

Joint Industry Board of the Electrical Industry

1st Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
Hourly Rate	\$ 33.60	\$ 33.60	\$ 33.60	\$ 33.60	\$ 34.80	\$ 34.80	\$ 34.80	\$ 34.80
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
P H B P -- Pension Trust	5.545%	\$ 1.863	5.545%	\$ 1.863	5.545%	\$ 1.930	5.545%	\$ 1.930
P H B P -- Medical	14.713%	\$ 4.944	14.713%	\$ 4.944	15.713%	\$ 5.468	15.713%	\$ 5.468
P H B P -- Medical	2.232%	\$ 0.750	2.232%	\$ 0.750	2.155%	\$ 0.750	2.155%	\$ 0.750
Dental Plan	2.140%	\$ 0.719	2.140%	\$ 0.719	2.140%	\$ 0.745	2.140%	\$ 0.745
N . E . B . F .	3.000%	\$ 1.008	3.000%	\$ 1.008	3.000%	\$ 1.044	3.000%	\$ 1.044
Annuity	2.976%	\$ 1.000	2.976%	\$ 1.000	2.874%	\$ 1.000	2.874%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.783	8.284%	\$ 2.783	8.284%	\$ 2.883	8.284%	\$ 2.883
HRA	5.208%	\$ 1.750	5.208%	\$ 1.750	5.029%	\$ 1.750	5.029%	\$ 1.750
DSP Percentage	15.000%	\$ 5.040	15.000%	\$ 5.040	15.000%	\$ 5.220	15.000%	\$ 5.220
DSP Hourly	7.440%	\$ 2.500	7.440%	\$ 2.500	7.184%	\$ 2.500	7.184%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.207	0.637%	\$ 0.214	0.637%	\$ 0.222	0.637%	\$ 0.222
Educational & Cultural (Safety and Training)	2.000%	\$ 0.672	2.000%	\$ 0.672	2.000%	\$ 0.696	2.000%	\$ 0.696
Tools and Clothing	0.500%	\$ 0.168	0.500%	\$ 0.168	0.500%	\$ 0.174	0.500%	\$ 0.174
Comp. & Dis. Supp.	1.985%	\$ 0.667	1.985%	\$ 0.667	1.985%	\$ 0.691	1.985%	\$ 0.691
N.E.L.C.A.F	0.750%	\$ 0.252	0.750%	\$ 0.252	0.750%	\$ 0.261	0.750%	\$ 0.261
NEAT Trust Fund	1.000%	\$ 0.336	1.000%	\$ 0.336	1.000%	\$ 0.348	1.000%	\$ 0.348
National Electrical Industry Fund	1.000%	\$ 0.336	1.000%	\$ 0.336	1.000%	\$ 0.348	1.000%	\$ 0.348
Total Rate For Benefits	74.391%	\$ 24.995	74.411%	\$ 25.002	74.795%	\$ 26.029	74.795%	\$ 26.029
Total Cost Per Hour		\$ 58.595		\$ 58.602		\$ 60.829		\$ 60.829

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PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
OT Rate	\$ 50.40	\$ 50.40	\$ 50.40	\$ 50.40	\$ 52.20	\$ 52.20	\$ 52.20	\$ 52.20
Hourly Rate	\$ 33.60	\$ 33.60	\$ 33.60	\$ 33.60	\$ 34.80	\$ 34.80	\$ 34.80	\$ 34.80
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
P H B P -- Pension Trust	5.545%	\$ 1.863	5.545%	\$ 1.863	5.545%	\$ 1.930	5.545%	\$ 1.930
P H B P -- Medical	14.713%	\$ 4.944	14.713%	\$ 4.944	15.713%	\$ 5.468	15.713%	\$ 5.468
P H B P -- Medical	2.232%	\$ 0.750	2.232%	\$ 0.750	2.155%	\$ 0.750	2.155%	\$ 0.750
Dental Plan	2.140%	\$ 0.719	2.140%	\$ 0.719	2.140%	\$ 0.745	2.140%	\$ 0.745
N . E . B . F .	3.000%	\$ 1.512	3.000%	\$ 1.512	3.000%	\$ 1.566	3.000%	\$ 1.566
Annuity	2.976%	\$ 1.000	2.976%	\$ 1.000	2.874%	\$ 1.000	2.874%	\$ 1.000
Employer paid FICA	8.284%	\$ 4.175	8.284%	\$ 4.175	8.284%	\$ 4.324	8.284%	\$ 4.324
HRA	5.208%	\$ 1.750	5.208%	\$ 1.750	5.029%	\$ 1.750	5.029%	\$ 1.750
DSP Percentage	15.000%	\$ 5.040	15.000%	\$ 5.040	15.000%	\$ 5.220	15.000%	\$ 5.220
DSP Hourly	7.440%	\$ 2.500	7.440%	\$ 2.500	7.184%	\$ 2.500	7.184%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.207	0.637%	\$ 0.214	0.637%	\$ 0.222	0.637%	\$ 0.222
Educational & Cultural (Safety and Training)	2.000%	\$ 1.008	2.000%	\$ 1.008	2.000%	\$ 1.044	2.000%	\$ 1.044
Tools and Clothing	0.500%	\$ 0.252	0.500%	\$ 0.252	0.500%	\$ 0.261	0.500%	\$ 0.261
Comp. & Dis. Supp.	1.985%	\$ 1.000	1.985%	\$ 1.000	1.985%	\$ 1.036	1.985%	\$ 1.036
N.E.L.C.A.F.	0.750%	\$ 0.378	0.750%	\$ 0.378	0.750%	\$ 0.392	0.750%	\$ 0.392
NEAT Trust Fund	1.000%	\$ 0.504	1.000%	\$ 0.504	1.000%	\$ 0.522	1.000%	\$ 0.522
National Electrical Industry Fund	1.000%	\$ 0.504	1.000%	\$ 0.504	1.000%	\$ 0.522	1.000%	\$ 0.522
Total Rate For Benefits	74.391%	\$ 28.107	74.411%	\$ 28.113	74.795%	\$ 29.251	74.795%	\$ 29.251
Total Cost Per Hour		\$ 78.507		\$ 78.513		\$ 81.451		\$ 81.451

