

Joint Industry Board of the Electrical Industry

'A' RATED PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

	4/10/2019 (at 4:01 p.m.)	4/10/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	12/28/2021 (at 4:01 p.m.)	12/28/2021 (at 4:01 p.m.)
Hourly Rate	\$ 56.00	\$ 56.00	\$ 56.00	\$ 56.00	\$ 56.00	\$ 56.00	\$ 56.00	\$ 56.00	\$ 56.00	\$ 56.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.140	0.250%	\$ 0.140	0.250%	\$ 0.145	0.250%	\$ 0.145	0.250%	\$ 0.145
Job Security Fund	0.550%	\$ 0.308	0.300%	\$ 0.168	0.300%	\$ 0.174	0.300%	\$ 0.174	0.300%	\$ 0.174
Job Security Fund	1.786%	\$ 1.000	1.786%	\$ 1.000	1.724%	\$ 1.000	1.724%	\$ 1.000	1.724%	\$ 1.000
Apprentice	1.300%	\$ 0.728	1.300%	\$ 0.728	1.300%	\$ 0.754	1.300%	\$ 0.754	1.300%	\$ 0.754
P H B P -- Pension Trust	12.390%	\$ 6.938	12.390%	\$ 6.938	13.390%	\$ 7.786	13.390%	\$ 7.786	13.390%	\$ 7.786
P H B P -- Medical	26.060%	\$ 14.594	26.060%	\$ 14.594	26.060%	\$ 15.115	26.060%	\$ 15.115	26.060%	\$ 15.115
P H B P -- Medical	9.375%	\$ 5.250	9.375%	\$ 5.250	9.052%	\$ 5.250	9.052%	\$ 5.250	9.052%	\$ 5.250
Dental Plan	3.140%	\$ 1.758	3.140%	\$ 1.758	3.140%	\$ 1.821	3.140%	\$ 1.821	3.140%	\$ 1.821
N . E . B . F .	3.000%	\$ 1.680	3.000%	\$ 1.680	3.000%	\$ 1.740	3.000%	\$ 1.740	3.000%	\$ 1.740
Annuity	6.250%	\$ 3.500	6.250%	\$ 3.500	6.034%	\$ 3.500	6.034%	\$ 3.500	6.034%	\$ 3.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.284	7.650%	\$ 4.284	7.650%	\$ 4.437	7.650%	\$ 4.437	7.650%	\$ 4.437
HRA	11.607%	\$ 6.500	11.607%	\$ 6.500	11.207%	\$ 6.500	11.207%	\$ 6.500	11.207%	\$ 6.500
DSP Percentage	16.000%	\$ 8.960	16.000%	\$ 8.960	16.000%	\$ 9.280	16.000%	\$ 9.280	16.000%	\$ 9.280
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.924	1.670%	\$ 0.935	1.670%	\$ 0.969	1.670%	\$ 0.969	1.670%	\$ 0.969
Comp. & Dis. Supp.	1.985%	\$ 1.112	1.985%	\$ 1.112	1.985%	\$ 1.151	1.985%	\$ 1.151	1.985%	\$ 1.151
<b>Total Rate For Benefits</b>	<b>102.993%</b>	<b>\$ 57.678</b>	<b>102.763%</b>	<b>\$ 57.547</b>	<b>102.762%</b>	<b>\$ 59.602</b>	<b>102.762%</b>	<b>\$ 59.602</b>	<b>102.762%</b>	<b>\$ 59.602</b>
<b>Total Cost Per Hour</b>		<b>\$ 113.678</b>		<b>\$ 113.547</b>		<b>\$ 117.602</b>		<b>\$ 117.602</b>		<b>\$ 117.602</b>
Statutory EESISIP	5.425%	\$ 3.038	5.425%	\$ 3.038	5.425%	\$ 3.147	5.425%	\$ 3.147	6.625%	\$ 3.843
		<b>\$ 116.714</b>		<b>\$ 116.585</b>		<b>\$ 120.749</b>		<b>\$ 120.749</b>		<b>\$ 121.445</b>

