714%	\$ 1.000	5.556%	\$ 1.000	5.405%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.450	8.284%	\$ 1.491	8.284%	\$ 1.533
HRA	10.000%	\$ 1.750	9.722%	\$ 1.750	9.459%	\$ 1.750
DSP Percentage	15.000%	\$ 2.625	15.000%	\$ 2.700	15.000%	\$ 2.775
DSP Hourly	14.286%	\$ 2.500	13.889%	\$ 2.500	13.514%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.088	0.500%	\$ 0.090	0.500%	\$ 0.093
Comp. & Dis. Supp.	1.885%	\$ 0.330	1.885%	\$ 0.339	1.885%	\$ 0.349
Total Rate For Benefits	80.877%	\$ 14.153	80.044%	\$ 14.408	79.255%	\$ 14.662
Total Cost Per Hour		\$ 31.653		\$ 32.408		\$ 33.162

Joint Industry Board of the Electrical Industry

**3rd Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 26.25	\$ 26.25	\$ 27.00	\$ 27.00	\$ 27.75	\$ 27.75
Hourly Rate	\$ 17.50	17.50	\$ 18.00	18.00	\$ 18.50	18.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.044	0.250%	\$ 0.045	0.250%	\$ 0.046
P H B P -- Pension Trust	5.375%	\$ 0.941	5.375%	\$ 0.968	5.375%	\$ 0.994
P H B P -- Medical	14.543%	\$ 2.545	14.543%	\$ 2.618	14.543%	\$ 2.690
Dental Plan	2.040%	\$ 0.357	2.040%	\$ 0.367	2.040%	\$ 0.377
N .E .B .F .	3.000%	\$ 0.788	3.000%	\$ 0.810	3.000%	\$ 0.833
Annuity	5.714%	\$ 1.000	5.556%	\$ 1.000	5.405%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.175	8.284%	\$ 2.237	8.284%	\$ 2.299
HRA	10.000%	\$ 1.750	9.722%	\$ 1.750	9.459%	\$ 1.750
DSP Percentage	15.000%	\$ 2.625	15.000%	\$ 2.700	15.000%	\$ 2.775
DSP Hourly	14.286%	\$ 2.500	13.889%	\$ 2.500	13.514%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.088	0.500%	\$ 0.090	0.500%	\$ 0.093
Comp. & Dis. Supp.	1.885%	\$ 0.495	1.885%	\$ 0.509	1.885%	\$ 0.523
Total Rate For Benefits	80.877%	\$ 15.306	80.044%	\$ 15.593	79.255%	\$ 15.880
Total Cost Per Hour		\$ 41.556		\$ 42.593		\$ 43.630

Joint Industry Board of the Electrical Industry

**4th Year 1st Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 19.50	19.50	\$ 20.00	20.00	\$ 20.50	20.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.049	0.250%	\$ 0.050	0.250%	\$ 0.051
P H B P -- Pension Trust	5.375%	\$ 1.048	5.375%	\$ 1.075	5.375%	\$ 1.102
P H B P -- Medical	14.543%	\$ 2.836	14.543%	\$ 2.909	14.543%	\$ 2.981
Dental Plan	2.040%	\$ 0.398	2.040%	\$ 0.408	2.040%	\$ 0.418
N .E .B .F .	3.000%	\$ 0.585	3.000%	\$ 0.600	3.000%	\$ 0.615
Annuity	5.128%	\$ 1.000	5.000%	\$ 1.000	4.878%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.615	8.284%	\$ 1.657	8.284%	\$ 1.698
HRA	8.974%	\$ 1.750	8.750%	\$ 1.750	8.537%	\$ 1.750
DSP Percentage	15.000%	\$ 2.925	15.000%	\$ 3.000	15.000%	\$ 3.075
DSP Hourly	12.821%	\$ 2.500	12.500%	\$ 2.500	12.195%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.098	0.500%	\$ 0.100	0.500%	\$ 0.103
Comp. & Dis. Supp.	1.885%	\$ 0.368	1.885%	\$ 0.377	1.885%	\$ 0.386
Total Rate For Benefits	77.800%	\$ 15.171	77.127%	\$ 15.425	76.487%	\$ 15.680
Total Cost Per Hour		\$ 34.671		\$ 35.425		\$ 36.180

