Joint Industry Board of the Electrical Industry

'A' RATED PACKAGE

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.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	$ 54.00	54.00	$ 54.00	54.00	$ 56.00	56.00	$ 56.00	56.00	$ 56.00	56.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	$ 0.270	0.500%	$ 0.270	0.500%	$ 0.280	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	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	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	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	7.143%	$ 4.000
Dental Plan	3.540%	$ 1.912	3.540%	$ 1.912	3.540%	$ 1.982	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	3.000%	$ 1.680
Annuity	8.333%	$ 4.500	8.333%	$ 4.500	8.036%	$ 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	7.650%	$ 4.284
HRA	7.870%	$ 4.250	7.870%	$ 4.250	7.589%	$ 4.250	8.036%	$ 4.500	8.036%	$ 4.500
DSP Percentage	16.000%	$ 8.640	16.000%	$ 8.640	16.000%	$ 8.960	16.000%	$ 8.960	16.000%	$ 8.960
DSP Hourly	3.704%	$ 2.000	3.704%	$ 2.000	3.571%	$ 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	1.533%	$ 0.858
Comp. & Dis. Supp.	1.885%	$ 1.018	1.885%	$ 1.018	1.885%	$ 1.056	1.885%	$ 1.056	1.885%	$ 1.056
Total Rate For Benefits	**96.283%**	**$ 51.993**	**96.283%**	**$ 51.993**	**97.307%**	**$ 54.492**	**99.754%**	**$ 55.862**	**99.754%**	**$ 55.862**
Total Cost Per Hour		**$ 105.993**		**$ 105.993**		**$ 110.492**		**$ 111.862**		**$ 111.862**
Statutory EESISP	5.165%	$ 2.789	6.105%	$ 3.297	6.105%	$ 3.419	6.105%	$ 3.419	5.425%	$ 3.038
		$ 108.782		**$ 109.289**		**$ 113.911**		**$ 115.281**		**$ 114.900**

* Includes .25% Benefit and Wage Fund

Joint Industry Board of the Electrical Industry

'A' RATED PACKAGE OT

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.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
OT Rate	$ 81.00	$ 81.00	$ 81.00	$ 81.00	$ 84.00	$ 84.00	$ 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	$ 56.00	56.00
	New%Contr	Dollar Equiv	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	0.500%	$ 0.280
Apprentice	1.250%	$ 0.675	1.250%	$ 0.675	1.250%	$ 0.700	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	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	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	7.143%	$ 4.000
Dental Plan	3.540%	$ 1.912	3.540%	$ 1.912	3.540%	$ 1.982	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	3.000%	$ 2.520
Annuity	8.333%	$ 4.500	8.333%	$ 4.500	8.036%	$ 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	7.650%	$ 6.426
HRA	7.870%	$ 4.250	7.870%	$ 4.250	7.589%	$ 4.250	8.036%	$ 4.500	8.036%	$ 4.500
DSP Percentage	16.000%	$ 8.640	16.000%	$ 8.640	16.000%	$ 8.960	16.000%	$ 8.960	16.000%	$ 8.960
DSP Hourly	3.704%	$ 2.000	3.704%	$ 2.000	3.571%	$ 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	1.533%	$ 0.858
Comp. & Dis. Supp.	1.885%	$ 1.527	1.885%	$ 1.527	1.885%	$ 1.583	1.885%	$ 1.583	1.885%	$ 1.583
Total Rate For Benefits	**96.283%**	**$ 55.377**	**96.283%**	**$ 55.377**	**97.307%**	**$ 58.002**	**99.754%**	**$ 59.372**	**99.754%**	**$ 59.372**
Total Cost Per Hour		**$ 136.377**		**$ 136.377**		**$ 142.002**		**$ 143.372**		**$ 143.372**
Statutory EESISP	5.165%	$ 4.184	6.105%	$ 4.945	6.105%	$ 5.128	6.105%	$ 5.128	5.425%	$ 4.557
		$ 140.561		**$ 141.322**		**$ 147.130**		**$ 148.500**		**$ 147.929**
* Includes .25% Benefit and Wage Fund										

