

**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.)**

	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	\$ 16.25	16.25	\$ 16.25	16.25	\$ 16.75	16.75	\$ 17.25	17.25	\$ 17.25	17.25
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.041	0.250%	\$ 0.041	0.250%	\$ 0.042	0.250%	\$ 0.043	0.250%	\$ 0.043
P H B P -- Pension Trust	5.375%	\$ 0.873	5.375%	\$ 0.873	5.375%	\$ 0.900	5.375%	\$ 0.927	5.375%	\$ 0.927
P H B P -- Medical	14.543%	\$ 2.363	14.543%	\$ 2.363	14.543%	\$ 2.436	14.543%	\$ 2.509	14.543%	\$ 2.509
Dental Plan	2.040%	\$ 0.332	2.040%	\$ 0.332	2.040%	\$ 0.342	2.040%	\$ 0.352	2.040%	\$ 0.352
N . E . B . F .	3.000%	\$ 0.488	3.000%	\$ 0.488	3.000%	\$ 0.503	3.000%	\$ 0.518	3.000%	\$ 0.518
Annuity	6.154%	\$ 1.000	6.154%	\$ 1.000	5.970%	\$ 1.000	5.797%	\$ 1.000	5.797%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.346	8.284%	\$ 1.346	8.284%	\$ 1.388	8.284%	\$ 1.429	8.284%	\$ 1.429
HRA	10.769%	\$ 1.750	10.769%	\$ 1.750	10.448%	\$ 1.750	10.145%	\$ 1.750	10.145%	\$ 1.750
DSP Percentage	15.000%	\$ 2.438	15.000%	\$ 2.438	15.000%	\$ 2.513	15.000%	\$ 2.588	15.000%	\$ 2.588
DSP Hourly	15.385%	\$ 2.500	15.385%	\$ 2.500	14.925%	\$ 2.500	14.493%	\$ 2.500	14.493%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.081	0.500%	\$ 0.081	0.500%	\$ 0.084	0.500%	\$ 0.086	0.500%	\$ 0.086
Comp. & Dis. Supp.	1.885%	\$ 0.306	1.885%	\$ 0.306	1.885%	\$ 0.316	1.885%	\$ 0.325	1.885%	\$ 0.325
<b>Total Rate For Benefits</b>	<b>83.185%</b>	<b>\$ 13.518</b>	<b>83.185%</b>	<b>\$ 13.518</b>	<b>82.221%</b>	<b>\$ 13.772</b>	<b>81.312%</b>	<b>\$ 14.026</b>	<b>81.312%</b>	<b>\$ 14.026</b>
<b>Total Cost Per Hour</b>		<b>\$ 29.768</b>		<b>\$ 29.768</b>		<b>\$ 30.522</b>		<b>\$ 31.276</b>		<b>\$ 31.276</b>
Statutory EESISIP	5.165%	\$ 0.839	6.105%	\$ 0.992	6.105%	\$ 1.023	6.105%	\$ 1.053	5.425%	\$ 0.936
		<b>\$ 30.607</b>		<b>\$ 30.760</b>		<b>\$ 31.545</b>		<b>\$ 32.329</b>		<b>\$ 32.212</b>



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	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	\$ 19.05	19.05	\$ 19.05	19.05	\$ 19.55	19.55	\$ 20.05	20.05	\$ 20.05	20.05
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
<b>Benefit and Wage Fund</b>	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.049	0.250%	\$ 0.050	0.250%	\$ 0.050
<b>P H B P -- Pension Trust</b>	5.375%	\$ 1.024	5.375%	\$ 1.024	5.375%	\$ 1.051	5.375%	\$ 1.078	5.375%	\$ 1.078
<b>P H B P -- Medical</b>	14.543%	\$ 2.770	14.543%	\$ 2.770	14.543%	\$ 2.843	14.543%	\$ 2.916	14.543%	\$ 2.916
<b>Dental Plan</b>	2.040%	\$ 0.389	2.040%	\$ 0.389	2.040%	\$ 0.399	2.040%	\$ 0.409	2.040%	\$ 0.409
<b>N .E .B .F .</b>	3.000%	\$ 0.572	3.000%	\$ 0.572	3.000%	\$ 0.587	3.000%	\$ 0.602	3.000%	\$ 0.602
<b>Annuity</b>	5.249%	\$ 1.000	5.249%	\$ 1.000	5.115%	\$ 1.000	4.988%	\$ 1.000	4.988%	\$ 1.000
<b>Employer paid FICA</b>	8.284%	\$ 1.578	8.284%	\$ 1.578	8.284%	\$ 1.620	8.284%	\$ 1.661	8.284%	\$ 1.661
<b>HRA</b>	9.186%	\$ 1.750	9.186%	\$ 1.750	8.951%	\$ 1.750	8.728%	\$ 1.750	8.728%	\$ 1.750
<b>DSP Percentage</b>	15.000%	\$ 2.858	15.000%	\$ 2.858	15.000%	\$ 2.933	15.000%	\$ 3.008	15.000%	\$ 3.008
<b>DSP Hourly</b>	13.123%	\$ 2.500	13.123%	\$ 2.500	12.788%	\$ 2.500	12.469%	\$ 2.500	12.469%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.500%	\$ 0.095	0.500%	\$ 0.095	0.500%	\$ 0.098	0.500%	\$ 0.100	0.500%	\$ 0.100
<b>Comp. &amp; Dis. Supp.</b>	1.885%	\$ 0.359	1.885%	\$ 0.359	1.885%	\$ 0.369	1.885%	\$ 0.378	1.885%	\$ 0.378
<b>Total Rate For Benefits</b>	<b>78.436%</b>	<b>\$ 14.942</b>	<b>78.436%</b>	<b>\$ 14.942</b>	<b>77.732%</b>	<b>\$ 15.197</b>	<b>77.062%</b>	<b>\$ 15.451</b>	<b>77.062%</b>	<b>\$ 15.451</b>
<b>Total Cost Per Hour</b>		<b>\$ 33.992</b>		<b>\$ 33.992</b>		<b>\$ 34.747</b>		<b>\$ 35.501</b>		<b>\$ 35.501</b>
<b>Statutory EESISIP</b>	5.165%	\$ 0.984	6.105%	\$ 1.163	6.105%	\$ 1.194	6.105%	\$ 1.224	5.425%	\$ 1.088
		<b>\$ 34.976</b>		<b>\$ 35.155</b>		<b>\$ 35.940</b>		<b>\$ 36.725</b>		<b>\$ 36.589</b>

**Joint Industry Board of the Electrical Industry**

**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.)**

	5/11/2016		7/27/2016		5/10/2017		5/9/2018		1/2/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
OT Rate	\$ 28.58	\$ 28.58	\$ 28.58	\$ 28.58	\$ 29.33	\$ 29.33	\$ 30.08	\$ 30.08	\$ 30.08	\$ 30.08
Hourly Rate	\$ 19.05	\$ 19.05	\$ 19.05	\$ 19.05	\$ 19.55	\$ 19.55	\$ 20.05	\$ 20.05	\$ 20.05	\$ 20.05
<b>Benefit and Wage Fund</b>	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.049	0.250%	\$ 0.050	0.250%	\$ 0.050
P H B P -- Pension Trust	5.375%	\$ 1.024	5.375%	\$ 1.024	5.375%	\$ 1.051	5.375%	\$ 1.078	5.375%	\$ 1.078
P H B P -- Medical	14.543%	\$ 2.770	14.543%	\$ 2.770	14.543%	\$ 2.843	14.543%	\$ 2.916	14.543%	\$ 2.916
Dental Plan	2.040%	\$ 0.389	2.040%	\$ 0.389	2.040%	\$ 0.399	2.040%	\$ 0.409	2.040%	\$ 0.409
N . E . B . F .	3.000%	\$ 0.857	3.000%	\$ 0.857	3.000%	\$ 0.880	3.000%	\$ 0.902	3.000%	\$ 0.902
Annuity	5.249%	\$ 1.000	5.249%	\$ 1.000	5.115%	\$ 1.000	4.988%	\$ 1.000	4.988%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.367	8.284%	\$ 2.367	8.284%	\$ 2.429	8.284%	\$ 2.491	8.284%	\$ 2.491
HRA	9.186%	\$ 1.750	9.186%	\$ 1.750	8.951%	\$ 1.750	8.728%	\$ 1.750	8.728%	\$ 1.750
DSP Percentage	15.000%	\$ 2.858	15.000%	\$ 2.858	15.000%	\$ 2.933	15.000%	\$ 3.008	15.000%	\$ 3.008
DSP Hourly	13.123%	\$ 2.500	13.123%	\$ 2.500	12.788%	\$ 2.500	12.469%	\$ 2.500	12.469%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.095	0.500%	\$ 0.095	0.500%	\$ 0.098	0.500%	\$ 0.100	0.500%	\$ 0.100
Comp. & Dis. Supp.	1.885%	\$ 0.539	1.885%	\$ 0.539	1.885%	\$ 0.553	1.885%	\$ 0.567	1.885%	\$ 0.567
<b>Total Rate For Benefits</b>	<b>78.436%</b>	<b>\$ 16.196</b>	<b>78.436%</b>	<b>\$ 16.196</b>	<b>77.732%</b>	<b>\$ 16.484</b>	<b>77.062%</b>	<b>\$ 16.771</b>	<b>77.062%</b>	<b>\$ 16.771</b>
<b>Total Cost Per Hour</b>		<b>\$ 44.771</b>		<b>\$ 44.771</b>		<b>\$ 45.809</b>		<b>\$ 46.846</b>		<b>\$ 46.846</b>
Statutory EESISIP	5.165%	\$ 1.476	6.105%	\$ 1.745	6.105%	\$ 1.790	6.105%	\$ 1.836	5.425%	\$ 1.632
		<b>\$ 46.247</b>		<b>\$ 46.516</b>		<b>\$ 47.599</b>		<b>\$ 48.682</b>		<b>\$ 48.478</b>

**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.)**

	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
	<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>
Hourly Rate	\$ 21.15	21.15	\$ 21.15	21.15	\$ 21.65	21.65	\$ 22.15	22.15	\$ 22.15	22.15
<b>Benefit and Wage Fund</b>	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.054	0.250%	\$ 0.055	0.250%	\$ 0.055
P H B P -- Pension Trust	5.375%	\$ 1.137	5.375%	\$ 1.137	5.375%	\$ 1.164	5.375%	\$ 1.191	5.375%	\$ 1.191
P H B P -- Medical	14.543%	\$ 3.076	14.543%	\$ 3.076	14.543%	\$ 3.149	14.543%	\$ 3.221	14.543%	\$ 3.221
Dental Plan	2.040%	\$ 0.431	2.040%	\$ 0.431	2.040%	\$ 0.442	2.040%	\$ 0.452	2.040%	\$ 0.452
N . E . B . F .	3.000%	\$ 0.635	3.000%	\$ 0.635	3.000%	\$ 0.650	3.000%	\$ 0.665	3.000%	\$ 0.665
Annuity	4.728%	\$ 1.000	4.728%	\$ 1.000	4.619%	\$ 1.000	4.515%	\$ 1.000	4.515%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.752	8.284%	\$ 1.752	8.284%	\$ 1.794	8.284%	\$ 1.835	8.284%	\$ 1.835
HRA	8.274%	\$ 1.750	8.274%	\$ 1.750	8.083%	\$ 1.750	7.901%	\$ 1.750	7.901%	\$ 1.750
DSP Percentage	15.000%	\$ 3.173	15.000%	\$ 3.173	15.000%	\$ 3.248	15.000%	\$ 3.323	15.000%	\$ 3.323
DSP Hourly	11.820%	\$ 2.500	11.820%	\$ 2.500	11.547%	\$ 2.500	11.287%	\$ 2.500	11.287%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.106	0.500%	\$ 0.106	0.500%	\$ 0.108	0.500%	\$ 0.111	0.500%	\$ 0.111
Comp. & Dis. Supp.	1.885%	\$ 0.399	1.885%	\$ 0.399	1.885%	\$ 0.408	1.885%	\$ 0.418	1.885%	\$ 0.418
<b>Total Rate For Benefits</b>	<b>75.700%</b>	<b>\$ 16.010</b>	<b>75.700%</b>	<b>\$ 16.010</b>	<b>75.127%</b>	<b>\$ 16.265</b>	<b>74.579%</b>	<b>\$ 16.519</b>	<b>74.579%</b>	<b>\$ 16.519</b>
<b>Total Cost Per Hour</b>		<b>\$ 37.160</b>		<b>\$ 37.160</b>		<b>\$ 37.915</b>		<b>\$ 38.669</b>		<b>\$ 38.669</b>
Statutory EESISIP	5.165%	\$ 1.092	6.105%	\$ 1.291	6.105%	\$ 1.322	6.105%	\$ 1.352	5.425%	\$ 1.202
		<b>\$ 38.253</b>		<b>\$ 38.452</b>		<b>\$ 39.237</b>		<b>\$ 40.022</b>		<b>\$ 39.871</b>