Joint Industry Board of the Electrical Industry

**4th Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 29.25	\$ 29.25	\$ 30.00	\$ 30.00	\$ 30.75	\$ 30.75
Hourly Rate	\$ 19.50	19.50	\$ 20.00	20.00	\$ 20.50	20.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.049	0.250%	\$ 0.050	0.250%	\$ 0.051
P H B P -- Pension Trust	5.375%	\$ 1.048	5.375%	\$ 1.075	5.375%	\$ 1.102
P H B P -- Medical	14.543%	\$ 2.836	14.543%	\$ 2.909	14.543%	\$ 2.981
Dental Plan	2.040%	\$ 0.398	2.040%	\$ 0.408	2.040%	\$ 0.418
N.E.B.F.	3.000%	\$ 0.878	3.000%	\$ 0.900	3.000%	\$ 0.923
Annuity	5.128%	\$ 1.000	5.000%	\$ 1.000	4.878%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.423	8.284%	\$ 2.485	8.284%	\$ 2.547
HRA	8.974%	\$ 1.750	8.750%	\$ 1.750	8.537%	\$ 1.750
DSP Percentage	15.000%	\$ 2.925	15.000%	\$ 3.000	15.000%	\$ 3.075
DSP Hourly	12.821%	\$ 2.500	12.500%	\$ 2.500	12.195%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.098	0.500%	\$ 0.100	0.500%	\$ 0.103
Comp. & Dis. Supp.	1.885%	\$ 0.551	1.885%	\$ 0.566	1.885%	\$ 0.580
Total Rate For Benefits	77.800%	\$ 16.455	77.127%	\$ 16.742	76.487%	\$ 17.030
Total Cost Per Hour		\$ 45.705		\$ 46.742		\$ 47.780

Joint Industry Board of the Electrical Industry

**1st Year 2nd Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 14.50	14.50	\$ 15.00	15.00	\$ 15.50	15.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.036	0.250%	\$ 0.038	0.250%	\$ 0.039
P H B P -- Pension Trust	5.375%	\$ 0.779	5.375%	\$ 0.806	5.375%	\$ 0.833
P H B P -- Medical	14.543%	\$ 2.109	14.543%	\$ 2.181	14.543%	\$ 2.254
Dental Plan	2.040%	\$ 0.296	2.040%	\$ 0.306	2.040%	\$ 0.316
N .E .B .F .	3.000%	\$ 0.435	3.000%	\$ 0.450	3.000%	\$ 0.465
Annuity	6.897%	\$ 1.000	6.667%	\$ 1.000	6.452%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.201	8.284%	\$ 1.243	8.284%	\$ 1.284
HRA	12.069%	\$ 1.750	11.667%	\$ 1.750	11.290%	\$ 1.750
DSP Percentage	15.000%	\$ 2.175	15.000%	\$ 2.250	15.000%	\$ 2.325
DSP Hourly	17.241%	\$ 2.500	16.667%	\$ 2.500	16.129%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.073	0.500%	\$ 0.075	0.500%	\$ 0.078
Comp. & Dis. Supp.	1.885%	\$ 0.273	1.885%	\$ 0.283	1.885%	\$ 0.292
Total Rate For Benefits	87.084%	\$ 12.627	85.877%	\$ 12.882	84.748%	\$ 13.136
Total Cost Per Hour		\$ 27.127		\$ 27.882		\$ 28.636