Joint Industry Board of the Electrical Industry

2nd Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
Hourly Rate	\$ 36.40	36.40	\$ 36.40	36.40	\$ 37.70	37.70	\$ 37.70	37.70
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
P H B P -- Pension Trust	5.545%	\$ 2.018	5.545%	\$ 2.018	5.545%	\$ 2.090	5.545%	\$ 2.090
P H B P -- Medical	14.713%	\$ 5.356	14.713%	\$ 5.356	15.713%	\$ 5.924	15.713%	\$ 5.924
P H B P -- Medical	2.060%	\$ 0.750	2.060%	\$ 0.750	1.989%	\$ 0.750	1.989%	\$ 0.750
Dental Plan	2.140%	\$ 0.779	2.140%	\$ 0.779	2.140%	\$ 0.807	2.140%	\$ 0.807
N . E . B . F .	3.000%	\$ 1.092	3.000%	\$ 1.092	3.000%	\$ 1.131	3.000%	\$ 1.131
Annuity	2.747%	\$ 1.000	2.747%	\$ 1.000	2.653%	\$ 1.000	2.653%	\$ 1.000
Employer paid FICA	8.284%	\$ 3.015	8.284%	\$ 3.015	8.284%	\$ 3.123	8.284%	\$ 3.123
HRA	4.808%	\$ 1.750	4.808%	\$ 1.750	4.642%	\$ 1.750	4.642%	\$ 1.750
DSP Percentage	15.000%	\$ 5.460	15.000%	\$ 5.460	15.000%	\$ 5.655	15.000%	\$ 5.655
DSP Hourly	6.868%	\$ 2.500	6.868%	\$ 2.500	6.631%	\$ 2.500	6.631%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.225	0.637%	\$ 0.232	0.637%	\$ 0.240	0.637%	\$ 0.240
Educational & Cultural (Safety and Training)	2.000%	\$ 0.728	2.000%	\$ 0.728	2.000%	\$ 0.754	2.000%	\$ 0.754
Tools and Clothing	0.500%	\$ 0.182	0.500%	\$ 0.182	0.500%	\$ 0.189	0.500%	\$ 0.189
Comp. & Dis. Supp.	1.985%	\$ 0.723	1.985%	\$ 0.723	1.985%	\$ 0.748	1.985%	\$ 0.748
N.E.L.C.A.F	0.750%	\$ 0.273	0.750%	\$ 0.273	0.750%	\$ 0.283	0.750%	\$ 0.283
NEAT Trust Fund	1.000%	\$ 0.364	1.000%	\$ 0.364	1.000%	\$ 0.377	1.000%	\$ 0.377
National Electrical Industry Fund	1.000%	\$ 0.364	1.000%	\$ 0.364	1.000%	\$ 0.377	1.000%	\$ 0.377
Total Rate For Benefits	73.018%	\$ 26.578	73.038%	\$ 26.586	73.469%	\$ 27.698	73.469%	\$ 27.698
Total Cost Per Hour		\$ 62.978		\$ 62.986		\$ 65.398		\$ 65.398

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Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
OT Rate	\$ 54.60	\$ 54.60	\$ 54.60	\$ 54.60	\$ 56.55	\$ 56.55	\$ 56.55	\$ 56.55
Hourly Rate	\$ 36.40	\$ 36.40	\$ 36.40	\$ 36.40	\$ 37.70	\$ 37.70	\$ 37.70	\$ 37.70
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
P H B P – Pension Trust	5.545%	\$ 2.018	5.545%	\$ 2.018	5.545%	\$ 2.090	5.545%	\$ 2.090
P H B P – Medical	14.713%	\$ 5.356	14.713%	\$ 5.356	15.713%	\$ 5.924	15.713%	\$ 5.924
P H B P – Medical	2.060%	\$ 0.750	2.060%	\$ 0.750	1.989%	\$ 0.750	1.989%	\$ 0.750
Dental Plan	2.140%	\$ 0.779	2.140%	\$ 0.779	2.140%	\$ 0.807	2.140%	\$ 0.807
N . E . B . F .	3.000%	\$ 1.638	3.000%	\$ 1.638	3.000%	\$ 1.697	3.000%	\$ 1.697
Annuity	2.747%	\$ 1.000	2.747%	\$ 1.000	2.653%	\$ 1.000	2.653%	\$ 1.000
Employer paid FICA	8.284%	\$ 4.523	8.284%	\$ 4.523	8.284%	\$ 4.685	8.284%	\$ 4.685
HRA	4.808%	\$ 1.750	4.808%	\$ 1.750	4.642%	\$ 1.750	4.642%	\$ 1.750
DSP Percentage	15.000%	\$ 5.460	15.000%	\$ 5.460	15.000%	\$ 5.655	15.000%	\$ 5.655
DSP Hourly	6.868%	\$ 2.500	6.868%	\$ 2.500	6.631%	\$ 2.500	6.631%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.225	0.637%	\$ 0.232	0.637%	\$ 0.240	0.637%	\$ 0.240
Educational & Cultural (Safety and Training)	2.000%	\$ 1.092	2.000%	\$ 1.092	2.000%	\$ 1.131	2.000%	\$ 1.131
Tools and Clothing	0.500%	\$ 0.273	0.500%	\$ 0.273	0.500%	\$ 0.283	0.500%	\$ 0.283
Comp. & Dis. Supp.	1.985%	\$ 1.084	1.985%	\$ 1.084	1.985%	\$ 1.123	1.985%	\$ 1.123
N.E.L.C.A.F	0.750%	\$ 0.410	0.750%	\$ 0.410	0.750%	\$ 0.424	0.750%	\$ 0.424
NEAT Trust Fund	1.000%	\$ 0.546	1.000%	\$ 0.546	1.000%	\$ 0.566	1.000%	\$ 0.566
National Electrical Industry Fund	1.000%	\$ 0.546	1.000%	\$ 0.546	1.000%	\$ 0.566	1.000%	\$ 0.566
Total Rate For Benefits	73.018%	\$ 29.949	73.038%	\$ 29.956	73.469%	\$ 31.189	73.469%	\$ 31.189
Total Cost Per Hour		\$ 84.549		\$ 84.556		\$ 87.739		\$ 87.739