**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.)**

	5/11/2016		7/27/2016		5/10/2017		5/9/2018		1/2/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
<b>OT Rate</b>	\$ 31.73	\$ 31.73	\$ 31.73	\$ 31.73	\$ 32.48	\$ 32.48	\$ 33.23	\$ 33.23	\$ 33.23	\$ 33.23
<b>Hourly Rate</b>	\$ 21.15	\$ 21.15	\$ 21.15	\$ 21.15	\$ 21.65	\$ 21.65	\$ 22.15	\$ 22.15	\$ 22.15	\$ 22.15
<b>Benefit and Wage Fund</b>	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.054	0.250%	\$ 0.055	0.250%	\$ 0.055
<b>P H B P -- Pension Trust</b>	5.375%	\$ 1.137	5.375%	\$ 1.137	5.375%	\$ 1.184	5.375%	\$ 1.191	5.375%	\$ 1.191
<b>P H B P -- Medical</b>	14.543%	\$ 3.076	14.543%	\$ 3.076	14.543%	\$ 3.149	14.543%	\$ 3.221	14.543%	\$ 3.221
<b>Dental Plan</b>	2.040%	\$ 0.431	2.040%	\$ 0.431	2.040%	\$ 0.442	2.040%	\$ 0.452	2.040%	\$ 0.452
<b>N . E . B . F .</b>	3.000%	\$ 0.952	3.000%	\$ 0.952	3.000%	\$ 0.974	3.000%	\$ 0.997	3.000%	\$ 0.997
<b>Annuity</b>	4.728%	\$ 1.000	4.728%	\$ 1.000	4.619%	\$ 1.000	4.515%	\$ 1.000	4.515%	\$ 1.000
<b>Employer paid FICA</b>	8.284%	\$ 2.628	8.284%	\$ 2.628	8.284%	\$ 2.690	8.284%	\$ 2.752	8.284%	\$ 2.752
<b>HRA</b>	8.274%	\$ 1.750	8.274%	\$ 1.750	8.083%	\$ 1.750	7.901%	\$ 1.750	7.901%	\$ 1.750
<b>DSP Percentage</b>	15.000%	\$ 3.173	15.000%	\$ 3.173	15.000%	\$ 3.248	15.000%	\$ 3.323	15.000%	\$ 3.323
<b>DSP Hourly</b>	11.820%	\$ 2.500	11.820%	\$ 2.500	11.547%	\$ 2.500	11.287%	\$ 2.500	11.287%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.500%	\$ 0.106	0.500%	\$ 0.106	0.500%	\$ 0.108	0.500%	\$ 0.111	0.500%	\$ 0.111
<b>Comp. &amp; Dis. Supp.</b>	1.885%	\$ 0.598	1.885%	\$ 0.598	1.885%	\$ 0.612	1.885%	\$ 0.626	1.885%	\$ 0.626
<b>Total Rate For Benefits</b>	<b>75.700%</b>	<b>\$ 17.403</b>	<b>75.700%</b>	<b>\$ 17.403</b>	<b>75.127%</b>	<b>\$ 17.691</b>	<b>74.579%</b>	<b>\$ 17.978</b>	<b>74.579%</b>	<b>\$ 17.978</b>
<b>Total Cost Per Hour</b>		<b>\$ 49.128</b>		<b>\$ 49.128</b>		<b>\$ 50.166</b>		<b>\$ 51.203</b>		<b>\$ 51.203</b>
<b>Statutory EESISIP</b>	5.165%	\$ 1.639	6.105%	\$ 1.937	6.105%	\$ 1.983	6.105%	\$ 2.028	5.425%	\$ 1.802
		<b>\$ 50.767</b>		<b>\$ 51.065</b>		<b>\$ 52.148</b>		<b>\$ 53.231</b>		<b>\$ 53.005</b>

**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.)

	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	\$ 23.10	23.10	\$ 23.10	23.10	\$ 23.60	23.60	\$ 24.10	24.10	\$ 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>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
<b>Benefit and Wage Fund</b>	0.250%	\$ 0.058	0.250%	\$ 0.058	0.250%	\$ 0.059	0.250%	\$ 0.060	0.250%	\$ 0.060
P H B P -- Pension Trust	5.375%	\$ 1.242	5.375%	\$ 1.242	5.375%	\$ 1.269	5.375%	\$ 1.295	5.375%	\$ 1.295
P H B P -- Medical	14.543%	\$ 3.359	14.543%	\$ 3.359	14.543%	\$ 3.432	14.543%	\$ 3.505	14.543%	\$ 3.505
Dental Plan	2.040%	\$ 0.471	2.040%	\$ 0.471	2.040%	\$ 0.481	2.040%	\$ 0.492	2.040%	\$ 0.492
N . E . B . F .	3.000%	\$ 0.693	3.000%	\$ 0.693	3.000%	\$ 0.708	3.000%	\$ 0.723	3.000%	\$ 0.723
Annuity	4.329%	\$ 1.000	4.329%	\$ 1.000	4.237%	\$ 1.000	4.149%	\$ 1.000	4.149%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.914	8.284%	\$ 1.914	8.284%	\$ 1.955	8.284%	\$ 1.996	8.284%	\$ 1.996
HRA	7.576%	\$ 1.750	7.576%	\$ 1.750	7.419%	\$ 1.750	7.261%	\$ 1.750	7.261%	\$ 1.750
DSP Percentage	15.000%	\$ 3.465	15.000%	\$ 3.465	15.000%	\$ 3.540	15.000%	\$ 3.615	15.000%	\$ 3.615
DSP Hourly	10.823%	\$ 2.500	10.823%	\$ 2.500	10.593%	\$ 2.500	10.373%	\$ 2.500	10.373%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.116	0.500%	\$ 0.116	0.500%	\$ 0.118	0.500%	\$ 0.121	0.500%	\$ 0.121
Comp. & Dis. Supp.	1.885%	\$ 0.435	1.885%	\$ 0.435	1.885%	\$ 0.445	1.885%	\$ 0.454	1.885%	\$ 0.454
<b>Total Rate For Benefits</b>	<b>73.604%</b>	<b>\$ 17.003</b>	<b>73.604%</b>	<b>\$ 17.003</b>	<b>73.123%</b>	<b>\$ 17.257</b>	<b>72.661%</b>	<b>\$ 17.511</b>	<b>72.661%</b>	<b>\$ 17.511</b>
<b>Total Cost Per Hour</b>		<b>\$ 40.103</b>		<b>\$ 40.103</b>		<b>\$ 40.857</b>		<b>\$ 41.611</b>		<b>\$ 41.611</b>
Statutory EESISIP	5.165%	\$ 1.193	6.105%	\$ 1.410	6.105%	\$ 1.441	6.105%	\$ 1.471	5.425%	\$ 1.307
		<b>\$ 41.296</b>		<b>\$ 41.513</b>		<b>\$ 42.298</b>		<b>\$ 43.083</b>		<b>\$ 42.919</b>





**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.)**

	5/11/2016		7/27/2016		5/10/2017		5/9/2018		1/2/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Hourly Rate	\$ 17.65	17.65	\$ 17.65	17.65	\$ 18.15	18.15	\$ 18.65	18.65	\$ 18.65	18.65
Benefit and Wage Fund	0.250%	\$ 0.044	0.250%	\$ 0.044	0.250%	\$ 0.045	0.250%	\$ 0.047	0.250%	\$ 0.047
P H B P -- Pension Trust	5.375%	\$ 0.949	5.375%	\$ 0.949	5.375%	\$ 0.976	5.375%	\$ 1.002	5.375%	\$ 1.002
P H B P -- Medical	14.543%	\$ 2.567	14.543%	\$ 2.567	14.543%	\$ 2.640	14.543%	\$ 2.712	14.543%	\$ 2.712
Dental Plan	2.040%	\$ 0.360	2.040%	\$ 0.360	2.040%	\$ 0.370	2.040%	\$ 0.380	2.040%	\$ 0.380
N . E . B . F .	3.000%	\$ 0.530	3.000%	\$ 0.530	3.000%	\$ 0.545	3.000%	\$ 0.560	3.000%	\$ 0.560
Annuity	5.666%	\$ 1.000	5.666%	\$ 1.000	5.510%	\$ 1.000	5.362%	\$ 1.000	5.362%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.462	8.284%	\$ 1.462	8.284%	\$ 1.504	8.284%	\$ 1.545	8.284%	\$ 1.545
HRA	9.915%	\$ 1.750	9.915%	\$ 1.750	9.642%	\$ 1.750	9.383%	\$ 1.750	9.383%	\$ 1.750
DSP Percentage	15.000%	\$ 2.648	15.000%	\$ 2.648	15.000%	\$ 2.723	15.000%	\$ 2.798	15.000%	\$ 2.798
DSP Hourly	14.164%	\$ 2.500	14.164%	\$ 2.500	13.774%	\$ 2.500	13.405%	\$ 2.500	13.405%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.088	0.500%	\$ 0.088	0.500%	\$ 0.091	0.500%	\$ 0.093	0.500%	\$ 0.093
Comp. & Dts. Supp.	1.885%	\$ 0.333	1.885%	\$ 0.333	1.885%	\$ 0.342	1.885%	\$ 0.352	1.885%	\$ 0.352
<b>Total Rate For Benefits</b>	<b>80.622%</b>	<b>\$ 14.230</b>	<b>80.622%</b>	<b>\$ 14.230</b>	<b>79.803%</b>	<b>\$ 14.484</b>	<b>79.027%</b>	<b>\$ 14.739</b>	<b>79.027%</b>	<b>\$ 14.739</b>
<b>Total Cost Per Hour</b>		<b>\$ 31.880</b>		<b>\$ 31.880</b>		<b>\$ 32.634</b>		<b>\$ 33.389</b>		<b>\$ 33.389</b>
Statutory EESISIP	5.165%	\$ 0.912	6.105%	\$ 1.078	6.105%	\$ 1.108	6.105%	\$ 1.139	5.425%	\$ 1.012
		<b>\$ 32.791</b>		<b>\$ 32.957</b>		<b>\$ 33.742</b>		<b>\$ 34.527</b>		<b>\$ 34.400</b>

**Joint Industry Board of the Electrical Industry**

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.)**

	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
<b>OT Rate</b>	\$ 26.48	\$ 26.48	\$ 26.48	\$ 26.48	\$ 27.23	\$ 27.23	\$ 27.98	\$ 27.98	\$ 27.98	\$ 27.98
<b>Hourly Rate</b>	\$ 17.65	\$ 17.65	\$ 17.65	\$ 17.65	\$ 18.15	\$ 18.15	\$ 18.65	\$ 18.65	\$ 18.65	\$ 18.65
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
<b>Benefit and Wage Fund</b>	0.250%	\$ 0.044	0.250%	\$ 0.044	0.250%	\$ 0.045	0.250%	\$ 0.047	0.250%	\$ 0.047
<b>P H B P -- Pension Trust</b>	5.375%	\$ 0.949	5.375%	\$ 0.949	5.375%	\$ 0.976	5.375%	\$ 1.002	5.375%	\$ 1.002
<b>P H B P -- Medical</b>	14.543%	\$ 2.567	14.543%	\$ 2.567	14.543%	\$ 2.640	14.543%	\$ 2.712	14.543%	\$ 2.712
<b>Dental Plan</b>	2.040%	\$ 0.360	2.040%	\$ 0.360	2.040%	\$ 0.370	2.040%	\$ 0.380	2.040%	\$ 0.380
<b>N . E . B . F .</b>	3.000%	\$ 0.794	3.000%	\$ 0.794	3.000%	\$ 0.817	3.000%	\$ 0.839	3.000%	\$ 0.839
<b>Annuity</b>	5.666%	\$ 1.000	5.666%	\$ 1.000	5.510%	\$ 1.000	5.362%	\$ 1.000	5.362%	\$ 1.000
<b>Employer paid FICA</b>	8.284%	\$ 2.193	8.284%	\$ 2.193	8.284%	\$ 2.255	8.284%	\$ 2.317	8.284%	\$ 2.317
<b>HRA</b>	9.915%	\$ 1.750	9.915%	\$ 1.750	9.642%	\$ 1.750	9.383%	\$ 1.750	9.383%	\$ 1.750
<b>DSP Percentage</b>	15.000%	\$ 2.648	15.000%	\$ 2.648	15.000%	\$ 2.723	15.000%	\$ 2.798	15.000%	\$ 2.798
<b>DSP Hourly</b>	14.164%	\$ 2.500	14.164%	\$ 2.500	13.774%	\$ 2.500	13.405%	\$ 2.500	13.405%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.500%	\$ 0.088	0.500%	\$ 0.088	0.500%	\$ 0.091	0.500%	\$ 0.093	0.500%	\$ 0.093
<b>Comp. &amp; Dis. Supp.</b>	1.885%	\$ 0.499	1.885%	\$ 0.499	1.885%	\$ 0.513	1.885%	\$ 0.527	1.885%	\$ 0.527
<b>Total Rate For Benefits</b>	<b>80.622%</b>	<b>\$ 15.392</b>	<b>80.622%</b>	<b>\$ 15.392</b>	<b>79.803%</b>	<b>\$ 15.679</b>	<b>79.027%</b>	<b>\$ 15.967</b>	<b>79.027%</b>	<b>\$ 15.967</b>
<b>Total Cost Per Hour</b>		<b>\$ 41.867</b>		<b>\$ 41.867</b>		<b>\$ 42.904</b>		<b>\$ 43.942</b>		<b>\$ 43.942</b>
<b>Statutory EESISIP</b>	5.165%	\$ 1.367	6.105%	\$ 1.616	6.105%	\$ 1.662	6.105%	\$ 1.708	5.425%	\$ 1.518
		<b>\$ 43.234</b>		<b>\$ 43.483</b>		<b>\$ 44.566</b>		<b>\$ 45.649</b>		<b>\$ 45.459</b>