Joint Industry Board of the Electrical Industry

'A' RATED SWING SHIFT PACKAGE

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.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	$ 63.36	63.36	$ 63.36	63.36	$ 65.71	65.71	$ 65.71	65.71	$ 65.71	65.71
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	$ 0.317	0.500%	$ 0.317	0.500%	$ 0.329	0.500%	$ 0.329	0.500%	$ 0.329
Apprentice	1.250%	$ 0.792	1.250%	$ 0.792	1.250%	$ 0.821	1.250%	$ 0.821	1.250%	$ 0.821
P H B P -- Pension Trust	12.220%	$ 7.743	12.220%	$ 7.743	13.220%	$ 8.687	14.220%	$ 9.344	14.220%	$ 9.344
P H B P -- Medical	21.390%	$ 13.553	21.390%	$ 13.553	22.390%	$ 14.712	23.390%	$ 15.370	23.390%	$ 15.370
P H B P -- Medical	6.313%	$ 4.000	6.313%	$ 4.000	6.087%	$ 4.000	6.087%	$ 4.000	6.087%	$ 4.000
Dental Plan	3.540%	$ 2.243	3.540%	$ 2.243	3.540%	$ 2.326	3.540%	$ 2.326	3.540%	$ 2.326
N .E .B .F .	3.000%	$ 1.901	3.000%	$ 1.901	3.000%	$ 1.971	3.000%	$ 1.971	3.000%	$ 1.971
Annuity	7.576%	$ 4.800	7.576%	$ 4.800	7.305%	$ 4.800	7.305%	$ 4.800	7.305%	$ 4.800
DSP (401(k) Plan) - FICA	7.650%	$ 4.847	7.650%	$ 4.847	7.650%	$ 5.027	7.650%	$ 5.027	7.650%	$ 5.027
HRA	7.155%	$ 4.533	7.155%	$ 4.533	6.899%	$ 4.533	7.305%	$ 4.800	7.305%	$ 4.800
DSP Percentage	16.000%	$ 10.138	16.000%	$ 10.138	16.000%	$ 10.514	16.000%	$ 10.514	16.000%	$ 10.514
DSP Hourly	3.367%	$ 2.133	3.367%	$ 2.133	3.247%	$ 2.133	3.247%	$ 2.133	3.247%	$ 2.133
Educational & Cultural	1.533%	$ 0.971	1.533%	$ 0.971	1.533%	$ 1.007	1.533%	$ 1.007	1.533%	$ 1.007
Comp. & Dis. Supp.	1.885%	$ 1.194	1.885%	$ 1.194	1.885%	$ 1.239	1.885%	$ 1.239	1.885%	$ 1.239
Total Rate For Benefits	**93.379%**	**$ 59.165**	**93.379%**	**$ 59.165**	**94.506%**	**$ 62.100**	**96.912%**	**$ 63.681**	**96.912%**	**$ 63.681**
Total Cost Per Hour		**$ 122.525**		**$ 122.525**		**$ 127.810**		**$ 129.391**		**$ 129.391**
Statutory EESISP	5.165%	$ 3.273	6.105%	$ 3.868	6.105%	$ 4.012	6.105%	$ 4.012	5.425%	$ 3.565
		$ 125.797		**$ 126.393**		**$ 131.821**		**$ 133.402**		**$ 132.955**