Joint Industry Board of the Electrical Industry

**3rd Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
Hourly Rate	\$ 39.20	39.20	\$ 39.20	39.20	\$ 40.60	40.60	\$ 40.60	40.60
	<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>
P H B P – Pension Trust	5.545%	\$ 2.174	5.545%	\$ 2.174	5.545%	\$ 2.251	5.545%	\$ 2.251
P H B P – Medical	14.713%	\$ 5.767	14.713%	\$ 5.767	15.713%	\$ 6.379	15.713%	\$ 6.379
P H B P – Medical	1.913%	\$ 0.750	1.913%	\$ 0.750	1.847%	\$ 0.750	1.847%	\$ 0.750
Dental Plan	2.140%	\$ 0.839	2.140%	\$ 0.839	2.140%	\$ 0.869	2.140%	\$ 0.869
N . E . B . F .	3.000%	\$ 1.176	3.000%	\$ 1.176	3.000%	\$ 1.218	3.000%	\$ 1.218
Annuity	2.551%	\$ 1.000	2.551%	\$ 1.000	2.463%	\$ 1.000	2.463%	\$ 1.000
Employer paid FICA	8.284%	\$ 3.247	8.284%	\$ 3.247	8.284%	\$ 3.363	8.284%	\$ 3.363
HRA	4.464%	\$ 1.750	4.464%	\$ 1.750	4.310%	\$ 1.750	4.310%	\$ 1.750
DSP Percentage	15.000%	\$ 5.880	15.000%	\$ 5.880	15.000%	\$ 6.090	15.000%	\$ 6.090
DSP Hourly	6.378%	\$ 2.500	6.378%	\$ 2.500	6.158%	\$ 2.500	6.158%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.242	0.637%	\$ 0.250	0.637%	\$ 0.259	0.637%	\$ 0.259
Educational & Cultural (Safety and Training)	2.000%	\$ 0.784	2.000%	\$ 0.784	2.000%	\$ 0.812	2.000%	\$ 0.812
Tools and Clothing	0.500%	\$ 0.196	0.500%	\$ 0.196	0.500%	\$ 0.203	0.500%	\$ 0.203
Comp. & Dis. Supp.	1.985%	\$ 0.778	1.985%	\$ 0.778	1.985%	\$ 0.806	1.985%	\$ 0.806
N.E.L.C.A.F	0.750%	\$ 0.294	0.750%	\$ 0.294	0.750%	\$ 0.305	0.750%	\$ 0.305
NEAT Trust Fund	1.000%	\$ 0.392	1.000%	\$ 0.392	1.000%	\$ 0.406	1.000%	\$ 0.406
National Electrical Industry Fund	1.000%	\$ 0.392	1.000%	\$ 0.392	1.000%	\$ 0.406	1.000%	\$ 0.406
Total Rate For Benefits	71.840%	\$ 28.161	71.860%	\$ 28.169	72.332%	\$ 29.367	72.332%	\$ 29.367
Total Cost Per Hour		\$ 67.361		\$ 67.369		\$ 69.967		\$ 69.967

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3rd Period Outside Utility Apprentice Wage and Benefits