Joint Industry Board of the Electrical Industry

'A' RATED PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

	4/10/2019 (at 4:01 p.m.)	4/10/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
OT Rate	\$ 84.00	\$ 84.00	\$ 84.00	\$ 84.00	\$ 87.00	\$ 87.00	\$ 87.00	\$ 87.00	\$ 87.00	\$ 87.00
Hourly Rate	\$ 56.00	\$ 56.00	\$ 56.00	\$ 56.00	\$ 58.00	\$ 58.00	\$ 58.00	\$ 58.00	\$ 58.00	\$ 58.00
	<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>
JIB	0.250%	\$ 0.140	0.250%	\$ 0.140	0.250%	\$ 0.145	0.250%	\$ 0.145	0.250%	\$ 0.145
Job Security Fund	0.550%	\$ 0.308	0.300%	\$ 0.168	0.300%	\$ 0.174	0.300%	\$ 0.174	0.300%	\$ 0.174
Job Security Fund	1.786%	\$ 1.000	1.786%	\$ 1.000	1.724%	\$ 1.000	1.724%	\$ 1.000	1.724%	\$ 1.000
Apprentice	1.300%	\$ 0.728	1.300%	\$ 0.728	1.300%	\$ 0.754	1.300%	\$ 0.754	1.300%	\$ 0.754
P H B P – Pension Trust	12.390%	\$ 6.938	12.390%	\$ 6.938	13.390%	\$ 7.766	13.390%	\$ 7.766	13.390%	\$ 7.766
P H B P – Medical	26.060%	\$ 14.594	26.060%	\$ 14.594	26.060%	\$ 15.115	26.060%	\$ 15.115	26.060%	\$ 15.115
P H B P – Medical	9.375%	\$ 5.250	9.375%	\$ 5.250	9.052%	\$ 5.250	9.052%	\$ 5.250	9.052%	\$ 5.250
Dental Plan	3.140%	\$ 1.758	3.140%	\$ 1.758	3.140%	\$ 1.821	3.140%	\$ 1.821	3.140%	\$ 1.821
N . E . B . F .	3.000%	\$ 2.520	3.000%	\$ 2.520	3.000%	\$ 2.610	3.000%	\$ 2.610	3.000%	\$ 2.610
Annuity	6.250%	\$ 3.500	6.250%	\$ 3.500	6.034%	\$ 3.500	6.034%	\$ 3.500	6.034%	\$ 3.500
DSP (401(k) Plan) - FICA	7.650%	\$ 6.426	7.650%	\$ 6.426	7.650%	\$ 6.656	7.650%	\$ 6.656	7.650%	\$ 6.656
HRA	11.607%	\$ 6.500	11.607%	\$ 6.500	11.207%	\$ 6.500	11.207%	\$ 6.500	11.207%	\$ 6.500
DSP Percentage	16.000%	\$ 8.960	16.000%	\$ 8.960	16.000%	\$ 9.280	16.000%	\$ 9.280	16.000%	\$ 9.280
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.924	1.670%	\$ 0.935	1.670%	\$ 0.969	1.670%	\$ 0.969	1.670%	\$ 0.969
Comp. & Dis. Supp.	1.985%	\$ 1.667	1.985%	\$ 1.667	1.985%	\$ 1.727	1.985%	\$ 1.727	1.985%	\$ 1.727
<b>Total Rate For Benefits</b>	<b>102.993%</b>	<b>\$ 61.214</b>	<b>102.763%</b>	<b>\$ 61.085</b>	<b>102.762%</b>	<b>\$ 63.266</b>	<b>102.762%</b>	<b>\$ 63.266</b>	<b>102.762%</b>	<b>\$ 63.266</b>
<b>Total Cost Per Hour</b>		<b>\$ 145.214</b>		<b>\$ 145.085</b>		<b>\$ 150.266</b>		<b>\$ 150.266</b>		<b>\$ 150.266</b>
Statutory EESISP	5.425%	\$ 4.557	5.425%	\$ 4.557	5.425%	\$ 4.720	5.425%	\$ 4.720	6.625%	\$ 5.764
		<b>\$ 149.771</b>		<b>\$ 149.642</b>		<b>\$ 154.986</b>		<b>\$ 154.986</b>		<b>\$ 156.030</b>