**Joint Industry Board of the Electrical Industry**

2nd 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.)**

	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	\$ 20.10	20.10	\$ 20.10	20.10	\$ 20.60	20.60	\$ 21.10	21.10	\$ 21.10	21.10
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.050	0.250%	\$ 0.050	0.250%	\$ 0.052	0.250%	\$ 0.053	0.250%	\$ 0.053
P H B P -- Pension Trust	5.375%	\$ 1.080	5.375%	\$ 1.080	5.375%	\$ 1.107	5.375%	\$ 1.134	5.375%	\$ 1.134
P H B P -- Medical	14.543%	\$ 2.923	14.543%	\$ 2.923	14.543%	\$ 2.996	14.543%	\$ 3.069	14.543%	\$ 3.069
Dental Plan	2.040%	\$ 0.410	2.040%	\$ 0.410	2.040%	\$ 0.420	2.040%	\$ 0.430	2.040%	\$ 0.430
N . E . B . F .	3.000%	\$ 0.603	3.000%	\$ 0.603	3.000%	\$ 0.618	3.000%	\$ 0.633	3.000%	\$ 0.633
Annuity	4.975%	\$ 1.000	4.975%	\$ 1.000	4.854%	\$ 1.000	4.739%	\$ 1.000	4.739%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.665	8.284%	\$ 1.665	8.284%	\$ 1.707	8.284%	\$ 1.748	8.284%	\$ 1.748
HRA	8.706%	\$ 1.750	8.706%	\$ 1.750	8.495%	\$ 1.750	8.294%	\$ 1.750	8.294%	\$ 1.750
DSP Percentage	15.000%	\$ 3.015	15.000%	\$ 3.015	15.000%	\$ 3.090	15.000%	\$ 3.165	15.000%	\$ 3.165
DSP Hourly	12.438%	\$ 2.500	12.438%	\$ 2.500	12.136%	\$ 2.500	11.848%	\$ 2.500	11.848%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.101	0.500%	\$ 0.101	0.500%	\$ 0.103	0.500%	\$ 0.106	0.500%	\$ 0.106
Comp. & Dis. Supp.	1.885%	\$ 0.379	1.885%	\$ 0.379	1.885%	\$ 0.388	1.885%	\$ 0.398	1.885%	\$ 0.398
<b>Total Rate For Benefits</b>	<b>76.996%</b>	<b>\$ 15.476</b>	<b>76.996%</b>	<b>\$ 15.476</b>	<b>76.363%</b>	<b>\$ 15.731</b>	<b>75.759%</b>	<b>\$ 15.985</b>	<b>75.759%</b>	<b>\$ 15.985</b>
<b>Total Cost Per Hour</b>		<b>\$ 35.576</b>		<b>\$ 35.576</b>		<b>\$ 36.331</b>		<b>\$ 37.085</b>		<b>\$ 37.085</b>
Statutory EESISIP	5.165%	\$ 1.038	6.105%	\$ 1.227	6.105%	\$ 1.258	6.105%	\$ 1.288	5.425%	\$ 1.145
		<b>\$ 36.614</b>		<b>\$ 36.803</b>		<b>\$ 37.588</b>		<b>\$ 38.373</b>		<b>\$ 38.230</b>

**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.)**

	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	\$	30.15	\$	30.15	\$	30.15	\$	30.15	\$	30.90	\$	30.90	\$	31.65	\$	31.65	\$	31.65	\$	31.65
Hourly Rate	\$	20.10		20.10	\$	20.10		20.10	\$	20.60		20.60	\$	21.10		21.10	\$	21.10		21.10
		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv
Benefit and Wage Fund		0.250%	\$	0.050		0.250%	\$	0.050		0.250%	\$	0.052		0.250%	\$	0.053		0.250%	\$	0.053
P H B P -- Pension Trust		5.375%	\$	1.080		5.375%	\$	1.080		5.375%	\$	1.107		5.375%	\$	1.134		5.375%	\$	1.134
P H B P -- Medical		14.543%	\$	2.923		14.543%	\$	2.923		14.543%	\$	2.996		14.543%	\$	3.069		14.543%	\$	3.069
Dental Plan		2.040%	\$	0.410		2.040%	\$	0.410		2.040%	\$	0.420		2.040%	\$	0.430		2.040%	\$	0.430
N .E .B .F .		3.000%	\$	0.905		3.000%	\$	0.905		3.000%	\$	0.927		3.000%	\$	0.950		3.000%	\$	0.950
Annuity		4.975%	\$	1.000		4.975%	\$	1.000		4.854%	\$	1.000		4.739%	\$	1.000		4.739%	\$	1.000
Employer paid FICA		8.284%	\$	2.498		8.284%	\$	2.498		8.284%	\$	2.560		8.284%	\$	2.622		8.284%	\$	2.622
HRA		8.706%	\$	1.750		8.706%	\$	1.750		8.495%	\$	1.750		8.294%	\$	1.750		8.294%	\$	1.750
DSP Percentage		15.000%	\$	3.015		15.000%	\$	3.015		15.000%	\$	3.090		15.000%	\$	3.165		15.000%	\$	3.165
DSP Hourly		12.438%	\$	2.500		12.438%	\$	2.500		12.136%	\$	2.500		11.848%	\$	2.500		11.848%	\$	2.500
Educational & Cultural		0.500%	\$	0.101		0.500%	\$	0.101		0.500%	\$	0.103		0.500%	\$	0.106		0.500%	\$	0.106
Comp. & Dts. Supp.		1.885%	\$	0.568		1.885%	\$	0.568		1.885%	\$	0.582		1.885%	\$	0.597		1.885%	\$	0.597
<b>Total Rate For Benefits</b>		<b>76.996%</b>	<b>\$</b>	<b>16.800</b>		<b>76.996%</b>	<b>\$</b>	<b>16.800</b>		<b>76.363%</b>	<b>\$</b>	<b>17.087</b>		<b>75.759%</b>	<b>\$</b>	<b>17.374</b>		<b>75.759%</b>	<b>\$</b>	<b>17.374</b>
<b>Total Cost Per Hour</b>			<b>\$</b>	<b>46.950</b>			<b>\$</b>	<b>46.950</b>			<b>\$</b>	<b>47.987</b>			<b>\$</b>	<b>49.024</b>			<b>\$</b>	<b>49.024</b>
Statutory EESIS		5.165%	\$	1.557		6.105%	\$	1.841		6.105%	\$	1.886		6.105%	\$	1.932		5.425%	\$	1.717
			<b>\$</b>	<b>48.507</b>			<b>\$</b>	<b>48.790</b>			<b>\$</b>	<b>49.874</b>			<b>\$</b>	<b>50.957</b>			<b>\$</b>	<b>50.741</b>

**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.)**

	5/11/2016		7/27/2016		5/10/2017		5/9/2018		1/2/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Hourly Rate	\$ 22.13	\$ 22.13	\$ 22.13	\$ 22.13	\$ 22.63	\$ 22.63	\$ 23.13	\$ 23.13	\$ 23.13	\$ 23.13
Benefit and Wage Fund	0.250%	\$ 0.055	0.250%	\$ 0.055	0.250%	\$ 0.057	0.250%	\$ 0.058	0.250%	\$ 0.058
P H B P -- Pension Trust	5.375%	\$ 1.189	5.375%	\$ 1.189	5.375%	\$ 1.216	5.375%	\$ 1.243	5.375%	\$ 1.243
P H B P -- Medical	14.543%	\$ 3.218	14.543%	\$ 3.218	14.543%	\$ 3.291	14.543%	\$ 3.364	14.543%	\$ 3.364
Dental Plan	2.040%	\$ 0.451	2.040%	\$ 0.451	2.040%	\$ 0.462	2.040%	\$ 0.472	2.040%	\$ 0.472
N . E . B . F .	3.000%	\$ 0.664	3.000%	\$ 0.664	3.000%	\$ 0.679	3.000%	\$ 0.694	3.000%	\$ 0.694
Annuity	4.519%	\$ 1.000	4.519%	\$ 1.000	4.419%	\$ 1.000	4.323%	\$ 1.000	4.323%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.833	8.284%	\$ 1.833	8.284%	\$ 1.875	8.284%	\$ 1.916	8.284%	\$ 1.916
HRA	7.908%	\$ 1.750	7.908%	\$ 1.750	7.733%	\$ 1.750	7.566%	\$ 1.750	7.566%	\$ 1.750
DSP Percentage	15.000%	\$ 3.320	15.000%	\$ 3.320	15.000%	\$ 3.395	15.000%	\$ 3.470	15.000%	\$ 3.470
DSP Hourly	11.297%	\$ 2.500	11.297%	\$ 2.500	11.047%	\$ 2.500	10.808%	\$ 2.500	10.808%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.111	0.500%	\$ 0.111	0.500%	\$ 0.113	0.500%	\$ 0.116	0.500%	\$ 0.116
Comp. & Dis. Supp.	1.885%	\$ 0.417	1.885%	\$ 0.417	1.885%	\$ 0.427	1.885%	\$ 0.436	1.885%	\$ 0.436
<b>Total Rate For Benefits</b>	<b>74.600%</b>	<b>\$ 16.509</b>	<b>74.600%</b>	<b>\$ 16.509</b>	<b>74.077%</b>	<b>\$ 16.764</b>	<b>73.575%</b>	<b>\$ 17.018</b>	<b>73.575%</b>	<b>\$ 17.018</b>
<b>Total Cost Per Hour</b>		<b>\$ 38.639</b>		<b>\$ 38.639</b>		<b>\$ 39.394</b>		<b>\$ 40.148</b>		<b>\$ 40.148</b>
Statutory EESISIP	5.165%	\$ 1.143	6.105%	\$ 1.351	6.105%	\$ 1.362	6.105%	\$ 1.412	5.425%	\$ 1.255
		<b>\$ 39.782</b>		<b>\$ 39.990</b>		<b>\$ 40.775</b>		<b>\$ 41.560</b>		<b>\$ 41.403</b>