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PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
OT Rate	\$ 58.80	\$ 58.80	\$ 58.80	\$ 58.80	\$ 60.90	\$ 60.90	\$ 60.90	\$ 60.90
Hourly Rate	\$ 39.20	\$ 39.20	\$ 39.20	\$ 39.20	\$ 40.60	\$ 40.60	\$ 40.60	\$ 40.60
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
P H B P -- Pension Trust	5.545%	\$ 2.174	5.545%	\$ 2.174	5.545%	\$ 2.251	5.545%	\$ 2.251
P H B P -- Medical	14.713%	\$ 5.767	14.713%	\$ 5.767	15.713%	\$ 6.379	15.713%	\$ 6.379
P H B P -- Medical	1.913%	\$ 0.750	1.913%	\$ 0.750	1.847%	\$ 0.750	1.847%	\$ 0.750
Dental Plan	2.140%	\$ 0.839	2.140%	\$ 0.839	2.140%	\$ 0.869	2.140%	\$ 0.869
N . E . B . F .	3.000%	\$ 1.764	3.000%	\$ 1.764	3.000%	\$ 1.827	3.000%	\$ 1.827
Annuity	2.551%	\$ 1.000	2.551%	\$ 1.000	2.463%	\$ 1.000	2.463%	\$ 1.000
Employer paid FICA	8.284%	\$ 4.871	8.284%	\$ 4.871	8.284%	\$ 5.045	8.284%	\$ 5.045
HRA	4.464%	\$ 1.750	4.464%	\$ 1.750	4.310%	\$ 1.750	4.310%	\$ 1.750
DSP Percentage	15.000%	\$ 5.880	15.000%	\$ 5.880	15.000%	\$ 6.090	15.000%	\$ 6.090
DSP Hourly	6.378%	\$ 2.500	6.378%	\$ 2.500	6.158%	\$ 2.500	6.158%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.242	0.637%	\$ 0.250	0.637%	\$ 0.259	0.637%	\$ 0.259
Educational & Cultural (Safety and Training)	2.000%	\$ 1.176	2.000%	\$ 1.176	2.000%	\$ 1.218	2.000%	\$ 1.218
Tools and Clothing	0.500%	\$ 0.294	0.500%	\$ 0.294	0.500%	\$ 0.305	0.500%	\$ 0.305
Comp. & Dis. Supp.	1.985%	\$ 1.167	1.985%	\$ 1.167	1.985%	\$ 1.209	1.985%	\$ 1.209
N.E.L.C.A.F	0.750%	\$ 0.441	0.750%	\$ 0.441	0.750%	\$ 0.457	0.750%	\$ 0.457
NEAT Trust Fund	1.000%	\$ 0.588	1.000%	\$ 0.588	1.000%	\$ 0.609	1.000%	\$ 0.609
National Electrical Industry Fund	1.000%	\$ 0.588	1.000%	\$ 0.588	1.000%	\$ 0.609	1.000%	\$ 0.609
Total Rate For Benefits	71.840%	\$ 31.791	71.860%	\$ 31.799	72.332%	\$ 33.126	72.332%	\$ 33.126
Total Cost Per Hour		\$ 90.591		\$ 90.599		\$ 94.026		\$ 94.026

Joint Industry Board of the Electrical Industry

4th Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
Hourly Rate	\$ 42.00	42.00	\$ 42.00	42.00	\$ 43.50	43.50	\$ 43.50	43.50
	<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>
P H B P – Pension Trust	5.545%	\$ 2.329	5.545%	\$ 2.329	5.545%	\$ 2.412	5.545%	\$ 2.412
P H B P – Medical	14.713%	\$ 6.179	14.713%	\$ 6.179	15.713%	\$ 6.835	15.713%	\$ 6.835
P H B P – Medical	1.786%	\$ 0.750	1.786%	\$ 0.750	1.724%	\$ 0.750	1.724%	\$ 0.750
Dental Plan	2.140%	\$ 0.899	2.140%	\$ 0.899	2.140%	\$ 0.931	2.140%	\$ 0.931
N . E . B . F .	3.000%	\$ 1.260	3.000%	\$ 1.260	3.000%	\$ 1.305	3.000%	\$ 1.305
Annuity	2.381%	\$ 1.000	2.381%	\$ 1.000	2.299%	\$ 1.000	2.299%	\$ 1.000
Employer paid FICA	8.284%	\$ 3.479	8.284%	\$ 3.479	8.284%	\$ 3.604	8.284%	\$ 3.604
HRA	4.167%	\$ 1.750	4.167%	\$ 1.750	4.023%	\$ 1.750	4.023%	\$ 1.750
DSP Percentage	15.000%	\$ 6.300	15.000%	\$ 6.300	15.000%	\$ 6.525	15.000%	\$ 6.525
DSP Hourly	5.952%	\$ 2.500	5.952%	\$ 2.500	5.747%	\$ 2.500	5.747%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.259	0.637%	\$ 0.268	0.637%	\$ 0.277	0.637%	\$ 0.277
Educational & Cultural (Safety and Training)	2.000%	\$ 0.840	2.000%	\$ 0.840	2.000%	\$ 0.870	2.000%	\$ 0.870
Tools and Clothing	0.500%	\$ 0.210	0.500%	\$ 0.210	0.500%	\$ 0.218	0.500%	\$ 0.218
Comp. & Dis. Supp.	1.985%	\$ 0.834	1.985%	\$ 0.834	1.985%	\$ 0.863	1.985%	\$ 0.863
N.E.L.C.A.F	0.750%	\$ 0.315	0.750%	\$ 0.315	0.750%	\$ 0.326	0.750%	\$ 0.326
NEAT Trust Fund	1.000%	\$ 0.420	1.000%	\$ 0.420	1.000%	\$ 0.435	1.000%	\$ 0.435
National Electrical Industry Fund	1.000%	\$ 0.420	1.000%	\$ 0.420	1.000%	\$ 0.435	1.000%	\$ 0.435
Total Rate For Benefits	70.820%	\$ 29.744	70.840%	\$ 29.753	71.347%	\$ 31.036	71.347%	\$ 31.036
Total Cost Per Hour		\$ 71.744		\$ 71.753		\$ 74.536		\$ 74.536