Joint Industry Board of the Electrical Industry

**1st Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016		5/10/2017		5/9/2018	
OT Rate	\$ 21.75	\$ 21.75	\$ 22.50	\$ 22.50	\$ 23.25	\$ 23.25
Hourly Rate	\$ 14.50	\$ 14.50	\$ 15.00	\$ 15.00	\$ 15.50	\$ 15.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.036	0.250%	\$ 0.038	0.250%	\$ 0.039
P H B P -- Pension Trust	5.375%	\$ 0.779	5.375%	\$ 0.806	5.375%	\$ 0.833
P H B P -- Medical	14.543%	\$ 2.109	14.543%	\$ 2.181	14.543%	\$ 2.254
Dental Plan	2.040%	\$ 0.296	2.040%	\$ 0.306	2.040%	\$ 0.316
N .E .B .F .	3.000%	\$ 0.653	3.000%	\$ 0.675	3.000%	\$ 0.698
Annuity	6.897%	\$ 1.000	6.667%	\$ 1.000	6.452%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.802	8.284%	\$ 1.864	8.284%	\$ 1.926
HRA	12.069%	\$ 1.750	11.667%	\$ 1.750	11.290%	\$ 1.750
DSP Percentage	15.000%	\$ 2.175	15.000%	\$ 2.250	15.000%	\$ 2.325
DSP Hourly	17.241%	\$ 2.500	16.667%	\$ 2.500	16.129%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.073	0.500%	\$ 0.075	0.500%	\$ 0.078
Comp. & Dis. Supp.	1.885%	\$ 0.410	1.885%	\$ 0.424	1.885%	\$ 0.438
Total Rate For Benefits	87.084%	\$ 13.582	85.877%	\$ 13.869	84.748%	\$ 14.157
Total Cost Per Hour		\$ 35.332		\$ 36.369		\$ 37.407

Joint Industry Board of the Electrical Industry

**2nd Year 2nd Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 16.50	16.50	\$ 17.00	17.00	\$ 17.50	17.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.041	0.250%	\$ 0.043	0.250%	\$ 0.044
P H B P -- Pension Trust	5.375%	\$ 0.887	5.375%	\$ 0.914	5.375%	\$ 0.941
P H B P -- Medical	14.543%	\$ 2.400	14.543%	\$ 2.472	14.543%	\$ 2.545
Dental Plan	2.040%	\$ 0.337	2.040%	\$ 0.347	2.040%	\$ 0.357
N . E . B . F .	3.000%	\$ 0.495	3.000%	\$ 0.510	3.000%	\$ 0.525
Annuity	6.061%	\$ 1.000	5.882%	\$ 1.000	5.714%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.367	8.284%	\$ 1.408	8.284%	\$ 1.450
HRA	10.606%	\$ 1.750	10.294%	\$ 1.750	10.000%	\$ 1.750
DSP Percentage	15.000%	\$ 2.475	15.000%	\$ 2.550	15.000%	\$ 2.625
DSP Hourly	15.152%	\$ 2.500	14.706%	\$ 2.500	14.286%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.083	0.500%	\$ 0.085	0.500%	\$ 0.088
Comp. & Dis. Supp.	1.885%	\$ 0.311	1.885%	\$ 0.320	1.885%	\$ 0.330
Total Rate For Benefits	82.695%	\$ 13.645	81.759%	\$ 13.899	80.877%	\$ 14.153
Total Cost Per Hour		\$ 30.145		\$ 30.899		\$ 31.653