**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.)**

	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	\$	33.20	\$	33.20	\$	33.20	\$	33.20	\$	33.95	\$	33.95	\$	34.70	\$	34.70	\$	34.70	\$	34.70
Hourly Rate	\$	22.13		22.13	\$	22.13		22.13	\$	22.63		22.63	\$	23.13		23.13	\$	23.13		23.13
		<b>New%Contr</b>		<b>Dollar Equiv</b>		<b>New%Contr</b>		<b>Dollar Equiv</b>		<b>New%Contr</b>		<b>Dollar Equiv</b>		<b>New%Contr</b>		<b>Dollar Equiv</b>		<b>New%Contr</b>		<b>Dollar Equiv</b>
Benefit and Wage Fund		0.250%	\$	0.055		0.250%	\$	0.055		0.250%	\$	0.057		0.250%	\$	0.058		0.250%	\$	0.058
P H B P -- Pension Trust		5.375%	\$	1.189		5.375%	\$	1.189		5.375%	\$	1.216		5.375%	\$	1.243		5.375%	\$	1.243
P H B P -- Medical		14.543%	\$	3.218		14.543%	\$	3.218		14.543%	\$	3.291		14.543%	\$	3.364		14.543%	\$	3.364
Dental Plan		2.040%	\$	0.451		2.040%	\$	0.451		2.040%	\$	0.462		2.040%	\$	0.472		2.040%	\$	0.472
N . E . B . F .		3.000%	\$	0.996		3.000%	\$	0.996		3.000%	\$	1.016		3.000%	\$	1.041		3.000%	\$	1.041
Annuity		4.519%	\$	1.000		4.519%	\$	1.000		4.419%	\$	1.000		4.323%	\$	1.000		4.323%	\$	1.000
Employer paid FICA		8.284%	\$	2.750		8.284%	\$	2.750		8.284%	\$	2.812		8.284%	\$	2.874		8.284%	\$	2.874
HRA		7.908%	\$	1.750		7.908%	\$	1.750		7.733%	\$	1.750		7.566%	\$	1.750		7.566%	\$	1.750
DSP Percentage		15.000%	\$	3.320		15.000%	\$	3.320		15.000%	\$	3.395		15.000%	\$	3.470		15.000%	\$	3.470
DSP Hourly		11.297%	\$	2.500		11.297%	\$	2.500		11.047%	\$	2.500		10.808%	\$	2.500		10.808%	\$	2.500
Educational & Cultural		0.500%	\$	0.111		0.500%	\$	0.111		0.500%	\$	0.113		0.500%	\$	0.116		0.500%	\$	0.116
Comp. & Dts. Supp.		1.885%	\$	0.626		1.885%	\$	0.626		1.885%	\$	0.640		1.885%	\$	0.654		1.885%	\$	0.654
<b>Total Rate For Benefits</b>		<b>74.600%</b>	<b>\$</b>	<b>17.966</b>		<b>74.600%</b>	<b>\$</b>	<b>17.966</b>		<b>74.077%</b>	<b>\$</b>	<b>18.254</b>		<b>73.575%</b>	<b>\$</b>	<b>18.541</b>		<b>73.575%</b>	<b>\$</b>	<b>18.541</b>
<b>Total Cost Per Hour</b>			<b>\$</b>	<b>51.161</b>			<b>\$</b>	<b>51.161</b>			<b>\$</b>	<b>52.199</b>			<b>\$</b>	<b>53.236</b>			<b>\$</b>	<b>53.236</b>
Statutory EESISP		5.165%	\$	1.715		6.105%	\$	2.027		6.105%	\$	2.072		6.105%	\$	2.118		5.425%	\$	1.882
			<b>\$</b>	<b>52.876</b>			<b>\$</b>	<b>53.188</b>			<b>\$</b>	<b>54.271</b>			<b>\$</b>	<b>55.354</b>			<b>\$</b>	<b>55.118</b>

**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.)**

	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	\$ 25.20	25.20	\$ 25.20	25.20	\$ 25.70	25.70	\$ 26.20	26.20	\$ 26.20	26.20
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.063	0.250%	\$ 0.063	0.250%	\$ 0.064	0.250%	\$ 0.066	0.250%	\$ 0.066
P H B P -- Pension Trust	5.375%	\$ 1.355	5.375%	\$ 1.355	5.375%	\$ 1.381	5.375%	\$ 1.408	5.375%	\$ 1.408
P H B P -- Medical	14.543%	\$ 3.665	14.543%	\$ 3.665	14.543%	\$ 3.738	14.543%	\$ 3.810	14.543%	\$ 3.810
Dental Plan	2.040%	\$ 0.514	2.040%	\$ 0.514	2.040%	\$ 0.524	2.040%	\$ 0.534	2.040%	\$ 0.534
N . E . B . F .	3.000%	\$ 0.756	3.000%	\$ 0.756	3.000%	\$ 0.771	3.000%	\$ 0.786	3.000%	\$ 0.786
Annuity	3.968%	\$ 1.000	3.968%	\$ 1.000	3.891%	\$ 1.000	3.817%	\$ 1.000	3.817%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.088	8.284%	\$ 2.088	8.284%	\$ 2.129	8.284%	\$ 2.170	8.284%	\$ 2.170
HRA	6.944%	\$ 1.750	6.944%	\$ 1.750	6.809%	\$ 1.750	6.679%	\$ 1.750	6.679%	\$ 1.750
DSP Percentage	15.000%	\$ 3.780	15.000%	\$ 3.780	15.000%	\$ 3.855	15.000%	\$ 3.930	15.000%	\$ 3.930
DSP Hourly	9.921%	\$ 2.500	9.921%	\$ 2.500	9.728%	\$ 2.500	9.542%	\$ 2.500	9.542%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.126	0.500%	\$ 0.126	0.500%	\$ 0.129	0.500%	\$ 0.131	0.500%	\$ 0.131
Comp. & Dis. Supp.	1.885%	\$ 0.475	1.885%	\$ 0.475	1.885%	\$ 0.484	1.885%	\$ 0.494	1.885%	\$ 0.494
<b>Total Rate For Benefits</b>	<b>71.710%</b>	<b>\$ 18.071</b>	<b>71.710%</b>	<b>\$ 18.071</b>	<b>71.305%</b>	<b>\$ 18.325</b>	<b>70.915%</b>	<b>\$ 18.580</b>	<b>70.915%</b>	<b>\$ 18.580</b>
<b>Total Cost Per Hour</b>		<b>\$ 43.271</b>		<b>\$ 43.271</b>		<b>\$ 44.025</b>		<b>\$ 44.780</b>		<b>\$ 44.780</b>
Statutory EESISIP	5.165%	\$ 1.302	6.105%	\$ 1.538	6.105%	\$ 1.569	6.105%	\$ 1.600	5.425%	\$ 1.421
		<b>\$ 44.573</b>		<b>\$ 44.809</b>		<b>\$ 45.594</b>		<b>\$ 46.379</b>		<b>\$ 46.201</b>

**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.)**

	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	\$ 37.80	\$ 37.80	\$ 37.80	\$ 37.80	\$ 38.55	\$ 38.55	\$ 39.30	\$ 39.30	\$ 39.30	\$ 39.30
Hourly Rate	\$ 25.20	\$ 25.20	\$ 25.20	\$ 25.20	\$ 25.70	\$ 25.70	\$ 26.20	\$ 26.20	\$ 26.20	\$ 26.20
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
Benefit and Wage Fund	0.250%	\$ 0.063	0.250%	\$ 0.063	0.250%	\$ 0.064	0.250%	\$ 0.066	0.250%	\$ 0.066
P H B P -- Pension Trust	5.375%	\$ 1.355	5.375%	\$ 1.355	5.375%	\$ 1.381	5.375%	\$ 1.408	5.375%	\$ 1.408
P H B P -- Medical	14.543%	\$ 3.665	14.543%	\$ 3.665	14.543%	\$ 3.738	14.543%	\$ 3.810	14.543%	\$ 3.810
Dental Plan	2.040%	\$ 0.514	2.040%	\$ 0.514	2.040%	\$ 0.524	2.040%	\$ 0.534	2.040%	\$ 0.534
N . E . B . F .	3.000%	\$ 1.134	3.000%	\$ 1.134	3.000%	\$ 1.157	3.000%	\$ 1.179	3.000%	\$ 1.179
Annuity	3.968%	\$ 1.000	3.968%	\$ 1.000	3.891%	\$ 1.000	3.817%	\$ 1.000	3.817%	\$ 1.000
Employer paid FICA	8.284%	\$ 3.131	8.284%	\$ 3.131	8.284%	\$ 3.194	8.284%	\$ 3.256	8.284%	\$ 3.256
HRA	6.944%	\$ 1.750	6.944%	\$ 1.750	6.809%	\$ 1.750	6.679%	\$ 1.750	6.679%	\$ 1.750
DSP Percentage	15.000%	\$ 3.780	15.000%	\$ 3.780	15.000%	\$ 3.855	15.000%	\$ 3.930	15.000%	\$ 3.930
DSP Hourly	9.921%	\$ 2.500	9.921%	\$ 2.500	9.728%	\$ 2.500	9.542%	\$ 2.500	9.542%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.126	0.500%	\$ 0.126	0.500%	\$ 0.129	0.500%	\$ 0.131	0.500%	\$ 0.131
Comp. & Dis. Supp.	1.885%	\$ 0.713	1.885%	\$ 0.713	1.885%	\$ 0.727	1.885%	\$ 0.741	1.885%	\$ 0.741
<b>Total Rate For Benefits</b>	<b>71.710%</b>	<b>\$ 19.730</b>	<b>71.710%</b>	<b>\$ 19.730</b>	<b>71.305%</b>	<b>\$ 20.018</b>	<b>70.915%</b>	<b>\$ 20.305</b>	<b>70.915%</b>	<b>\$ 20.305</b>
<b>Total Cost Per Hour</b>		<b>\$ 57.530</b>		<b>\$ 57.530</b>		<b>\$ 58.568</b>		<b>\$ 59.605</b>		<b>\$ 59.605</b>
Statutory EESISIP	5.165%	\$ 1.952	6.105%	\$ 2.308	6.105%	\$ 2.353	6.105%	\$ 2.399	5.425%	\$ 2.132
		<b>\$ 59.483</b>		<b>\$ 59.838</b>		<b>\$ 60.921</b>		<b>\$ 62.004</b>		<b>\$ 61.737</b>



**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.)**

	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	\$ 13.50	13.50	\$ 13.50	13.50	\$ 14.00	14.00	\$ 14.50	14.50	\$ 15.00	15.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.034	0.250%	\$ 0.034	0.250%	\$ 0.035	0.250%	\$ 0.036	0.250%	\$ 0.038
P H B P -- Pension Trust	5.375%	\$ 0.726	5.375%	\$ 0.726	5.375%	\$ 0.753	5.375%	\$ 0.779	5.375%	\$ 0.806
P H B P -- Medical	14.543%	\$ 1.963	14.543%	\$ 1.963	14.543%	\$ 2.036	14.543%	\$ 2.109	14.543%	\$ 2.181
Dental Plan	2.040%	\$ 0.275	2.040%	\$ 0.275	2.040%	\$ 0.286	2.040%	\$ 0.296	2.040%	\$ 0.306
N .E .B .F .	3.000%	\$ 0.405	3.000%	\$ 0.405	3.000%	\$ 0.420	3.000%	\$ 0.435	3.000%	\$ 0.450
Annuity	7.407%	\$ 1.000	7.407%	\$ 1.000	7.143%	\$ 1.000	6.897%	\$ 1.000	6.667%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.118	8.284%	\$ 1.118	8.284%	\$ 1.160	8.284%	\$ 1.201	8.284%	\$ 1.243
HRA	12.963%	\$ 1.750	12.963%	\$ 1.750	12.500%	\$ 1.750	12.069%	\$ 1.750	11.667%	\$ 1.750
DSP Percentage	15.000%	\$ 2.025	15.000%	\$ 2.025	15.000%	\$ 2.100	15.000%	\$ 2.175	15.000%	\$ 2.250
DSP Hourly	18.519%	\$ 2.500	18.519%	\$ 2.500	17.857%	\$ 2.500	17.241%	\$ 2.500	16.667%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.068	0.500%	\$ 0.068	0.500%	\$ 0.070	0.500%	\$ 0.073	0.500%	\$ 0.075
Comp. & Dts. Supp.	1.885%	\$ 0.254	1.885%	\$ 0.254	1.885%	\$ 0.264	1.885%	\$ 0.273	1.885%	\$ 0.283
<b>Total Rate For Benefits</b>	<b>89.766%</b>	<b>\$ 12.118</b>	<b>89.766%</b>	<b>\$ 12.118</b>	<b>88.377%</b>	<b>\$ 12.373</b>	<b>87.084%</b>	<b>\$ 12.627</b>	<b>85.877%</b>	<b>\$ 12.882</b>
<b>Total Cost Per Hour</b>	<b>\$ 25.618</b>	<b>\$ 25.618</b>	<b>\$ 25.618</b>	<b>\$ 25.618</b>	<b>\$ 26.373</b>	<b>\$ 26.373</b>	<b>\$ 27.127</b>	<b>\$ 27.127</b>	<b>\$ 27.882</b>	<b>\$ 27.882</b>
Statutory EESISIP	5.165%	\$ 0.697	6.105%	\$ 0.824	6.105%	\$ 0.855	6.105%	\$ 0.885	5.425%	\$ 0.814
		<b>\$ 26.316</b>		<b>\$ 26.443</b>		<b>\$ 27.227</b>		<b>\$ 28.012</b>		<b>\$ 28.695</b>