Joint Industry Board of the Electrical Industry

'A' RATED SWING SHIFT PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

	4/10/2019 (at 4:01 p.m.)	4/10/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
Hourly Rate	\$ 65.71	65.71	\$ 65.71	65.71	\$ 68.06	68.06	\$ 68.06	68.06	\$ 68.06	68.06
	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv
JIB	0.250%	\$ 0.164	0.250%	\$ 0.164	0.250%	\$ 0.170	0.250%	\$ 0.170	0.250%	\$ 0.170
Job Security Fund	0.550%	\$ 0.361	0.300%	\$ 0.197	0.300%	\$ 0.204	0.300%	\$ 0.204	0.300%	\$ 0.204
Job Security Fund	1.522%	\$ 1.000	1.522%	\$ 1.000	1.469%	\$ 1.000	1.469%	\$ 1.000	1.469%	\$ 1.000
Apprentice	1.300%	\$ 0.854	1.300%	\$ 0.854	1.300%	\$ 0.885	1.300%	\$ 0.885	1.300%	\$ 0.885
P H B P -- Pension Trust	12.390%	\$ 8.141	12.390%	\$ 8.141	13.390%	\$ 9.113	13.390%	\$ 9.113	13.390%	\$ 9.113
P H B P -- Medical	26.060%	\$ 17.124	26.060%	\$ 17.124	26.060%	\$ 17.736	26.060%	\$ 17.736	26.060%	\$ 17.736
P H B P -- Medical	7.990%	\$ 5.250	7.990%	\$ 5.250	7.714%	\$ 5.250	7.714%	\$ 5.250	7.714%	\$ 5.250
Dental Plan	3.140%	\$ 2.063	3.140%	\$ 2.063	3.140%	\$ 2.137	3.140%	\$ 2.137	3.140%	\$ 2.137
N . E . B . F .	3.000%	\$ 1.971	3.000%	\$ 1.971	3.000%	\$ 2.042	3.000%	\$ 2.042	3.000%	\$ 2.042
Annuity	5.682%	\$ 3.733	5.682%	\$ 3.733	5.485%	\$ 3.733	5.485%	\$ 3.733	5.485%	\$ 3.733
DSP (401(K) Plan) - FICA	7.650%	\$ 5.027	7.650%	\$ 5.027	7.650%	\$ 5.207	7.650%	\$ 5.207	7.650%	\$ 5.207
HRA	10.551%	\$ 6.933	10.551%	\$ 6.933	10.187%	\$ 6.933	10.187%	\$ 6.933	10.187%	\$ 6.933
DSP Percentage	16.000%	\$ 10.514	16.000%	\$ 10.514	16.000%	\$ 10.890	16.000%	\$ 10.890	16.000%	\$ 10.890
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 1.084	1.670%	\$ 1.097	1.670%	\$ 1.137	1.670%	\$ 1.137	1.670%	\$ 1.137
Comp. & Dis. Supp.	1.985%	\$ 1.304	1.985%	\$ 1.304	1.985%	\$ 1.351	1.985%	\$ 1.351	1.985%	\$ 1.351
<b>Total Rate For Benefits</b>	<b>99.719%</b>	<b>\$ 65.526</b>	<b>99.489%</b>	<b>\$ 65.375</b>	<b>99.601%</b>	<b>\$ 67.788</b>	<b>99.601%</b>	<b>\$ 67.788</b>	<b>99.601%</b>	<b>\$ 67.788</b>
<b>Total Cost Per Hour</b>		<b>\$ 131.236</b>		<b>\$ 131.085</b>		<b>\$ 135.848</b>		<b>\$ 135.848</b>		<b>\$ 135.848</b>
Statutory EESISP	5.425%	\$ 3.565	5.425%	\$ 3.565	5.425%	\$ 3.692	5.425%	\$ 3.692	6.625%	\$ 4.509
		<b>\$ 134.800</b>		<b>\$ 134.649</b>		<b>\$ 139.540</b>		<b>\$ 139.540</b>		<b>\$ 140.357</b>