Joint Industry Board of the Electrical Industry

**2nd Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 24.75	\$ 24.75	\$ 25.50	\$ 25.50	\$ 26.25	\$ 26.25
Hourly Rate	\$ 16.50	\$ 16.50	\$ 17.00	\$ 17.00	\$ 17.50	\$ 17.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.041	0.250%	\$ 0.043	0.250%	\$ 0.044
P H B P -- Pension Trust	5.375%	\$ 0.887	5.375%	\$ 0.914	5.375%	\$ 0.941
P H B P -- Medical	14.543%	\$ 2.400	14.543%	\$ 2.472	14.543%	\$ 2.545
Dental Plan	2.040%	\$ 0.337	2.040%	\$ 0.347	2.040%	\$ 0.357
N .E .B .F .	3.000%	\$ 0.743	3.000%	\$ 0.785	3.000%	\$ 0.788
Annuity	6.061%	\$ 1.000	5.882%	\$ 1.000	5.714%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.050	8.284%	\$ 2.112	8.284%	\$ 2.175
HRA	10.606%	\$ 1.750	10.294%	\$ 1.750	10.000%	\$ 1.750
DSP Percentage	15.000%	\$ 2.475	15.000%	\$ 2.550	15.000%	\$ 2.625
DSP Hourly	15.152%	\$ 2.500	14.706%	\$ 2.500	14.286%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.083	0.500%	\$ 0.085	0.500%	\$ 0.088
Comp. & Dis. Supp.	1.885%	\$ 0.467	1.885%	\$ 0.481	1.885%	\$ 0.495
Total Rate For Benefits	82.695%	\$ 14.731	81.759%	\$ 15.018	80.877%	\$ 15.306
Total Cost Per Hour		\$ 39.481		\$ 40.518		\$ 41.556

Joint Industry Board of the Electrical Industry

**3rd Year 2nd Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 18.50	18.50	\$ 19.00	19.00	\$ 19.50	19.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.046	0.250%	\$ 0.048	0.250%	\$ 0.049
P H B P -- Pension Trust	5.375%	\$ 0.994	5.375%	\$ 1.021	5.375%	\$ 1.048
P H B P -- Medical	14.543%	\$ 2.690	14.543%	\$ 2.763	14.543%	\$ 2.836
Dental Plan	2.040%	\$ 0.377	2.040%	\$ 0.388	2.040%	\$ 0.398
N .E .B .F .	3.000%	\$ 0.555	3.000%	\$ 0.570	3.000%	\$ 0.585
Annuity	5.405%	\$ 1.000	5.263%	\$ 1.000	5.128%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.533	8.284%	\$ 1.574	8.284%	\$ 1.615
HRA	9.459%	\$ 1.750	9.211%	\$ 1.750	8.974%	\$ 1.750
DSP Percentage	15.000%	\$ 2.775	15.000%	\$ 2.850	15.000%	\$ 2.925
DSP Hourly	13.514%	\$ 2.500	13.158%	\$ 2.500	12.821%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.093	0.500%	\$ 0.095	0.500%	\$ 0.098
Comp. & Dis. Supp.	1.885%	\$ 0.349	1.885%	\$ 0.358	1.885%	\$ 0.368
Total Rate For Benefits	79.255%	\$ 14.662	78.509%	\$ 14.917	77.800%	\$ 15.171
Total Cost Per Hour		\$ 33.162		\$ 33.917		\$ 34.671

Joint Industry Board of the Electrical Industry

**3rd Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 27.75	\$ 27.75	\$ 28.50	\$ 28.50	\$ 29.25	\$ 29.25
Hourly Rate	\$ 18.50	\$ 18.50	\$ 19.00	\$ 19.00	\$ 19.50	\$ 19.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.046	0.250%	\$ 0.048	0.250%	\$ 0.049
P H B P -- Pension Trust	5.375%	\$ 0.994	5.375%	\$ 1.021	5.375%	\$ 1.048
P H B P -- Medical	14.543%	\$ 2.690	14.543%	\$ 2.763	14.543%	\$ 2.836
Dental Plan	2.040%	\$ 0.377	2.040%	\$ 0.388	2.040%	\$ 0.398
N .E .B .F .	3.000%	\$ 0.833	3.000%	\$ 0.855	3.000%	\$ 0.878
Annuity	5.405%	\$ 1.000	5.263%	\$ 1.000	5.128%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.299	8.284%	\$ 2.361	8.284%	\$ 2.423
HRA	9.459%	\$ 1.750	9.211%	\$ 1.750	8.974%	\$ 1.750
DSP Percentage	15.000%	\$ 2.775	15.000%	\$ 2.850	15.000%	\$ 2.925
DSP Hourly	13.514%	\$ 2.500	13.158%	\$ 2.500	12.821%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.093	0.500%	\$ 0.095	0.500%	\$ 0.098
Comp. & Dis. Supp.	1.885%	\$ 0.523	1.885%	\$ 0.537	1.885%	\$ 0.551
Total Rate For Benefits	79.255%	\$ 15.880	78.509%	\$ 16.168	77.800%	\$ 16.455
Total Cost Per Hour		\$ 43.630		\$ 44.668		\$ 45.705