* Includes .25% Benefit and Wage Fund

Joint Industry Board of the Electrical Industry

'A' RATED SWING SHIFT PACKAGE OT

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.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
OT Rate	$ 95.04	$ 95.04	$ 95.04	$ 95.04	$ 98.57	$ 98.57	$ 98.57	$ 98.57	$ 98.57	$ 98.57
Hourly Rate	$ 63.36	63.36	$ 63.36	63.36	$ 65.71	65.71	$ 65.71	65.71	$ 65.71	65.71
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	$ 0.317	0.500%	$ 0.317	0.500%	$ 0.329	0.500%	$ 0.329	0.500%	$ 0.329
Apprentice	1.250%	$ 0.792	1.250%	$ 0.792	1.250%	$ 0.821	1.250%	$ 0.821	1.250%	$ 0.821
P H B P -- Pension Trust	12.220%	$ 7.743	12.220%	$ 7.743	13.220%	$ 8.687	14.220%	$ 9.344	14.220%	$ 9.344
P H B P -- Medical	21.390%	$ 13.553	21.390%	$ 13.553	22.390%	$ 14.712	23.390%	$ 15.370	23.390%	$ 15.370
P H B P -- Medical	6.313%	$ 4.000	6.313%	$ 4.000	6.087%	$ 4.000	6.087%	$ 4.000	6.087%	$ 4.000
Dental Plan	3.540%	$ 2.243	3.540%	$ 2.243	3.540%	$ 2.326	3.540%	$ 2.326	3.540%	$ 2.326
N .E .B .F .	3.000%	$ 2.851	3.000%	$ 2.851	3.000%	$ 2.957	3.000%	$ 2.957	3.000%	$ 2.957
Annuity	7.576%	$ 4.800	7.576%	$ 4.800	7.305%	$ 4.800	7.305%	$ 4.800	7.305%	$ 4.800
DSP (401(k) Plan) - FICA	7.650%	$ 7.271	7.650%	$ 7.271	7.650%	$ 7.540	7.650%	$ 7.540	7.650%	$ 7.540
HRA	7.155%	$ 4.533	7.155%	$ 4.533	6.899%	$ 4.533	7.305%	$ 4.800	7.305%	$ 4.800
DSP Percentage	16.000%	$ 10.138	16.000%	$ 10.138	16.000%	$ 10.514	16.000%	$ 10.514	16.000%	$ 10.514
DSP Hourly	3.367%	$ 2.133	3.367%	$ 2.133	3.247%	$ 2.133	3.247%	$ 2.133	3.247%	$ 2.133
Educational & Cultural	1.533%	$ 0.971	1.533%	$ 0.971	1.533%	$ 1.007	1.533%	$ 1.007	1.533%	$ 1.007
Comp. & Dis. Supp.	1.885%	$ 1.792	1.885%	$ 1.792	1.885%	$ 1.858	1.885%	$ 1.858	1.885%	$ 1.858
Total Rate For Benefits	**93.379%**	**$ 63.136**	**93.379%**	**$ 63.136**	**94.506%**	**$ 66.218**	**96.912%**	**$ 67.799**	**96.912%**	**$ 67.799**
Total Cost Per Hour		**$ 158.176**		**$ 158.176**		**$ 164.783**		**$ 166.364**		**$ 166.364**
Statutory EESISP	5.165%	$ 4.909	6.105%	$ 5.802	6.105%	$ 6.017	6.105%	$ 6.017	5.425%	$ 5.347
		$ 163.085		**$ 163.978**		**$ 170.801**		**$ 172.381**		**$ 171.711**