Joint Industry Board of the Electrical Industry

4th Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/5/2020 (at 4:01 p.m.)	5/5/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
OT Rate	\$ 63.00	\$ 63.00	\$ 63.00	\$ 63.00	\$ 65.25	\$ 65.25	\$ 65.25	\$ 65.25
Hourly Rate	\$ 42.00	\$ 42.00	\$ 42.00	\$ 42.00	\$ 43.50	\$ 43.50	\$ 43.50	\$ 43.50
	<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>
P H B P – Pension Trust	5.545%	\$ 2.329	5.545%	\$ 2.329	5.545%	\$ 2.412	5.545%	\$ 2.412
P H B P – Medical	14.713%	\$ 6.179	14.713%	\$ 6.179	15.713%	\$ 6.835	15.713%	\$ 6.835
P H B P – Medical	1.786%	\$ 0.750	1.786%	\$ 0.750	1.724%	\$ 0.750	1.724%	\$ 0.750
Dental Plan	2.140%	\$ 0.899	2.140%	\$ 0.899	2.140%	\$ 0.931	2.140%	\$ 0.931
N . E . B . F .	3.000%	\$ 1.890	3.000%	\$ 1.890	3.000%	\$ 1.958	3.000%	\$ 1.958
Annuity	2.381%	\$ 1.000	2.381%	\$ 1.000	2.299%	\$ 1.000	2.299%	\$ 1.000
Employer paid FICA	8.284%	\$ 5.219	8.284%	\$ 5.219	8.284%	\$ 5.405	8.284%	\$ 5.405
HRA	4.167%	\$ 1.750	4.167%	\$ 1.750	4.023%	\$ 1.750	4.023%	\$ 1.750
DSP Percentage	15.000%	\$ 6.300	15.000%	\$ 6.300	15.000%	\$ 6.525	15.000%	\$ 6.525
DSP Hourly	5.952%	\$ 2.500	5.952%	\$ 2.500	5.747%	\$ 2.500	5.747%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.259	0.637%	\$ 0.268	0.637%	\$ 0.277	0.637%	\$ 0.277
Educational & Cultural (Safety and Training)	2.000%	\$ 1.260	2.000%	\$ 1.260	2.000%	\$ 1.305	2.000%	\$ 1.305
Tools and Clothing	0.500%	\$ 0.315	0.500%	\$ 0.315	0.500%	\$ 0.326	0.500%	\$ 0.326
Comp. & Dis. Supp.	1.985%	\$ 1.251	1.985%	\$ 1.251	1.985%	\$ 1.295	1.985%	\$ 1.295
N.E.L.C.A.F.	0.750%	\$ 0.473	0.750%	\$ 0.473	0.750%	\$ 0.489	0.750%	\$ 0.489
NEAT Trust Fund	1.000%	\$ 0.630	1.000%	\$ 0.630	1.000%	\$ 0.653	1.000%	\$ 0.653
National Electrical Industry Fund	1.000%	\$ 0.630	1.000%	\$ 0.630	1.000%	\$ 0.653	1.000%	\$ 0.653
Total Rate For Benefits	70.820%	\$ 33.633	70.840%	\$ 33.642	71.347%	\$ 35.064	71.347%	\$ 35.064
Total Cost Per Hour		\$ 96.633		\$ 96.642		\$ 100.314		\$ 100.314

Joint Industry Board of the Electrical Industry

5th Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
Hourly Rate	\$ 44.80	44.80	\$ 44.80	44.80	\$ 46.40	46.40	\$ 46.40	46.40
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
P H B P – Pension Trust	5.545%	\$ 2.484	5.545%	\$ 2.484	5.545%	\$ 2.573	5.545%	\$ 2.573
P H B P – Medical	14.713%	\$ 6.591	14.713%	\$ 6.591	15.713%	\$ 7.291	15.713%	\$ 7.291
P H B P – Medical	1.674%	\$ 0.750	1.674%	\$ 0.750	1.616%	\$ 0.750	1.616%	\$ 0.750
Dental Plan	2.140%	\$ 0.959	2.140%	\$ 0.959	2.140%	\$ 0.993	2.140%	\$ 0.993
N . E . B . F .	3.000%	\$ 1.344	3.000%	\$ 1.344	3.000%	\$ 1.392	3.000%	\$ 1.392
Annuity	2.232%	\$ 1.000	2.232%	\$ 1.000	2.155%	\$ 1.000	2.155%	\$ 1.000
Employer paid FICA	8.284%	\$ 3.711	8.284%	\$ 3.711	8.284%	\$ 3.844	8.284%	\$ 3.844
HRA	3.906%	\$ 1.750	3.906%	\$ 1.750	3.772%	\$ 1.750	3.772%	\$ 1.750
DSP Percentage	15.000%	\$ 6.720	15.000%	\$ 6.720	15.000%	\$ 6.960	15.000%	\$ 6.960
DSP Hourly	5.580%	\$ 2.500	5.580%	\$ 2.500	5.388%	\$ 2.500	5.388%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.276	0.637%	\$ 0.285	0.637%	\$ 0.296	0.637%	\$ 0.296
Educational & Cultural (Safety and Training)	2.000%	\$ 0.896	2.000%	\$ 0.896	2.000%	\$ 0.928	2.000%	\$ 0.928
Tools and Clothing	0.500%	\$ 0.224	0.500%	\$ 0.224	0.500%	\$ 0.232	0.500%	\$ 0.232
Comp. & Dis. Supp.	1.985%	\$ 0.889	1.985%	\$ 0.889	1.985%	\$ 0.921	1.985%	\$ 0.921
N.E.L.C.A.F	0.750%	\$ 0.336	0.750%	\$ 0.336	0.750%	\$ 0.348	0.750%	\$ 0.348
NEAT Trust Fund	1.000%	\$ 0.448	1.000%	\$ 0.448	1.000%	\$ 0.464	1.000%	\$ 0.464
National Electrical Industry Fund	1.000%	\$ 0.448	1.000%	\$ 0.448	1.000%	\$ 0.464	1.000%	\$ 0.464
Total Rate For Benefits	69.927%	\$ 31.327	69.947%	\$ 31.336	70.485%	\$ 32.705	70.485%	\$ 32.705
Total Cost Per Hour		\$ 76.127		\$ 76.136		\$ 79.105		\$ 79.105