Joint Industry Board of the Electrical Industry

'A' RATED SWING SHIFT PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

	4/10/2019 (at 4:01 p.m.)	4/10/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
OT Rate	\$ 96.57	\$ 96.57	\$ 96.57	\$ 96.57	\$ 102.09	\$ 102.09	\$ 102.09	\$ 102.09	\$ 102.09	\$ 102.09
Hourly Rate	\$ 65.71	\$ 65.71	\$ 65.71	\$ 65.71	\$ 68.06	\$ 68.06	\$ 68.06	\$ 68.06	\$ 68.06	\$ 68.06
	<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>
JIB	0.250%	\$ 0.164	0.250%	\$ 0.164	0.250%	\$ 0.170	0.250%	\$ 0.170	0.250%	\$ 0.170
Job Security Fund	0.550%	\$ 0.361	0.300%	\$ 0.197	0.300%	\$ 0.204	0.300%	\$ 0.204	0.300%	\$ 0.204
Job Security Fund	1.522%	\$ 1.000	1.522%	\$ 1.000	1.469%	\$ 1.000	1.469%	\$ 1.000	1.469%	\$ 1.000
Apprentice	1.300%	\$ 0.854	1.300%	\$ 0.854	1.300%	\$ 0.885	1.300%	\$ 0.885	1.300%	\$ 0.885
P H B P – Pension Trust	12.390%	\$ 8.141	12.390%	\$ 8.141	13.390%	\$ 9.113	13.390%	\$ 9.113	13.390%	\$ 9.113
P H B P – Medical	26.060%	\$ 17.124	26.060%	\$ 17.124	26.060%	\$ 17.736	26.060%	\$ 17.736	26.060%	\$ 17.736
P H B P – Medical	7.990%	\$ 5.250	7.990%	\$ 5.250	7.714%	\$ 5.250	7.714%	\$ 5.250	7.714%	\$ 5.250
Dental Plan	3.140%	\$ 2.063	3.140%	\$ 2.063	3.140%	\$ 2.137	3.140%	\$ 2.137	3.140%	\$ 2.137
N . E . B . F .	3.000%	\$ 2.957	3.000%	\$ 2.957	3.000%	\$ 3.063	3.000%	\$ 3.063	3.000%	\$ 3.063
Annuity	5.682%	\$ 3.733	5.682%	\$ 3.733	5.485%	\$ 3.733	5.485%	\$ 3.733	5.485%	\$ 3.733
DSP (401(k) Plan) - FICA	7.650%	\$ 7.540	7.650%	\$ 7.540	7.650%	\$ 7.810	7.650%	\$ 7.810	7.650%	\$ 7.810
HRA	10.551%	\$ 6.933	10.551%	\$ 6.933	10.187%	\$ 6.933	10.187%	\$ 6.933	10.187%	\$ 6.933
DSP Percentage	16.000%	\$ 10.514	16.000%	\$ 10.514	16.000%	\$ 10.890	16.000%	\$ 10.890	16.000%	\$ 10.890
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 1.084	1.670%	\$ 1.097	1.670%	\$ 1.137	1.670%	\$ 1.137	1.670%	\$ 1.137
Comp. & Dis. Supp.	1.985%	\$ 1.957	1.985%	\$ 1.957	1.985%	\$ 2.026	1.985%	\$ 2.026	1.985%	\$ 2.026
<b>Total Rate For Benefits</b>	<b>99.719%</b>	<b>\$ 69.677</b>	<b>99.489%</b>	<b>\$ 69.526</b>	<b>99.601%</b>	<b>\$ 72.088</b>	<b>99.601%</b>	<b>\$ 72.088</b>	<b>99.601%</b>	<b>\$ 72.088</b>
<b>Total Cost Per Hour</b>	<b>\$ 168.242</b>	<b>\$ 168.242</b>	<b>\$ 168.091</b>	<b>\$ 168.091</b>	<b>\$ 174.178</b>	<b>\$ 174.178</b>	<b>\$ 174.178</b>	<b>\$ 174.178</b>	<b>\$ 174.178</b>	<b>\$ 174.178</b>
Statutory EESISIP	5.425%	\$ 5.347	5.425%	\$ 5.347	5.425%	\$ 5.538	5.425%	\$ 5.538	6.625%	\$ 6.783
		\$ 173.589		\$ 173.438		\$ 179.716		\$ 179.716		\$ 180.941