**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.)**

	5/11/2016		7/27/2016		5/10/2017		5/9/2018		1/2/2019	
<b>OT Rate</b>	\$ 20.25	\$ 20.25	\$ 20.25	\$ 20.25	\$ 21.00	\$ 21.00	\$ 21.75	\$ 21.75	\$ 22.50	\$ 22.50
<b>Hourly Rate</b>	\$ 13.50	\$ 13.50	\$ 13.50	\$ 13.50	\$ 14.00	\$ 14.00	\$ 14.50	\$ 14.50	\$ 15.00	\$ 15.00
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
<b>Benefit and Wage Fund</b>	0.250%	\$ 0.034	0.250%	\$ 0.034	0.250%	\$ 0.035	0.250%	\$ 0.036	0.250%	\$ 0.038
<b>P H B P -- Pension Trust</b>	5.375%	\$ 0.726	5.375%	\$ 0.726	5.375%	\$ 0.753	5.375%	\$ 0.779	5.375%	\$ 0.806
<b>P H B P -- Medical</b>	14.543%	\$ 1.963	14.543%	\$ 1.963	14.543%	\$ 2.036	14.543%	\$ 2.109	14.543%	\$ 2.181
<b>Dental Plan</b>	2.040%	\$ 0.275	2.040%	\$ 0.275	2.040%	\$ 0.286	2.040%	\$ 0.296	2.040%	\$ 0.306
<b>N . E . B . F .</b>	3.000%	\$ 0.608	3.000%	\$ 0.608	3.000%	\$ 0.630	3.000%	\$ 0.653	3.000%	\$ 0.675
<b>Annuity</b>	7.407%	\$ 1.000	7.407%	\$ 1.000	7.143%	\$ 1.000	6.897%	\$ 1.000	6.667%	\$ 1.000
<b>Employer paid FICA</b>	8.284%	\$ 1.678	8.284%	\$ 1.678	8.284%	\$ 1.740	8.284%	\$ 1.802	8.284%	\$ 1.864
<b>HRA</b>	12.963%	\$ 1.750	12.963%	\$ 1.750	12.500%	\$ 1.750	12.069%	\$ 1.750	11.667%	\$ 1.750
<b>DSP Percentage</b>	15.000%	\$ 2.025	15.000%	\$ 2.025	15.000%	\$ 2.100	15.000%	\$ 2.175	15.000%	\$ 2.250
<b>DSP Hourly</b>	18.519%	\$ 2.500	18.519%	\$ 2.500	17.857%	\$ 2.500	17.241%	\$ 2.500	16.667%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.500%	\$ 0.068	0.500%	\$ 0.068	0.500%	\$ 0.070	0.500%	\$ 0.073	0.500%	\$ 0.075
<b>Comp. &amp; Dis. Supp.</b>	1.885%	\$ 0.382	1.885%	\$ 0.382	1.885%	\$ 0.396	1.885%	\$ 0.410	1.885%	\$ 0.424
<b>Total Rate For Benefits</b>	<b>89.766%</b>	<b>\$ 13.007</b>	<b>89.766%</b>	<b>\$ 13.007</b>	<b>88.377%</b>	<b>\$ 13.295</b>	<b>87.084%</b>	<b>\$ 13.582</b>	<b>85.877%</b>	<b>\$ 13.869</b>
<b>Total Cost Per Hour</b>		<b>\$ 33.257</b>		<b>\$ 33.257</b>		<b>\$ 34.295</b>		<b>\$ 35.332</b>		<b>\$ 36.369</b>
<b>Statutory EESISIP</b>	5.165%	\$ 1.046	6.105%	\$ 1.236	6.105%	\$ 1.262	6.105%	\$ 1.328	5.425%	\$ 1.221
		<b>\$ 34.303</b>		<b>\$ 34.494</b>		<b>\$ 35.577</b>		<b>\$ 36.660</b>		<b>\$ 37.590</b>

**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.)

	5/11/2016		7/27/2016		5/10/2017		5/9/2018		1/2/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Hourly Rate	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50	\$ 16.00	\$ 16.00	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
Benefit and Wage Fund	0.250%	\$ 0.039	0.250%	\$ 0.039	0.250%	\$ 0.040	0.250%	\$ 0.041	0.250%	\$ 0.041
P H B P -- Pension Trust	5.375%	\$ 0.833	5.375%	\$ 0.833	5.375%	\$ 0.860	5.375%	\$ 0.887	5.375%	\$ 0.887
P H B P -- Medical	14.543%	\$ 2.254	14.543%	\$ 2.254	14.543%	\$ 2.327	14.543%	\$ 2.400	14.543%	\$ 2.400
Dental Plan	2.040%	\$ 0.316	2.040%	\$ 0.316	2.040%	\$ 0.326	2.040%	\$ 0.337	2.040%	\$ 0.337
N . E . B . F .	3.000%	\$ 0.465	3.000%	\$ 0.465	3.000%	\$ 0.480	3.000%	\$ 0.495	3.000%	\$ 0.495
Annuity	6.452%	\$ 1.000	6.452%	\$ 1.000	6.250%	\$ 1.000	6.061%	\$ 1.000	6.061%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.284	8.284%	\$ 1.284	8.284%	\$ 1.325	8.284%	\$ 1.367	8.284%	\$ 1.367
HRA	11.290%	\$ 1.750	11.290%	\$ 1.750	10.938%	\$ 1.750	10.606%	\$ 1.750	10.606%	\$ 1.750
DSP Percentage	15.000%	\$ 2.325	15.000%	\$ 2.325	15.000%	\$ 2.400	15.000%	\$ 2.475	15.000%	\$ 2.475
DSP Hourly	16.129%	\$ 2.500	16.129%	\$ 2.500	15.625%	\$ 2.500	15.152%	\$ 2.500	15.152%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.078	0.500%	\$ 0.078	0.500%	\$ 0.080	0.500%	\$ 0.083	0.500%	\$ 0.083
Comp. & Dts. Supp.	1.885%	\$ 0.292	1.885%	\$ 0.292	1.885%	\$ 0.302	1.885%	\$ 0.311	1.885%	\$ 0.311
<b>Total Rate For Benefits</b>	<b>84.748%</b>	<b>\$ 13.136</b>	<b>84.748%</b>	<b>\$ 13.136</b>	<b>83.690%</b>	<b>\$ 13.390</b>	<b>82.695%</b>	<b>\$ 13.645</b>	<b>82.695%</b>	<b>\$ 13.645</b>
<b>Total Cost Per Hour</b>		<b>\$ 28.636</b>		<b>\$ 28.636</b>		<b>\$ 29.390</b>		<b>\$ 30.145</b>		<b>\$ 30.145</b>
Statutory EESISIP	5.165%	\$ 0.801	6.105%	\$ 0.946	6.105%	\$ 0.977	6.105%	\$ 1.007	5.425%	\$ 0.895
		<b>\$ 29.437</b>		<b>\$ 29.582</b>		<b>\$ 30.367</b>		<b>\$ 31.152</b>		<b>\$ 31.040</b>

**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.)**

	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	\$ 23.25	\$ 23.25	\$ 23.25	\$ 23.25	\$ 24.00	\$ 24.00	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75
Hourly Rate	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50	\$ 16.00	\$ 16.00	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
Benefit and Wage Fund	0.250%	\$ 0.039	0.250%	\$ 0.039	0.250%	\$ 0.040	0.250%	\$ 0.041	0.250%	\$ 0.041
P H B P -- Pension Trust	5.375%	\$ 0.833	5.375%	\$ 0.833	5.375%	\$ 0.860	5.375%	\$ 0.887	5.375%	\$ 0.887
P H B P -- Medical	14.543%	\$ 2.254	14.543%	\$ 2.254	14.543%	\$ 2.327	14.543%	\$ 2.400	14.543%	\$ 2.400
Dental Plan	2.040%	\$ 0.316	2.040%	\$ 0.316	2.040%	\$ 0.326	2.040%	\$ 0.337	2.040%	\$ 0.337
N. E. B. F.	3.000%	\$ 0.698	3.000%	\$ 0.698	3.000%	\$ 0.720	3.000%	\$ 0.743	3.000%	\$ 0.743
Annuity	6.452%	\$ 1.000	6.452%	\$ 1.000	6.250%	\$ 1.000	6.061%	\$ 1.000	6.061%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.926	8.284%	\$ 1.926	8.284%	\$ 1.988	8.284%	\$ 2.050	8.284%	\$ 2.050
HRA	11.290%	\$ 1.750	11.290%	\$ 1.750	10.938%	\$ 1.750	10.606%	\$ 1.750	10.606%	\$ 1.750
DSP Percentage	15.000%	\$ 2.325	15.000%	\$ 2.325	15.000%	\$ 2.400	15.000%	\$ 2.475	15.000%	\$ 2.475
DSP Hourly	16.129%	\$ 2.500	16.129%	\$ 2.500	15.625%	\$ 2.500	15.152%	\$ 2.500	15.152%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.078	0.500%	\$ 0.078	0.500%	\$ 0.080	0.500%	\$ 0.083	0.500%	\$ 0.083
Comp. & Dis. Supp.	1.885%	\$ 0.438	1.885%	\$ 0.438	1.885%	\$ 0.452	1.885%	\$ 0.467	1.885%	\$ 0.467
<b>Total Rate For Benefits</b>	<b>84.748%</b>	<b>\$ 14.157</b>	<b>84.748%</b>	<b>\$ 14.157</b>	<b>83.690%</b>	<b>\$ 14.444</b>	<b>82.695%</b>	<b>\$ 14.731</b>	<b>82.695%</b>	<b>\$ 14.731</b>
<b>Total Cost Per Hour</b>		<b>\$ 37.407</b>		<b>\$ 37.407</b>		<b>\$ 38.444</b>		<b>\$ 39.481</b>		<b>\$ 39.481</b>
Statutory EESISIP	5.165%	\$ 1.201	6.105%	\$ 1.419	6.105%	\$ 1.465	6.105%	\$ 1.511	5.425%	\$ 1.343
		<b>\$ 38.607</b>		<b>\$ 38.826</b>		<b>\$ 39.909</b>		<b>\$ 40.992</b>		<b>\$ 40.824</b>

**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.)**

	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	\$ 17.50	17.50	\$ 17.50	17.50	\$ 18.00	18.00	\$ 18.50	18.50	\$ 18.50	18.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
<b>Benefit and Wage Fund</b>	0.250%	\$ 0.044	0.250%	\$ 0.044	0.250%	\$ 0.045	0.250%	\$ 0.046	0.250%	\$ 0.046
<b>P H B P – Pension Trust</b>	5.375%	\$ 0.941	5.375%	\$ 0.941	5.375%	\$ 0.968	5.375%	\$ 0.994	5.375%	\$ 0.994
<b>P H B P – Medical</b>	14.543%	\$ 2.545	14.543%	\$ 2.545	14.543%	\$ 2.618	14.543%	\$ 2.690	14.543%	\$ 2.690
<b>Dental Plan</b>	2.040%	\$ 0.357	2.040%	\$ 0.357	2.040%	\$ 0.367	2.040%	\$ 0.377	2.040%	\$ 0.377
<b>N . E . B . F .</b>	3.000%	\$ 0.525	3.000%	\$ 0.525	3.000%	\$ 0.540	3.000%	\$ 0.555	3.000%	\$ 0.555
<b>Annuity</b>	5.714%	\$ 1.000	5.714%	\$ 1.000	5.556%	\$ 1.000	5.405%	\$ 1.000	5.405%	\$ 1.000
<b>Employer paid FICA</b>	8.284%	\$ 1.450	8.284%	\$ 1.450	8.284%	\$ 1.491	8.284%	\$ 1.533	8.284%	\$ 1.533
<b>HRA</b>	10.000%	\$ 1.750	10.000%	\$ 1.750	9.722%	\$ 1.750	9.459%	\$ 1.750	9.459%	\$ 1.750
<b>DSP Percentage</b>	15.000%	\$ 2.625	15.000%	\$ 2.625	15.000%	\$ 2.700	15.000%	\$ 2.775	15.000%	\$ 2.775
<b>DSP Hourly</b>	14.286%	\$ 2.500	14.286%	\$ 2.500	13.889%	\$ 2.500	13.514%	\$ 2.500	13.514%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.500%	\$ 0.088	0.500%	\$ 0.088	0.500%	\$ 0.090	0.500%	\$ 0.093	0.500%	\$ 0.093
<b>Comp. &amp; Dis. Supp.</b>	1.885%	\$ 0.330	1.885%	\$ 0.330	1.885%	\$ 0.339	1.885%	\$ 0.349	1.885%	\$ 0.349
<b>Total Rate For Benefits</b>	<b>80.877%</b>	<b>\$ 14.153</b>	<b>80.877%</b>	<b>\$ 14.153</b>	<b>80.044%</b>	<b>\$ 14.408</b>	<b>79.255%</b>	<b>\$ 14.662</b>	<b>79.255%</b>	<b>\$ 14.662</b>
<b>Total Cost Per Hour</b>		<b>\$ 31.653</b>		<b>\$ 31.653</b>		<b>\$ 32.408</b>		<b>\$ 33.162</b>		<b>\$ 33.162</b>
<b>Statutory EESISIP</b>	5.165%	\$ 0.904	6.105%	\$ 1.068	6.105%	\$ 1.099	6.105%	\$ 1.129	5.425%	\$ 1.004
		<b>\$ 32.557</b>		<b>\$ 32.722</b>		<b>\$ 33.507</b>		<b>\$ 34.292</b>		<b>\$ 34.166</b>