Joint Industry Board of the Electrical Industry

5th Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
OT Rate	\$ 67.20	\$ 67.20	\$ 67.20	\$ 67.20	\$ 69.60	\$ 69.60	\$ 69.60	\$ 69.60
Hourly Rate	\$ 44.80	\$ 44.80	\$ 44.80	\$ 44.80	\$ 46.40	\$ 46.40	\$ 46.40	\$ 46.40
	<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>
P H B P – Pension Trust	5.545%	\$ 2.484	5.545%	\$ 2.484	5.545%	\$ 2.573	5.545%	\$ 2.573
P H B P – Medical	14.713%	\$ 6.591	14.713%	\$ 6.591	15.713%	\$ 7.291	15.713%	\$ 7.291
P H B P – Medical	1.674%	\$ 0.750	1.674%	\$ 0.750	1.618%	\$ 0.750	1.616%	\$ 0.750
Dental Plan	2.140%	\$ 0.959	2.140%	\$ 0.959	2.140%	\$ 0.993	2.140%	\$ 0.993
N . E . B . F .	3.000%	\$ 2.016	3.000%	\$ 2.016	3.000%	\$ 2.088	3.000%	\$ 2.088
Annuity	2.232%	\$ 1.000	2.232%	\$ 1.000	2.155%	\$ 1.000	2.155%	\$ 1.000
Employer paid FICA	8.284%	\$ 5.567	8.284%	\$ 5.567	8.284%	\$ 5.766	8.284%	\$ 5.766
HRA	3.906%	\$ 1.750	3.906%	\$ 1.750	3.772%	\$ 1.750	3.772%	\$ 1.750
DSP Percentage	15.000%	\$ 6.720	15.000%	\$ 6.720	15.000%	\$ 6.960	15.000%	\$ 6.960
DSP Hourly	5.580%	\$ 2.500	5.580%	\$ 2.500	5.388%	\$ 2.500	5.388%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.276	0.637%	\$ 0.285	0.637%	\$ 0.296	0.637%	\$ 0.296
Educational & Cultural (Safety and Training)	2.000%	\$ 1.344	2.000%	\$ 1.344	2.000%	\$ 1.392	2.000%	\$ 1.392
Tools and Clothing	0.500%	\$ 0.336	0.500%	\$ 0.336	0.500%	\$ 0.348	0.500%	\$ 0.348
Comp. & Dis. Supp.	1.985%	\$ 1.334	1.985%	\$ 1.334	1.985%	\$ 1.382	1.985%	\$ 1.382
N.E.L.C.A.F	0.750%	\$ 0.504	0.750%	\$ 0.504	0.750%	\$ 0.522	0.750%	\$ 0.522
NEAT Trust Fund	1.000%	\$ 0.672	1.000%	\$ 0.672	1.000%	\$ 0.696	1.000%	\$ 0.696
National Electrical Industry Fund	1.000%	\$ 0.672	1.000%	\$ 0.672	1.000%	\$ 0.696	1.000%	\$ 0.696
Total Rate For Benefits	69.927%	\$ 35.475	69.947%	\$ 35.484	70.485%	\$ 37.001	70.485%	\$ 37.001
Total Cost Per Hour		\$ 102.675		\$ 102.684		\$ 106.601		\$ 106.601

Joint Industry Board of the Electrical Industry

**6th Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
Hourly Rate	\$ 47.60	47.60	\$ 47.60	47.60	\$ 49.30	49.30	\$ 49.30	49.30
	<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>
P H B P – Pension Trust	5.545%	\$ 2.639	5.545%	\$ 2.639	5.545%	\$ 2.734	5.545%	\$ 2.734
P H B P – Medical	14.713%	\$ 7.003	14.713%	\$ 7.003	15.713%	\$ 7.747	15.713%	\$ 7.747
P H B P – Medical	1.576%	\$ 0.750	1.576%	\$ 0.750	1.521%	\$ 0.750	1.521%	\$ 0.750
Dental Plan	2.140%	\$ 1.019	2.140%	\$ 1.019	2.140%	\$ 1.055	2.140%	\$ 1.055
N. E. B. F.	3.000%	\$ 1.428	3.000%	\$ 1.428	3.000%	\$ 1.479	3.000%	\$ 1.479
Annuity	2.101%	\$ 1.000	2.101%	\$ 1.000	2.028%	\$ 1.000	2.028%	\$ 1.000
Employer paid FICA	8.284%	\$ 3.943	8.284%	\$ 3.943	8.284%	\$ 4.084	8.284%	\$ 4.084
HRA	3.676%	\$ 1.750	3.676%	\$ 1.750	3.550%	\$ 1.750	3.550%	\$ 1.750
DSP Percentage	15.000%	\$ 7.140	15.000%	\$ 7.140	15.000%	\$ 7.395	15.000%	\$ 7.395
DSP Hourly	5.252%	\$ 2.500	5.252%	\$ 2.500	5.071%	\$ 2.500	5.071%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.294	0.637%	\$ 0.303	0.637%	\$ 0.314	0.637%	\$ 0.314
Educational & Cultural (Safety and Training)	2.000%	\$ 0.952	2.000%	\$ 0.952	2.000%	\$ 0.986	2.000%	\$ 0.986
Tools and Clothing	0.500%	\$ 0.238	0.500%	\$ 0.238	0.500%	\$ 0.247	0.500%	\$ 0.247
Comp. & Dis. Supp.	1.985%	\$ 0.945	1.985%	\$ 0.945	1.985%	\$ 0.979	1.985%	\$ 0.979
N.E.L.C.A.F	0.750%	\$ 0.357	0.750%	\$ 0.357	0.750%	\$ 0.370	0.750%	\$ 0.370
NEAT Trust Fund	1.000%	\$ 0.476	1.000%	\$ 0.476	1.000%	\$ 0.493	1.000%	\$ 0.493
National Electrical Industry Fund	1.000%	\$ 0.476	1.000%	\$ 0.476	1.000%	\$ 0.493	1.000%	\$ 0.493
Total Rate For Benefits	69.139%	\$ 32.910	69.159%	\$ 32.920	69.724%	\$ 34.374	69.724%	\$ 34.374
Total Cost Per Hour		\$ 80.510		\$ 80.520		\$ 83.674		\$ 83.674