Joint Industry Board of the Electrical Industry

**4th Year 2nd Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 21.50	21.50	\$ 22.00	22.00	\$ 22.50	22.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.054	0.250%	\$ 0.055	0.250%	\$ 0.056
P H B P -- Pension Trust	5.375%	\$ 1.156	5.375%	\$ 1.183	5.375%	\$ 1.209
P H B P -- Medical	14.543%	\$ 3.127	14.543%	\$ 3.199	14.543%	\$ 3.272
Dental Plan	2.040%	\$ 0.439	2.040%	\$ 0.449	2.040%	\$ 0.459
N . E . B . F .	3.000%	\$ 0.645	3.000%	\$ 0.660	3.000%	\$ 0.675
Annuity	4.651%	\$ 1.000	4.545%	\$ 1.000	4.444%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.781	8.284%	\$ 1.822	8.284%	\$ 1.864
HRA	8.140%	\$ 1.750	7.955%	\$ 1.750	7.778%	\$ 1.750
DSP Percentage	15.000%	\$ 3.225	15.000%	\$ 3.300	15.000%	\$ 3.375
DSP Hourly	11.628%	\$ 2.500	11.364%	\$ 2.500	11.111%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.108	0.500%	\$ 0.110	0.500%	\$ 0.113
Comp. & Dis. Supp.	1.885%	\$ 0.405	1.885%	\$ 0.415	1.885%	\$ 0.424
Total Rate For Benefits	76.296%	\$ 16.189	74.741%	\$ 16.443	74.210%	\$ 16.697
Total Cost Per Hour		\$ 37.689		\$ 38.443		\$ 39.197

Joint Industry Board of the Electrical Industry

**4th Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 32.25	\$ 32.25	\$ 33.00	\$ 33.00	\$ 33.75	\$ 33.75
Hourly Rate	\$ 21.50	21.50	\$ 22.00	22.00	\$ 22.50	22.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.054	0.250%	\$ 0.055	0.250%	\$ 0.056
P H B P -- Pension Trust	5.375%	\$ 1.156	5.375%	\$ 1.183	5.375%	\$ 1.209
P H B P -- Medical	14.543%	\$ 3.127	14.543%	\$ 3.199	14.543%	\$ 3.272
Dental Plan	2.040%	\$ 0.439	2.040%	\$ 0.449	2.040%	\$ 0.459
N.E.B.F.	3.000%	\$ 0.968	3.000%	\$ 0.990	3.000%	\$ 1.013
Annuity	4.651%	\$ 1.000	4.545%	\$ 1.000	4.444%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.672	8.284%	\$ 2.734	8.284%	\$ 2.796
HRA	8.140%	\$ 1.750	7.955%	\$ 1.750	7.778%	\$ 1.750
DSP Percentage	15.000%	\$ 3.225	15.000%	\$ 3.300	15.000%	\$ 3.375
DSP Hourly	11.628%	\$ 2.500	11.364%	\$ 2.500	11.111%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.108	0.500%	\$ 0.110	0.500%	\$ 0.113
Comp. & Dis. Supp.	1.885%	\$ 0.608	1.885%	\$ 0.622	1.885%	\$ 0.636
Total Rate For Benefits	75.296%	\$ 17.604	74.741%	\$ 17.892	74.210%	\$ 18.179
Total Cost Per Hour		\$ 49.854		\$ 50.892		\$ 51.929