Joint Industry Board of the Electrical Industry

'A' RATED GRAVEYARD SHIFT PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

	4/10/2019 (at 4:01 p.m.)	4/10/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
Hourly Rate	\$ 73.60	73.60	\$ 73.60	73.60	\$ 76.23	76.23	\$ 76.23	76.23	\$ 76.23	76.23
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.184	0.250%	\$ 0.184	0.250%	\$ 0.191	0.250%	\$ 0.191	0.250%	\$ 0.191
Job Security Fund	0.550%	\$ 0.405	0.300%	\$ 0.221	0.300%	\$ 0.229	0.300%	\$ 0.229	0.300%	\$ 0.229
Job Security Fund	1.359%	\$ 1.000	1.359%	\$ 1.000	1.312%	\$ 1.000	1.312%	\$ 1.000	1.312%	\$ 1.000
Apprentice	1.300%	\$ 0.957	1.300%	\$ 0.957	1.300%	\$ 0.961	1.300%	\$ 0.991	1.300%	\$ 0.991
P H B P -- Pension Trust	12.390%	\$ 9.119	12.390%	\$ 9.119	13.390%	\$ 10.207	13.390%	\$ 10.207	13.390%	\$ 10.207
P H B P -- Medical	26.060%	\$ 19.180	26.060%	\$ 19.180	26.060%	\$ 19.866	26.060%	\$ 19.866	26.060%	\$ 19.866
P H B P -- Medical	7.133%	\$ 5.250	7.133%	\$ 5.250	6.887%	\$ 5.250	6.887%	\$ 5.250	6.887%	\$ 5.250
Dental Plan	3.140%	\$ 2.311	3.140%	\$ 2.311	3.140%	\$ 2.394	3.140%	\$ 2.394	3.140%	\$ 2.394
N . E . B . F .	3.000%	\$ 2.208	3.000%	\$ 2.208	3.000%	\$ 2.287	3.000%	\$ 2.287	3.000%	\$ 2.287
Annuity	5.435%	\$ 4.000	5.435%	\$ 4.000	5.247%	\$ 4.000	5.247%	\$ 4.000	5.247%	\$ 4.000
DSP (401(k) Plan) - FICA	7.650%	\$ 5.630	7.650%	\$ 5.630	7.650%	\$ 5.832	7.650%	\$ 5.832	7.650%	\$ 5.832
HRA	10.093%	\$ 7.429	10.093%	\$ 7.429	9.745%	\$ 7.429	9.745%	\$ 7.429	9.745%	\$ 7.429
DSP Percentage	16.000%	\$ 11.776	16.000%	\$ 11.776	16.000%	\$ 12.197	16.000%	\$ 12.197	16.000%	\$ 12.197
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 1.214	1.670%	\$ 1.229	1.670%	\$ 1.273	1.670%	\$ 1.273	1.670%	\$ 1.273
Comp. & Dis. Supp.	1.985%	\$ 1.461	1.985%	\$ 1.461	1.985%	\$ 1.513	1.985%	\$ 1.513	1.985%	\$ 1.513
<b>Total Rate For Benefits</b>	<b>97.995%</b>	<b>\$ 72.124</b>	<b>97.785%</b>	<b>\$ 71.955</b>	<b>97.936%</b>	<b>\$ 74.657</b>	<b>97.936%</b>	<b>\$ 74.657</b>	<b>97.936%</b>	<b>\$ 74.657</b>
<b>Total Cost Per Hour</b>		<b>\$ 145.724</b>		<b>\$ 145.555</b>		<b>\$ 150.887</b>		<b>\$ 150.887</b>		<b>\$ 150.887</b>
Statutory EESISP	5.425%	\$ 3.993	5.425%	\$ 3.993	5.425%	\$ 4.135	5.425%	\$ 4.135	6.625%	\$ 5.050
		<b>\$ 149.717</b>		<b>\$ 149.548</b>		<b>\$ 155.022</b>		<b>\$ 155.022</b>		<b>\$ 155.937</b>