Joint Industry Board of the Electrical Industry

6th Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
OT Rate	\$ 71.40	\$ 71.40	\$ 71.40	\$ 71.40	\$ 73.95	\$ 73.95	\$ 73.95	\$ 73.95
Hourly Rate	\$ 47.60	\$ 47.60	\$ 47.60	\$ 47.60	\$ 49.30	\$ 49.30	\$ 49.30	\$ 49.30
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
P H B P – Pension Trust	5.545%	\$ 2.639	5.545%	\$ 2.639	5.545%	\$ 2.734	5.545%	\$ 2.734
P H B P – Medical	14.713%	\$ 7.003	14.713%	\$ 7.003	15.713%	\$ 7.747	15.713%	\$ 7.747
P H B P – Medical	1.576%	\$ 0.750	1.576%	\$ 0.750	1.521%	\$ 0.750	1.521%	\$ 0.750
Dental Plan	2.140%	\$ 1.019	2.140%	\$ 1.019	2.140%	\$ 1.055	2.140%	\$ 1.055
N . E . B . F .	3.000%	\$ 2.142	3.000%	\$ 2.142	3.000%	\$ 2.219	3.000%	\$ 2.219
Annuity	2.101%	\$ 1.000	2.101%	\$ 1.000	2.028%	\$ 1.000	2.028%	\$ 1.000
Employer paid FICA	8.284%	\$ 5.915	8.284%	\$ 5.915	8.284%	\$ 6.126	8.284%	\$ 6.126
HRA	3.676%	\$ 1.750	3.676%	\$ 1.750	3.550%	\$ 1.750	3.550%	\$ 1.750
DSP Percentage	15.000%	\$ 7.140	15.000%	\$ 7.140	15.000%	\$ 7.395	15.000%	\$ 7.395
DSP Hourly	5.252%	\$ 2.500	5.252%	\$ 2.500	5.071%	\$ 2.500	5.071%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.294	0.637%	\$ 0.303	0.637%	\$ 0.314	0.637%	\$ 0.314
Educational & Cultural (Safety and Training)	2.000%	\$ 1.428	2.000%	\$ 1.428	2.000%	\$ 1.479	2.000%	\$ 1.479
Tools and Clothing	0.500%	\$ 0.357	0.500%	\$ 0.357	0.500%	\$ 0.370	0.500%	\$ 0.370
Comp. & Dis. Supp.	1.985%	\$ 1.417	1.985%	\$ 1.417	1.985%	\$ 1.468	1.985%	\$ 1.468
N.E.L.C.A.F	0.750%	\$ 0.536	0.750%	\$ 0.536	0.750%	\$ 0.555	0.750%	\$ 0.555
NEAT Trust Fund	1.000%	\$ 0.714	1.000%	\$ 0.714	1.000%	\$ 0.740	1.000%	\$ 0.740
National Electrical Industry Fund	1.000%	\$ 0.714	1.000%	\$ 0.714	1.000%	\$ 0.740	1.000%	\$ 0.740
Total Rate For Benefits	69.139%	\$ 37.318	69.159%	\$ 37.327	69.724%	\$ 38.939	69.724%	\$ 38.939
Total Cost Per Hour		\$ 108.718		\$ 108.727		\$ 112.889		\$ 112.889