* Includes .25% Benefit and Wage Fund

Joint Industry Board of the Electrical Industry

'A' RATED GRAVEYARD SHIFT PACKAGE

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.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	$ 70.97	70.97	$ 70.97	70.97	$ 73.60	73.60	$ 73.60	73.60	$ 73.60	73.60
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	$ 0.355	0.500%	$ 0.355	0.500%	$ 0.368	0.500%	$ 0.368	0.500%	$ 0.368
Apprentice	1.250%	$ 0.887	1.250%	$ 0.887	1.250%	$ 0.920	1.250%	$ 0.920	1.250%	$ 0.920
P H B P -- Pension Trust	12.220%	$ 8.673	12.220%	$ 8.673	13.220%	$ 9.730	14.220%	$ 10.466	14.220%	$ 10.466
P H B P -- Medical	21.390%	$ 15.180	21.390%	$ 15.180	22.390%	$ 16.479	23.390%	$ 17.215	23.390%	$ 17.215
P H B P -- Medical	5.636%	$ 4.000	5.636%	$ 4.000	5.435%	$ 4.000	5.435%	$ 4.000	5.435%	$ 4.000
Dental Plan	3.540%	$ 2.512	3.540%	$ 2.512	3.540%	$ 2.605	3.540%	$ 2.605	3.540%	$ 2.605
N .E .B .F .	3.000%	$ 2.129	3.000%	$ 2.129	3.000%	$ 2.208	3.000%	$ 2.208	3.000%	$ 2.208
Annuity	7.247%	$ 5.143	7.247%	$ 5.143	6.988%	$ 5.143	6.988%	$ 5.143	6.988%	$ 5.143
DSP (401(k) Plan) - FICA	7.650%	$ 5.429	7.650%	$ 5.429	7.650%	$ 5.630	7.650%	$ 5.630	7.650%	$ 5.630
HRA	6.844%	$ 4.857	6.844%	$ 4.857	6.599%	$ 4.857	6.988%	$ 5.143	6.988%	$ 5.143
DSP Percentage	16.000%	$ 11.355	16.000%	$ 11.355	16.000%	$ 11.776	16.000%	$ 11.776	16.000%	$ 11.776
DSP Hourly	3.221%	$ 2.286	3.221%	$ 2.286	3.106%	$ 2.286	3.106%	$ 2.286	3.106%	$ 2.286
Educational & Cultural	1.533%	$ 1.088	1.533%	$ 1.088	1.533%	$ 1.128	1.533%	$ 1.128	1.533%	$ 1.128
Comp. & Dis. Supp.	1.885%	$ 1.338	1.885%	$ 1.338	1.885%	$ 1.387	1.885%	$ 1.387	1.885%	$ 1.387
Total Rate For Benefits	**91.915%**	**$ 65.232**	**91.915%**	**$ 65.232**	**93.095%**	**$ 68.518**	**95.484%**	**$ 70.276**	**95.484%**	**$ 70.276**
Total Cost Per Hour		**$ 136.202**		**$ 136.202**		**$ 142.118**		**$ 143.876**		**$ 143.876**
Statutory EESISP	5.165%	$ 3.666	6.105%	$ 4.333	6.105%	$ 4.493	6.105%	$ 4.493	5.425%	$ 3.993
		$ 139.868		**$ 140.535**		**$ 146.611**		**$ 148.369**		**$ 147.869**