**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.)**

	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	\$	26.25	\$	26.25	\$	26.25	\$	26.25	\$	27.00	\$	27.00	\$	27.75	\$	27.75	\$	27.75	\$	27.75
Hourly Rate	\$	17.50	\$	17.50	\$	17.50	\$	17.50	\$	18.00	\$	18.00	\$	18.50	\$	18.50	\$	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>		<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%	\$	0.044		0.250%	\$	0.045		0.250%	\$	0.046		0.250%	\$	0.046
P H B P -- Pension Trust		5.375%	\$	0.941		5.375%	\$	0.941		5.375%	\$	0.968		5.375%	\$	0.994		5.375%	\$	0.994
P H B P -- Medical		14.543%	\$	2.545		14.543%	\$	2.545		14.543%	\$	2.618		14.543%	\$	2.690		14.543%	\$	2.690
Dental Plan		2.040%	\$	0.357		2.040%	\$	0.357		2.040%	\$	0.367		2.040%	\$	0.377		2.040%	\$	0.377
N . E . B . F .		3.000%	\$	0.788		3.000%	\$	0.788		3.000%	\$	0.810		3.000%	\$	0.833		3.000%	\$	0.833
Annuity		5.714%	\$	1.000		5.714%	\$	1.000		5.556%	\$	1.000		5.405%	\$	1.000		5.405%	\$	1.000
Employer paid FICA		8.284%	\$	2.175		8.284%	\$	2.175		8.284%	\$	2.237		8.284%	\$	2.299		8.284%	\$	2.299
HRA		10.000%	\$	1.750		10.000%	\$	1.750		9.722%	\$	1.750		9.459%	\$	1.750		9.459%	\$	1.750
DSP Percentage		15.000%	\$	2.625		15.000%	\$	2.625		15.000%	\$	2.700		15.000%	\$	2.775		15.000%	\$	2.775
DSP Hourly		14.286%	\$	2.500		14.286%	\$	2.500		13.889%	\$	2.500		13.514%	\$	2.500		13.514%	\$	2.500
Educational & Cultural		0.500%	\$	0.088		0.500%	\$	0.088		0.500%	\$	0.090		0.500%	\$	0.093		0.500%	\$	0.093
Comp. & Dis. Supp.		1.885%	\$	0.495		1.885%	\$	0.495		1.885%	\$	0.509		1.885%	\$	0.523		1.885%	\$	0.523
<b>Total Rate For Benefits</b>		<b>80.877%</b>	<b>\$</b>	<b>15.306</b>		<b>80.877%</b>	<b>\$</b>	<b>15.306</b>		<b>80.044%</b>	<b>\$</b>	<b>15.593</b>		<b>79.255%</b>	<b>\$</b>	<b>15.880</b>		<b>79.255%</b>	<b>\$</b>	<b>15.880</b>
<b>Total Cost Per Hour</b>			<b>\$</b>	<b>41.556</b>			<b>\$</b>	<b>41.556</b>			<b>\$</b>	<b>42.593</b>			<b>\$</b>	<b>43.630</b>			<b>\$</b>	<b>43.630</b>
Statutory EESISIP		5.165%	\$	1.356		6.105%	\$	1.603		6.105%	\$	1.648		6.105%	\$	1.694		5.425%	\$	1.505
			<b>\$</b>	<b>42.912</b>			<b>\$</b>	<b>43.158</b>			<b>\$</b>	<b>44.241</b>			<b>\$</b>	<b>45.325</b>			<b>\$</b>	<b>45.136</b>

**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.)**

	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	\$ 19.50	19.50	\$ 19.50	19.50	\$ 20.00	20.00	\$ 20.50	20.50	\$ 20.50	20.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.049	0.250%	\$ 0.049	0.250%	\$ 0.050	0.250%	\$ 0.051	0.250%	\$ 0.051
P H B P -- Pension Trust	5.375%	\$ 1.048	5.375%	\$ 1.048	5.375%	\$ 1.075	5.375%	\$ 1.102	5.375%	\$ 1.102
P H B P -- Medical	14.543%	\$ 2.836	14.543%	\$ 2.836	14.543%	\$ 2.909	14.543%	\$ 2.981	14.543%	\$ 2.981
Dental Plan	2.040%	\$ 0.398	2.040%	\$ 0.398	2.040%	\$ 0.408	2.040%	\$ 0.418	2.040%	\$ 0.418
N . E . B . F .	3.000%	\$ 0.585	3.000%	\$ 0.585	3.000%	\$ 0.600	3.000%	\$ 0.615	3.000%	\$ 0.615
Annuity	5.128%	\$ 1.000	5.128%	\$ 1.000	5.000%	\$ 1.000	4.878%	\$ 1.000	4.878%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.615	8.284%	\$ 1.615	8.284%	\$ 1.657	8.284%	\$ 1.698	8.284%	\$ 1.698
HRA	8.974%	\$ 1.750	8.974%	\$ 1.750	8.750%	\$ 1.750	8.537%	\$ 1.750	8.537%	\$ 1.750
DSP Percentage	15.000%	\$ 2.925	15.000%	\$ 2.925	15.000%	\$ 3.000	15.000%	\$ 3.075	15.000%	\$ 3.075
DSP Hourly	12.821%	\$ 2.500	12.821%	\$ 2.500	12.500%	\$ 2.500	12.195%	\$ 2.500	12.195%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.098	0.500%	\$ 0.098	0.500%	\$ 0.100	0.500%	\$ 0.103	0.500%	\$ 0.103
Comp. & Dis. Supp.	1.885%	\$ 0.368	1.885%	\$ 0.368	1.885%	\$ 0.377	1.885%	\$ 0.386	1.885%	\$ 0.386
<b>Total Rate For Benefits</b>	<b>77.800%</b>	<b>\$ 15.171</b>	<b>77.800%</b>	<b>\$ 15.171</b>	<b>77.127%</b>	<b>\$ 15.425</b>	<b>76.487%</b>	<b>\$ 15.880</b>	<b>76.487%</b>	<b>\$ 15.680</b>
<b>Total Cost Per Hour</b>		<b>\$ 34.671</b>		<b>\$ 34.671</b>		<b>\$ 35.425</b>		<b>\$ 36.180</b>		<b>\$ 36.180</b>
Statutory EESISIP	5.165%	\$ 1.007	6.105%	\$ 1.190	6.105%	\$ 1.221	6.105%	\$ 1.252	5.425%	\$ 1.112
		<b>\$ 35.678</b>		<b>\$ 35.861</b>		<b>\$ 36.646</b>		<b>\$ 37.431</b>		<b>\$ 37.292</b>

**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.)**

	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	\$ 29.25	\$ 29.25	\$ 29.25	\$ 29.25	\$ 30.00	\$ 30.00	\$ 30.75	\$ 30.75	\$ 30.75	\$ 30.75
Hourly Rate	\$ 19.50	\$ 19.50	\$ 19.50	\$ 19.50	\$ 20.00	\$ 20.00	\$ 20.50	\$ 20.50	\$ 20.50	\$ 20.50
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
Benefit and Wage Fund	0.250%	\$ 0.049	0.250%	\$ 0.049	0.250%	\$ 0.050	0.250%	\$ 0.051	0.250%	\$ 0.051
P H B P -- Pension Trust	5.375%	\$ 1.048	5.375%	\$ 1.048	5.375%	\$ 1.075	5.375%	\$ 1.102	5.375%	\$ 1.102
P H B P -- Medical	14.543%	\$ 2.836	14.543%	\$ 2.836	14.543%	\$ 2.909	14.543%	\$ 2.981	14.543%	\$ 2.981
Dental Plan	2.040%	\$ 0.398	2.040%	\$ 0.398	2.040%	\$ 0.408	2.040%	\$ 0.418	2.040%	\$ 0.418
N.E.B.F.	3.000%	\$ 0.878	3.000%	\$ 0.878	3.000%	\$ 0.900	3.000%	\$ 0.923	3.000%	\$ 0.923
Annuity	5.128%	\$ 1.000	5.128%	\$ 1.000	5.000%	\$ 1.000	4.878%	\$ 1.000	4.878%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.423	8.284%	\$ 2.423	8.284%	\$ 2.485	8.284%	\$ 2.547	8.284%	\$ 2.547
HRA	8.974%	\$ 1.750	8.974%	\$ 1.750	8.750%	\$ 1.750	8.537%	\$ 1.750	8.537%	\$ 1.750
DSP Percentage	15.000%	\$ 2.925	15.000%	\$ 2.925	15.000%	\$ 3.000	15.000%	\$ 3.075	15.000%	\$ 3.075
DSP Hourly	12.821%	\$ 2.500	12.821%	\$ 2.500	12.500%	\$ 2.500	12.195%	\$ 2.500	12.195%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.098	0.500%	\$ 0.098	0.500%	\$ 0.100	0.500%	\$ 0.103	0.500%	\$ 0.103
Comp. & Dis. Supp.	1.885%	\$ 0.551	1.885%	\$ 0.551	1.885%	\$ 0.566	1.885%	\$ 0.580	1.885%	\$ 0.580
<b>Total Rate For Benefits</b>	<b>77.800%</b>	<b>\$ 16.455</b>	<b>77.800%</b>	<b>\$ 16.455</b>	<b>77.127%</b>	<b>\$ 16.742</b>	<b>76.487%</b>	<b>\$ 17.030</b>	<b>76.487%</b>	<b>\$ 17.030</b>
<b>Total Cost Per Hour</b>		<b>\$ 45.705</b>		<b>\$ 45.705</b>		<b>\$ 46.742</b>		<b>\$ 47.780</b>		<b>\$ 47.780</b>
Statutory EESISIP	5.185%	\$ 1.511	6.105%	\$ 1.786	6.105%	\$ 1.832	6.105%	\$ 1.877	5.425%	\$ 1.666
		<b>\$ 47.216</b>		<b>\$ 47.491</b>		<b>\$ 48.574</b>		<b>\$ 49.657</b>		<b>\$ 49.448</b>