Joint Industry Board of the Electrical Industry

7th Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
Hourly Rate	\$ 50.40	50.40	\$ 50.40	50.40	\$ 52.20	52.20	\$ 52.20	52.20
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
P H B P -- Pension Trust	5.545%	\$ 2.795	5.545%	\$ 2.795	5.545%	\$ 2.894	5.545%	\$ 2.894
P H B P -- Medical	14.713%	\$ 7.415	14.713%	\$ 7.415	15.713%	\$ 8.202	15.713%	\$ 8.202
P H B P -- Medical	1.488%	\$ 0.750	1.488%	\$ 0.750	1.437%	\$ 0.750	1.437%	\$ 0.750
Dental Plan	2.140%	\$ 1.079	2.140%	\$ 1.079	2.140%	\$ 1.117	2.140%	\$ 1.117
N . E . B . F .	3.000%	\$ 1.512	3.000%	\$ 1.512	3.000%	\$ 1.566	3.000%	\$ 1.566
Annuity	1.984%	\$ 1.000	1.984%	\$ 1.000	1.916%	\$ 1.000	1.916%	\$ 1.000
Employer paid FICA	8.284%	\$ 4.175	8.284%	\$ 4.175	8.284%	\$ 4.324	8.284%	\$ 4.324
HRA	3.472%	\$ 1.750	3.472%	\$ 1.750	3.352%	\$ 1.750	3.352%	\$ 1.750
DSP Percentage	15.000%	\$ 7.560	15.000%	\$ 7.560	15.000%	\$ 7.830	15.000%	\$ 7.830
DSP Hourly	4.960%	\$ 2.500	4.960%	\$ 2.500	4.789%	\$ 2.500	4.789%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.311	0.637%	\$ 0.321	0.637%	\$ 0.333	0.637%	\$ 0.333
Educational & Cultural (Safety and Training)	2.000%	\$ 1.008	2.000%	\$ 1.008	2.000%	\$ 1.044	2.000%	\$ 1.044
Tools and Clothing	0.500%	\$ 0.252	0.500%	\$ 0.252	0.500%	\$ 0.261	0.500%	\$ 0.261
Comp. & Dis. Supp.	1.985%	\$ 1.000	1.985%	\$ 1.000	1.985%	\$ 1.036	1.985%	\$ 1.036
N.E.L.C.A.F	0.750%	\$ 0.378	0.750%	\$ 0.378	0.750%	\$ 0.392	0.750%	\$ 0.392
NEAT Trust Fund	1.000%	\$ 0.504	1.000%	\$ 0.504	1.000%	\$ 0.522	1.000%	\$ 0.522
National Electrical Industry Fund	1.000%	\$ 0.504	1.000%	\$ 0.504	1.000%	\$ 0.522	1.000%	\$ 0.522
Total Rate For Benefits	68.439%	\$ 34.493	68.459%	\$ 34.503	69.048%	\$ 36.043	69.048%	\$ 36.043
Total Cost Per Hour		\$ 84.893		\$ 84.903		\$ 88.243		\$ 88.243

Joint Industry Board of the Electrical Industry

7th Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)

PREVAILING RATE CHART	5/8/2019 (at 4:01 p.m.)	5/8/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/6/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)
OT Rate	\$ 75.60	\$ 75.60	\$ 75.60	\$ 75.60	\$ 78.30	\$ 78.30	\$ 78.30	\$ 78.30
Hourly Rate	\$ 50.40	\$ 50.40	\$ 50.40	\$ 50.40	\$ 52.20	\$ 52.20	\$ 52.20	\$ 52.20
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
P H B P – Pension Trust	5.545%	\$ 2.795	5.545%	\$ 2.795	5.545%	\$ 2.894	5.545%	\$ 2.894
P H B P – Medical	14.713%	\$ 7.415	14.713%	\$ 7.415	15.713%	\$ 8.202	15.713%	\$ 8.202
P H B P – Medical	1.488%	\$ 0.750	1.488%	\$ 0.750	1.437%	\$ 0.750	1.437%	\$ 0.750
Dental Plan	2.140%	\$ 1.079	2.140%	\$ 1.079	2.140%	\$ 1.117	2.140%	\$ 1.117
N . E . B . F .	3.000%	\$ 2.268	3.000%	\$ 2.268	3.000%	\$ 2.349	3.000%	\$ 2.349
Annuity	1.984%	\$ 1.000	1.984%	\$ 1.000	1.916%	\$ 1.000	1.916%	\$ 1.000
Employer paid FICA	8.284%	\$ 6.263	8.284%	\$ 6.263	8.284%	\$ 6.486	8.284%	\$ 6.486
HRA	3.472%	\$ 1.750	3.472%	\$ 1.750	3.352%	\$ 1.750	3.352%	\$ 1.750
DSP Percentage	15.000%	\$ 7.560	15.000%	\$ 7.560	15.000%	\$ 7.830	15.000%	\$ 7.830
DSP Hourly	4.960%	\$ 2.500	4.960%	\$ 2.500	4.789%	\$ 2.500	4.789%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.311	0.637%	\$ 0.321	0.637%	\$ 0.333	0.637%	\$ 0.333
Educational & Cultural (Safety and Training)	2.000%	\$ 1.512	2.000%	\$ 1.512	2.000%	\$ 1.566	2.000%	\$ 1.566
Tools and Clothing	0.500%	\$ 0.378	0.500%	\$ 0.378	0.500%	\$ 0.392	0.500%	\$ 0.392
Comp. & Dis. Supp.	1.985%	\$ 1.501	1.985%	\$ 1.501	1.985%	\$ 1.554	1.985%	\$ 1.554
N.E.L.C.A.F	0.750%	\$ 0.567	0.750%	\$ 0.567	0.750%	\$ 0.587	0.750%	\$ 0.587
NEAT Trust Fund	1.000%	\$ 0.756	1.000%	\$ 0.756	1.000%	\$ 0.783	1.000%	\$ 0.783
National Electrical Industry Fund	1.000%	\$ 0.756	1.000%	\$ 0.756	1.000%	\$ 0.783	1.000%	\$ 0.783
Total Rate For Benefits	68.439%	\$ 39.160	68.459%	\$ 39.170	69.048%	\$ 40.877	69.048%	\$ 40.877
Total Cost Per Hour		\$ 114.760		\$ 114.770		\$ 119.177		\$ 119.177