* Includes .25% Benefit and Wage Fund

Joint Industry Board of the Electrical Industry

'A' RATED GRAVEYARD SHIFT PACKAGE OT

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.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
OT Rate	$ 106.46	$ 106.46	$ 106.46	$ 106.46	$ 110.40	$ 110.40	$ 110.40	$ 110.40	$ 110.40	$ 110.40
Hourly Rate	$ 70.97	70.97	$ 70.97	70.97	$ 73.60	73.60	$ 73.60	73.60	$ 73.60	73.60
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB*	0.500%	$ 0.355	0.500%	$ 0.355	0.500%	$ 0.368	0.500%	$ 0.368	0.500%	$ 0.368
Apprentice	1.250%	$ 0.887	1.250%	$ 0.887	1.250%	$ 0.920	1.250%	$ 0.920	1.250%	$ 0.920
P H B P -- Pension Trust	12.220%	$ 8.673	12.220%	$ 8.673	13.220%	$ 9.730	14.220%	$ 10.466	14.220%	$ 10.466
P H B P -- Medical	21.390%	$ 15.180	21.390%	$ 15.180	22.390%	$ 16.479	23.390%	$ 17.215	23.390%	$ 17.215
P H B P -- Medical	5.636%	$ 4.000	5.636%	$ 4.000	5.435%	$ 4.000	5.435%	$ 4.000	5.435%	$ 4.000
Dental Plan	3.540%	$ 2.512	3.540%	$ 2.512	3.540%	$ 2.605	3.540%	$ 2.605	3.540%	$ 2.605
N .E .B .F .	3.000%	$ 3.194	3.000%	$ 3.194	3.000%	$ 3.312	3.000%	$ 3.312	3.000%	$ 3.312
Annuity	7.247%	$ 5.143	7.247%	$ 5.143	6.988%	$ 5.143	6.988%	$ 5.143	6.988%	$ 5.143
DSP (401(k) Plan) - FICA	7.650%	$ 8.144	7.650%	$ 8.144	7.650%	$ 8.446	7.650%	$ 8.446	7.650%	$ 8.446
HRA	6.844%	$ 4.857	6.844%	$ 4.857	6.599%	$ 4.857	6.988%	$ 5.143	6.988%	$ 5.143
DSP Percentage	16.000%	$ 11.355	16.000%	$ 11.355	16.000%	$ 11.776	16.000%	$ 11.776	16.000%	$ 11.776
DSP Hourly	3.221%	$ 2.286	3.221%	$ 2.286	3.106%	$ 2.286	3.106%	$ 2.286	3.106%	$ 2.286
Educational & Cultural	1.533%	$ 1.088	1.533%	$ 1.088	1.533%	$ 1.128	1.533%	$ 1.128	1.533%	$ 1.128
Comp. & Dis. Supp.	1.885%	$ 2.007	1.885%	$ 2.007	1.885%	$ 2.081	1.885%	$ 2.081	1.885%	$ 2.081
Total Rate For Benefits	**91.915%**	**$ 69.680**	**91.915%**	**$ 69.680**	**93.095%**	**$ 73.131**	**95.484%**	**$ 74.889**	**95.484%**	**$ 74.889**
Total Cost Per Hour		**$ 176.135**		**$ 176.135**		**$ 183.531**		**$ 185.289**		**$ 185.289**
Statutory EESISP	5.165%	$ 5.498	6.105%	$ 6.499	6.105%	$ 6.740	6.105%	$ 6.740	5.425%	$ 5.989
		$ 181.634		**$ 182.634**		**$ 190.271**		**$ 192.029**		**$ 191.278**
* Includes .25% Benefit and Wage Fund										

Joint Industry Board of the Electrical Industry

'A' RATED TEMPORARY LIGHT PACKAGE

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.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
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*	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
Apprentice	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
P H B P – Pension Trust	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
P H B P – Medical	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
P H B P – Medical	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
Dental Plan	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
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	16.000%	$ 8.640	16.000%	$ 8.640	16.000%	$ 8.960	16.000%	$ 8.960
DSP Hourly	3.704%	$ 2.000	3.704%	$ 2.000	3.571%	$ 2.000	3.571%	$ 2.000
Educational & Cultural	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
Comp. & Dis. Supp.	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
Total Rate For Benefits	**46.557%**	**$ 25.141**	**46.557%**	**$ 25.141**	**45.846%**	**$ 25.674**	**46.293%**	**$ 25.924**
Total Cost Per Hour		**$ 79.141**		**$ 79.141**		**$ 81.674**		**$ 81.924**
Statutory EESISP	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
		$ 79.141		**$ 79.141**		**$ 81.674**		**$ 81.924**

* Includes .25% Benefit and Wage Fund

Joint Industry Board of the Electrical Industry

'A' RATED TEMPORARY LIGHT PACKAGE OT

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.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
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*	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
Apprentice	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
P H B P -- Pension Trust	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
P H B P -- Medical	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
P H B P -- Medical	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
Dental Plan	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
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	16.000%	$ 8.640	16.000%	$ 8.640	16.000%	$ 8.960	16.000%	$ 8.960
DSP Hourly	3.704%	$ 2.000	3.704%	$ 2.000	3.571%	$ 2.000	3.571%	$ 2.000
Educational & Cultural	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
Comp. & Dis. Supp.	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
Total Rate For Benefits	**46.557%**	**$ 28.017**	**46.557%**	**$ 28.017**	**45.846%**	**$ 28.656**	**46.293%**	**$ 28.906**
Total Cost Per Hour		**$ 109.017**		**$ 109.017**		**$ 112.656**		**$ 112.906**
Statutory EESISP	0.000%	$ -	0.000%	$ -	0.000%	$ -	0.000%	$ -
		$ 109.017		**$ 109.017**		**$ 112.656**		**$ 112.906**
* Includes .25% Benefit and Wage Fund								