**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.)

	5/11/2016		7/27/2016		5/10/2017		5/9/2018		1/2/2019	
Hourly Rate	\$ 14.50	14.50	\$ 14.50	14.50	\$ 15.00	15.00	\$ 15.50	15.50	\$ 15.50	15.50
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
Benefit and Wage Fund	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.038	0.250%	\$ 0.039	0.250%	\$ 0.039
P H B P -- Pension Trust	5.375%	\$ 0.779	5.375%	\$ 0.779	5.375%	\$ 0.806	5.375%	\$ 0.833	5.375%	\$ 0.833
P H B P -- Medical	14.543%	\$ 2.109	14.543%	\$ 2.109	14.543%	\$ 2.181	14.543%	\$ 2.254	14.543%	\$ 2.254
Dental Plan	2.040%	\$ 0.296	2.040%	\$ 0.296	2.040%	\$ 0.306	2.040%	\$ 0.316	2.040%	\$ 0.316
N.E.B.F.	3.000%	\$ 0.435	3.000%	\$ 0.435	3.000%	\$ 0.450	3.000%	\$ 0.465	3.000%	\$ 0.465
Annuity	6.897%	\$ 1.000	6.897%	\$ 1.000	6.667%	\$ 1.000	6.452%	\$ 1.000	6.452%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.201	8.284%	\$ 1.201	8.284%	\$ 1.243	8.284%	\$ 1.284	8.284%	\$ 1.284
HRA	12.069%	\$ 1.750	12.069%	\$ 1.750	11.667%	\$ 1.750	11.290%	\$ 1.750	11.290%	\$ 1.750
DSP Percentage	15.000%	\$ 2.175	15.000%	\$ 2.175	15.000%	\$ 2.250	15.000%	\$ 2.325	15.000%	\$ 2.325
DSP Hourly	17.241%	\$ 2.500	17.241%	\$ 2.500	16.667%	\$ 2.500	16.129%	\$ 2.500	16.129%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.073	0.500%	\$ 0.073	0.500%	\$ 0.075	0.500%	\$ 0.078	0.500%	\$ 0.078
Comp. & Dis. Supp.	1.885%	\$ 0.273	1.885%	\$ 0.273	1.885%	\$ 0.283	1.885%	\$ 0.292	1.885%	\$ 0.292
<b>Total Rate For Benefits</b>	<b>87.084%</b>	<b>\$ 12.627</b>	<b>87.084%</b>	<b>\$ 12.627</b>	<b>85.877%</b>	<b>\$ 12.882</b>	<b>84.748%</b>	<b>\$ 13.136</b>	<b>84.748%</b>	<b>\$ 13.136</b>
<b>Total Cost Per Hour</b>		<b>\$ 27.127</b>		<b>\$ 27.127</b>		<b>\$ 27.882</b>		<b>\$ 28.636</b>		<b>\$ 28.636</b>
Statutory EESISIP	5.165%	\$ 0.749	6.105%	\$ 0.885	6.105%	\$ 0.916	6.105%	\$ 0.946	5.425%	\$ 0.841
		<b>\$ 27.876</b>		<b>\$ 28.012</b>		<b>\$ 28.797</b>		<b>\$ 29.582</b>		<b>\$ 29.477</b>

**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.)

	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	\$ 21.75	\$ 21.75	\$ 21.75	\$ 21.75	\$ 22.50	\$ 22.50	\$ 23.25	\$ 23.25	\$ 23.25	\$ 23.25
Hourly Rate	\$ 14.50	\$ 14.50	\$ 14.50	\$ 14.50	\$ 15.00	\$ 15.00	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
Benefit and Wage Fund	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.038	0.250%	\$ 0.039	0.250%	\$ 0.039
P H B P -- Pension Trust	5.375%	\$ 0.779	5.375%	\$ 0.779	5.375%	\$ 0.806	5.375%	\$ 0.833	5.375%	\$ 0.833
P H B P -- Medical	14.543%	\$ 2.109	14.543%	\$ 2.109	14.543%	\$ 2.181	14.543%	\$ 2.254	14.543%	\$ 2.254
Dental Plan	2.040%	\$ 0.296	2.040%	\$ 0.296	2.040%	\$ 0.306	2.040%	\$ 0.316	2.040%	\$ 0.316
N . E . B . F .	3.000%	\$ 0.653	3.000%	\$ 0.653	3.000%	\$ 0.675	3.000%	\$ 0.698	3.000%	\$ 0.698
Annuity	6.897%	\$ 1.000	6.897%	\$ 1.000	6.667%	\$ 1.000	6.452%	\$ 1.000	6.452%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.802	8.284%	\$ 1.802	8.284%	\$ 1.864	8.284%	\$ 1.926	8.284%	\$ 1.926
HRA	12.069%	\$ 1.750	12.069%	\$ 1.750	11.667%	\$ 1.750	11.290%	\$ 1.750	11.290%	\$ 1.750
DSP Percentage	15.000%	\$ 2.175	15.000%	\$ 2.175	15.000%	\$ 2.250	15.000%	\$ 2.325	15.000%	\$ 2.325
DSP Hourly	17.241%	\$ 2.500	17.241%	\$ 2.500	16.667%	\$ 2.500	16.129%	\$ 2.500	16.129%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.073	0.500%	\$ 0.073	0.500%	\$ 0.075	0.500%	\$ 0.078	0.500%	\$ 0.078
Comp. & Dis. Supp.	1.885%	\$ 0.410	1.885%	\$ 0.410	1.885%	\$ 0.424	1.885%	\$ 0.438	1.885%	\$ 0.438
<b>Total Rate For Benefits</b>	<b>87.084%</b>	<b>\$ 13.582</b>	<b>87.084%</b>	<b>\$ 13.582</b>	<b>85.877%</b>	<b>\$ 13.869</b>	<b>84.748%</b>	<b>\$ 14.157</b>	<b>84.748%</b>	<b>\$ 14.157</b>
<b>Total Cost Per Hour</b>		<b>\$ 36.332</b>		<b>\$ 36.332</b>		<b>\$ 36.369</b>		<b>\$ 37.407</b>		<b>\$ 37.407</b>
Statutory EESISIP	5.165%	\$ 1.123	6.105%	\$ 1.328	6.105%	\$ 1.374	6.105%	\$ 1.419	5.425%	\$ 1.261
		<b>\$ 36.455</b>		<b>\$ 36.660</b>		<b>\$ 37.743</b>		<b>\$ 38.826</b>		<b>\$ 38.668</b>

**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.)

	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	\$ 16.50	16.50	\$ 16.50	16.50	\$ 17.00	17.00	\$ 17.50	17.50	\$ 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>	<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%	\$ 0.041	0.250%	\$ 0.043	0.250%	\$ 0.044	0.250%	\$ 0.044
P H B P -- Pension Trust	5.375%	\$ 0.887	5.375%	\$ 0.887	5.375%	\$ 0.914	5.375%	\$ 0.941	5.375%	\$ 0.941
P H B P -- Medical	14.543%	\$ 2.400	14.543%	\$ 2.400	14.543%	\$ 2.472	14.543%	\$ 2.545	14.543%	\$ 2.545
Dental Plan	2.040%	\$ 0.337	2.040%	\$ 0.337	2.040%	\$ 0.347	2.040%	\$ 0.357	2.040%	\$ 0.357
N . E . B . F .	3.000%	\$ 0.495	3.000%	\$ 0.495	3.000%	\$ 0.510	3.000%	\$ 0.525	3.000%	\$ 0.525
Annuity	6.061%	\$ 1.000	6.061%	\$ 1.000	5.882%	\$ 1.000	5.714%	\$ 1.000	5.714%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.367	8.284%	\$ 1.367	8.284%	\$ 1.408	8.284%	\$ 1.450	8.284%	\$ 1.450
HRA	10.606%	\$ 1.750	10.606%	\$ 1.750	10.294%	\$ 1.750	10.000%	\$ 1.750	10.000%	\$ 1.750
DSP Percentage	15.000%	\$ 2.475	15.000%	\$ 2.475	15.000%	\$ 2.550	15.000%	\$ 2.625	15.000%	\$ 2.625
DSP Hourly	15.152%	\$ 2.500	15.152%	\$ 2.500	14.706%	\$ 2.500	14.286%	\$ 2.500	14.286%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.083	0.500%	\$ 0.083	0.500%	\$ 0.085	0.500%	\$ 0.088	0.500%	\$ 0.088
Comp. & Dis. Supp.	1.885%	\$ 0.311	1.885%	\$ 0.311	1.885%	\$ 0.320	1.885%	\$ 0.330	1.885%	\$ 0.330
<b>Total Rate For Benefits</b>	<b>82.695%</b>	<b>\$ 13.645</b>	<b>82.695%</b>	<b>\$ 13.645</b>	<b>81.759%</b>	<b>\$ 13.899</b>	<b>80.877%</b>	<b>\$ 14.153</b>	<b>80.877%</b>	<b>\$ 14.153</b>
<b>Total Cost Per Hour</b>		<b>\$ 30.145</b>		<b>\$ 30.145</b>		<b>\$ 30.899</b>		<b>\$ 31.653</b>		<b>\$ 31.653</b>
Statutory EESISIP	5.165%	\$ 0.852	6.105%	\$ 1.007	6.105%	\$ 1.038	6.105%	\$ 1.068	5.425%	\$ 0.949
		<b>\$ 30.997</b>		<b>\$ 31.152</b>		<b>\$ 31.937</b>		<b>\$ 32.722</b>		<b>\$ 32.603</b>

**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.)

	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	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75	\$ 25.50	\$ 25.50	\$ 26.25	\$ 26.25	\$ 26.25	\$ 26.25
Hourly Rate	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 17.00	\$ 17.00	\$ 17.50	\$ 17.50	\$ 17.50	\$ 17.50
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
Benefit and Wage Fund	0.250%	\$ 0.041	0.250%	\$ 0.041	0.250%	\$ 0.043	0.250%	\$ 0.044	0.250%	\$ 0.044
P H B P -- Pension Trust	5.375%	\$ 0.887	5.375%	\$ 0.887	5.375%	\$ 0.914	5.375%	\$ 0.941	5.375%	\$ 0.941
P H B P -- Medical	14.543%	\$ 2.400	14.543%	\$ 2.400	14.543%	\$ 2.472	14.543%	\$ 2.545	14.543%	\$ 2.545
Dental Plan	2.040%	\$ 0.337	2.040%	\$ 0.337	2.040%	\$ 0.347	2.040%	\$ 0.357	2.040%	\$ 0.357
N . E . B . F .	3.000%	\$ 0.743	3.000%	\$ 0.743	3.000%	\$ 0.765	3.000%	\$ 0.788	3.000%	\$ 0.788
Annuity	6.061%	\$ 1.000	6.061%	\$ 1.000	5.882%	\$ 1.000	5.714%	\$ 1.000	5.714%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.050	8.284%	\$ 2.050	8.284%	\$ 2.112	8.284%	\$ 2.175	8.284%	\$ 2.175
HRA	10.806%	\$ 1.750	10.806%	\$ 1.750	10.294%	\$ 1.750	10.000%	\$ 1.750	10.000%	\$ 1.750
DSP Percentage	15.000%	\$ 2.475	15.000%	\$ 2.475	15.000%	\$ 2.550	15.000%	\$ 2.625	15.000%	\$ 2.625
DSP Hourly	15.152%	\$ 2.500	15.152%	\$ 2.500	14.706%	\$ 2.500	14.286%	\$ 2.500	14.286%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.083	0.500%	\$ 0.083	0.500%	\$ 0.085	0.500%	\$ 0.088	0.500%	\$ 0.088
Comp. & Dis. Supp.	1.885%	\$ 0.467	1.885%	\$ 0.467	1.885%	\$ 0.481	1.885%	\$ 0.495	1.885%	\$ 0.495
<b>Total Rate For Benefits</b>	<b>82.695%</b>	<b>\$ 14.731</b>	<b>82.695%</b>	<b>\$ 14.731</b>	<b>81.759%</b>	<b>\$ 15.018</b>	<b>80.877%</b>	<b>\$ 15.306</b>	<b>80.877%</b>	<b>\$ 15.306</b>
<b>Total Cost Per Hour</b>	<b>\$ 39.481</b>	<b>\$ 39.481</b>	<b>\$ 39.481</b>	<b>\$ 39.481</b>	<b>\$ 40.518</b>	<b>\$ 40.518</b>	<b>\$ 41.556</b>	<b>\$ 41.556</b>	<b>\$ 41.556</b>	<b>\$ 41.556</b>
Statutory EESISIP	5.165%	\$ 1.278	6.105%	\$ 1.511	6.105%	\$ 1.557	6.105%	\$ 1.603	5.425%	\$ 1.424
	<b>\$ 40.759</b>	<b>\$ 40.759</b>	<b>\$ 40.992</b>	<b>\$ 40.992</b>	<b>\$ 42.075</b>	<b>\$ 42.075</b>	<b>\$ 43.158</b>	<b>\$ 43.158</b>	<b>\$ 42.980</b>	<b>\$ 42.980</b>

**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.)

	5/11/2016		7/27/2016		5/10/2017		5/9/2018		1/2/2019	
Hourly Rate	\$ 18.50	18.50	\$ 18.50	18.50	\$ 19.00	19.00	\$ 19.50	19.50	\$ 19.50	19.50
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
Benefit and Wage Fund	0.250%	\$ 0.046	0.250%	\$ 0.046	0.250%	\$ 0.048	0.250%	\$ 0.049	0.250%	\$ 0.049
P.H.B.P. -- Pension Trust	5.375%	\$ 0.994	5.375%	\$ 0.994	5.375%	\$ 1.021	5.375%	\$ 1.048	5.375%	\$ 1.048
P.H.B.P. -- Medical	14.543%	\$ 2.690	14.543%	\$ 2.690	14.543%	\$ 2.763	14.543%	\$ 2.836	14.543%	\$ 2.836
Dental Plan	2.040%	\$ 0.377	2.040%	\$ 0.377	2.040%	\$ 0.388	2.040%	\$ 0.398	2.040%	\$ 0.398
N.E.B.F.	3.000%	\$ 0.555	3.000%	\$ 0.555	3.000%	\$ 0.570	3.000%	\$ 0.585	3.000%	\$ 0.585
Annuity	5.405%	\$ 1.000	5.405%	\$ 1.000	5.263%	\$ 1.000	5.128%	\$ 1.000	5.128%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.533	8.284%	\$ 1.533	8.284%	\$ 1.574	8.284%	\$ 1.615	8.284%	\$ 1.615
HRA	9.459%	\$ 1.750	9.459%	\$ 1.750	9.211%	\$ 1.750	8.974%	\$ 1.750	8.974%	\$ 1.750
DSP Percentage	15.000%	\$ 2.775	15.000%	\$ 2.775	15.000%	\$ 2.850	15.000%	\$ 2.925	15.000%	\$ 2.925
DSP Hourly	13.514%	\$ 2.500	13.514%	\$ 2.500	13.158%	\$ 2.500	12.821%	\$ 2.500	12.821%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.093	0.500%	\$ 0.093	0.500%	\$ 0.095	0.500%	\$ 0.098	0.500%	\$ 0.098
Comp. & Dis. Supp.	1.885%	\$ 0.349	1.885%	\$ 0.349	1.885%	\$ 0.358	1.885%	\$ 0.368	1.885%	\$ 0.368
<b>Total Rate For Benefits</b>	<b>79.255%</b>	<b>\$ 14.662</b>	<b>79.255%</b>	<b>\$ 14.662</b>	<b>78.509%</b>	<b>\$ 14.917</b>	<b>77.800%</b>	<b>\$ 15.171</b>	<b>77.800%</b>	<b>\$ 15.171</b>
<b>Total Cost Per Hour</b>		<b>\$ 33.162</b>		<b>\$ 33.162</b>		<b>\$ 33.917</b>		<b>\$ 34.671</b>		<b>\$ 34.671</b>
Statutory EESISIP	5.105%	\$ 0.956	6.105%	\$ 1.129	6.105%	\$ 1.160	6.105%	\$ 1.190	5.425%	\$ 1.058
		<b>\$ 34.118</b>		<b>\$ 34.292</b>		<b>\$ 35.077</b>		<b>\$ 35.861</b>		<b>\$ 35.729</b>

**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.)

	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	\$ 27.75	\$ 27.75	\$ 27.75	\$ 27.75	\$ 28.50	\$ 28.50	\$ 29.25	\$ 29.25	\$ 29.25	\$ 29.25
Hourly Rate	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50	\$ 19.00	\$ 19.00	\$ 19.50	\$ 19.50	\$ 19.50	\$ 19.50
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
Benefit and Wage Fund	0.250%	\$ 0.046	0.250%	\$ 0.046	0.250%	\$ 0.048	0.250%	\$ 0.049	0.250%	\$ 0.049
P H B P -- Pension Trust	5.375%	\$ 0.994	5.375%	\$ 0.994	5.375%	\$ 1.021	5.375%	\$ 1.048	5.375%	\$ 1.048
P H B P -- Medical	14.543%	\$ 2.690	14.543%	\$ 2.690	14.543%	\$ 2.763	14.543%	\$ 2.836	14.543%	\$ 2.836
Dental Plan	2.040%	\$ 0.377	2.040%	\$ 0.377	2.040%	\$ 0.388	2.040%	\$ 0.398	2.040%	\$ 0.398
N . E . B . F .	3.000%	\$ 0.833	3.000%	\$ 0.833	3.000%	\$ 0.855	3.000%	\$ 0.878	3.000%	\$ 0.878
Annuity	5.405%	\$ 1.000	5.405%	\$ 1.000	5.263%	\$ 1.000	5.128%	\$ 1.000	5.128%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.299	8.284%	\$ 2.299	8.284%	\$ 2.361	8.284%	\$ 2.423	8.284%	\$ 2.423
HRA	9.459%	\$ 1.750	9.459%	\$ 1.750	9.211%	\$ 1.750	8.974%	\$ 1.750	8.974%	\$ 1.750
DSP Percentage	15.000%	\$ 2.775	15.000%	\$ 2.775	15.000%	\$ 2.850	15.000%	\$ 2.925	15.000%	\$ 2.925
DSP Hourly	13.514%	\$ 2.500	13.514%	\$ 2.500	13.158%	\$ 2.500	12.821%	\$ 2.500	12.821%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.093	0.500%	\$ 0.093	0.500%	\$ 0.095	0.500%	\$ 0.098	0.500%	\$ 0.098
Comp. & Dis. Supp.	1.885%	\$ 0.523	1.885%	\$ 0.523	1.885%	\$ 0.537	1.885%	\$ 0.551	1.885%	\$ 0.551
<b>Total Rate For Benefits</b>	<b>79.255%</b>	<b>\$ 15.880</b>	<b>79.255%</b>	<b>\$ 15.880</b>	<b>78.509%</b>	<b>\$ 16.168</b>	<b>77.800%</b>	<b>\$ 16.455</b>	<b>77.800%</b>	<b>\$ 16.455</b>
<b>Total Cost Per Hour</b>		<b>\$ 43.630</b>		<b>\$ 43.630</b>		<b>\$ 44.668</b>		<b>\$ 45.705</b>		<b>\$ 45.705</b>
Statutory EESISIP	5.165%	\$ 1.433	6.105%	\$ 1.694	6.105%	\$ 1.740	6.105%	\$ 1.786	5.425%	\$ 1.587
		<b>\$ 45.064</b>		<b>\$ 45.325</b>		<b>\$ 46.408</b>		<b>\$ 47.491</b>		<b>\$ 47.292</b>

**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.)

	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	\$ 21.50	21.50	\$ 21.50	21.50	\$ 22.00	22.00	\$ 22.50	22.50	\$ 22.50	22.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.054	0.250%	\$ 0.054	0.250%	\$ 0.055	0.250%	\$ 0.056	0.250%	\$ 0.056
P H B P -- Pension Trust	5.375%	\$ 1.156	5.375%	\$ 1.156	5.375%	\$ 1.183	5.375%	\$ 1.209	5.375%	\$ 1.209
P H B P -- Medical	14.543%	\$ 3.127	14.543%	\$ 3.127	14.543%	\$ 3.199	14.543%	\$ 3.272	14.543%	\$ 3.272
Dental Plan	2.040%	\$ 0.439	2.040%	\$ 0.439	2.040%	\$ 0.449	2.040%	\$ 0.459	2.040%	\$ 0.459
N.E.B.F.	3.000%	\$ 0.645	3.000%	\$ 0.645	3.000%	\$ 0.660	3.000%	\$ 0.675	3.000%	\$ 0.675
Annuity	4.651%	\$ 1.000	4.651%	\$ 1.000	4.545%	\$ 1.000	4.444%	\$ 1.000	4.444%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.781	8.284%	\$ 1.781	8.284%	\$ 1.822	8.284%	\$ 1.864	8.284%	\$ 1.864
HRA	8.140%	\$ 1.750	8.140%	\$ 1.750	7.955%	\$ 1.750	7.778%	\$ 1.750	7.778%	\$ 1.750
DSP Percentage	15.000%	\$ 3.225	15.000%	\$ 3.225	15.000%	\$ 3.300	15.000%	\$ 3.375	15.000%	\$ 3.375
DSP Hourly	11.628%	\$ 2.500	11.628%	\$ 2.500	11.364%	\$ 2.500	11.111%	\$ 2.500	11.111%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.108	0.500%	\$ 0.108	0.500%	\$ 0.110	0.500%	\$ 0.113	0.500%	\$ 0.113
Comp. & Dis. Supp.	1.885%	\$ 0.405	1.885%	\$ 0.405	1.885%	\$ 0.415	1.885%	\$ 0.424	1.885%	\$ 0.424
<b>Total Rate For Benefits</b>	<b>75.296%</b>	<b>\$ 16.189</b>	<b>75.296%</b>	<b>\$ 16.189</b>	<b>74.741%</b>	<b>\$ 16.443</b>	<b>74.210%</b>	<b>\$ 16.697</b>	<b>74.210%</b>	<b>\$ 16.697</b>
<b>Total Cost Per Hour</b>		<b>\$ 37.689</b>		<b>\$ 37.689</b>		<b>\$ 38.443</b>		<b>\$ 39.197</b>		<b>\$ 39.197</b>
Statutory EESISIP	5.165%	\$ 1.110	6.105%	\$ 1.313	6.105%	\$ 1.343	6.105%	\$ 1.374	5.425%	\$ 1.221
		<b>\$ 38.799</b>		<b>\$ 39.001</b>		<b>\$ 39.786</b>		<b>\$ 40.571</b>		<b>\$ 40.418</b>

**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.)

	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	\$ 32.25	\$ 32.25	\$ 32.25	\$ 32.25	\$ 33.00	\$ 33.00	\$ 33.75	\$ 33.75	\$ 33.75	\$ 33.75
Hourly Rate	\$ 21.50	\$ 21.50	\$ 21.50	\$ 21.50	\$ 22.00	\$ 22.00	\$ 22.50	\$ 22.50	\$ 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>	<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%	\$ 0.054	0.250%	\$ 0.055	0.250%	\$ 0.056	0.250%	\$ 0.056
P H B P -- Pension Trust	5.375%	\$ 1.156	5.375%	\$ 1.156	5.375%	\$ 1.183	5.375%	\$ 1.209	5.375%	\$ 1.209
P H B P -- Medical	14.543%	\$ 3.127	14.543%	\$ 3.127	14.543%	\$ 3.199	14.543%	\$ 3.272	14.543%	\$ 3.272
Dental Plan	2.040%	\$ 0.439	2.040%	\$ 0.439	2.040%	\$ 0.449	2.040%	\$ 0.459	2.040%	\$ 0.459
N. E. B. F.	3.000%	\$ 0.968	3.000%	\$ 0.968	3.000%	\$ 0.990	3.000%	\$ 1.013	3.000%	\$ 1.013
Annuity	4.651%	\$ 1.000	4.651%	\$ 1.000	4.545%	\$ 1.000	4.444%	\$ 1.000	4.444%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.672	8.284%	\$ 2.672	8.284%	\$ 2.734	8.284%	\$ 2.796	8.284%	\$ 2.796
HRA	8.140%	\$ 1.750	8.140%	\$ 1.750	7.955%	\$ 1.750	7.778%	\$ 1.750	7.778%	\$ 1.750
DSP Percentage	15.000%	\$ 3.225	15.000%	\$ 3.225	15.000%	\$ 3.300	15.000%	\$ 3.375	15.000%	\$ 3.375
DSP Hourly	11.628%	\$ 2.500	11.628%	\$ 2.500	11.364%	\$ 2.500	11.111%	\$ 2.500	11.111%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.108	0.500%	\$ 0.108	0.500%	\$ 0.110	0.500%	\$ 0.113	0.500%	\$ 0.113
Comp. & Dis. Supp.	1.885%	\$ 0.608	1.885%	\$ 0.608	1.885%	\$ 0.622	1.885%	\$ 0.636	1.885%	\$ 0.636
<b>Total Rate For Benefits</b>	<b>75.296%</b>	<b>\$ 17.604</b>	<b>75.296%</b>	<b>\$ 17.604</b>	<b>74.741%</b>	<b>\$ 17.892</b>	<b>74.210%</b>	<b>\$ 18.179</b>	<b>74.210%</b>	<b>\$ 18.179</b>
<b>Total Cost Per Hour</b>		<b>\$ 49.854</b>		<b>\$ 49.854</b>		<b>\$ 50.892</b>		<b>\$ 51.929</b>		<b>\$ 51.929</b>
Statutory EESISIP	5.165%	\$ 1.666	6.105%	\$ 1.969	6.105%	\$ 2.015	6.105%	\$ 2.060	5.425%	\$ 1.831
		<b>\$ 51.520</b>		<b>\$ 51.823</b>		<b>\$ 52.906</b>		<b>\$ 53.989</b>		<b>\$ 53.760</b>