Joint Industry Board of the Electrical Industry

'A' RATED GRAVEYARD SHIFT PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

	4/10/2019 (at 4:01 p.m.)	4/10/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
OT Rate	\$ 110.40	\$ 110.40	\$ 110.40	\$ 110.40	\$ 114.35	\$ 114.35	\$ 114.35	\$ 114.35	\$ 114.35	\$ 114.35
Hourly Rate	\$ 73.60	\$ 73.60	\$ 73.60	\$ 73.60	\$ 76.23	\$ 76.23	\$ 76.23	\$ 76.23	\$ 76.23	\$ 76.23
	<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>
JIB	0.250%	\$ 0.184	0.250%	\$ 0.184	0.250%	\$ 0.191	0.250%	\$ 0.191	0.250%	\$ 0.191
Job Security Fund	0.550%	\$ 0.405	0.300%	\$ 0.221	0.300%	\$ 0.229	0.300%	\$ 0.229	0.300%	\$ 0.229
Job Security Fund	1.359%	\$ 1.000	1.359%	\$ 1.000	1.312%	\$ 1.000	1.312%	\$ 1.000	1.312%	\$ 1.000
Apprentice	1.300%	\$ 0.957	1.300%	\$ 0.957	1.300%	\$ 0.991	1.300%	\$ 0.991	1.300%	\$ 0.991
P H B P – Pension Trust	12.390%	\$ 9.119	12.390%	\$ 9.119	13.390%	\$ 10.207	13.390%	\$ 10.207	13.390%	\$ 10.207
P H B P – Medical	26.060%	\$ 19.180	26.060%	\$ 19.180	26.060%	\$ 19.866	26.060%	\$ 19.866	26.060%	\$ 19.866
P H B P – Medical	7.133%	\$ 5.250	7.133%	\$ 5.250	6.887%	\$ 5.250	6.887%	\$ 5.250	6.887%	\$ 5.250
Dental Plan	3.140%	\$ 2.311	3.140%	\$ 2.311	3.140%	\$ 2.394	3.140%	\$ 2.394	3.140%	\$ 2.394
N . E . B . F .	3.000%	\$ 3.312	3.000%	\$ 3.312	3.000%	\$ 3.430	3.000%	\$ 3.430	3.000%	\$ 3.430
Annuity	5.435%	\$ 4.000	5.435%	\$ 4.000	5.247%	\$ 4.000	5.247%	\$ 4.000	5.247%	\$ 4.000
DSP (401(k) Plan) - FICA	7.650%	\$ 8.446	7.650%	\$ 8.446	7.650%	\$ 8.747	7.650%	\$ 8.747	7.650%	\$ 8.747
HRA	10.093%	\$ 7.429	10.093%	\$ 7.429	9.745%	\$ 7.429	9.745%	\$ 7.429	9.745%	\$ 7.429
DSP Percentage	16.000%	\$ 11.776	16.000%	\$ 11.776	16.000%	\$ 12.197	16.000%	\$ 12.197	16.000%	\$ 12.197
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 1.214	1.670%	\$ 1.229	1.670%	\$ 1.273	1.670%	\$ 1.273	1.670%	\$ 1.273
Comp. & Dis. Supp.	1.985%	\$ 2.191	1.985%	\$ 2.191	1.985%	\$ 2.270	1.985%	\$ 2.270	1.985%	\$ 2.270
<b>Total Rate For Benefits</b>	<b>97.995%</b>	<b>\$ 76.774</b>	<b>97.765%</b>	<b>\$ 76.605</b>	<b>97.936%</b>	<b>\$ 79.473</b>	<b>97.936%</b>	<b>\$ 79.473</b>	<b>97.936%</b>	<b>\$ 79.473</b>
<b>Total Cost Per Hour</b>		<b>\$ 187.174</b>		<b>\$ 187.005</b>		<b>\$ 193.818</b>		<b>\$ 193.818</b>		<b>\$ 193.818</b>
Statutory EESISIP	5.425%	\$ 5.989	5.425%	\$ 5.989	5.425%	\$ 6.203	5.425%	\$ 6.203	6.625%	\$ 7.575
		<b>\$ 193.163</b>		<b>\$ 192.994</b>		<b>\$ 200.021</b>		<b>\$ 200.021</b>		<b>\$ 201.393</b>



Joint Industry Board of the Electrical Industry

'A' RATED TEMPORARY LIGHT PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

	4/10/2019 (at 4:01 p.m.)	4/10/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
Hourly Rate	\$ 56.00	56.00	\$ 56.00	56.00	\$ 56.00	56.00	\$ 58.00	58.00	\$ 58.00	58.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Job Security Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Job Security Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
N . E . B . F .	3.000%	\$ 1.680	3.000%	\$ 1.680	3.000%	\$ 1.740	3.000%	\$ 1.740	3.000%	\$ 1.740
Annuity	6.250%	\$ 3.500	6.250%	\$ 3.500	6.034%	\$ 3.500	6.034%	\$ 3.500	6.034%	\$ 3.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.284	7.650%	\$ 4.284	7.650%	\$ 4.437	7.650%	\$ 4.437	7.650%	\$ 4.437
HRA	11.607%	\$ 6.500	11.607%	\$ 6.500	11.207%	\$ 6.500	11.207%	\$ 6.500	11.207%	\$ 6.500
DSP Percentage	16.000%	\$ 8.960	16.000%	\$ 8.960	16.000%	\$ 9.280	16.000%	\$ 9.280	16.000%	\$ 9.280
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Comp. & Dis. Supp.	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Total Rate For Benefits</b>	<b>44.507%</b>	<b>\$ 24.924</b>	<b>44.507%</b>	<b>\$ 24.924</b>	<b>43.891%</b>	<b>\$ 25.457</b>	<b>43.891%</b>	<b>\$ 25.457</b>	<b>43.891%</b>	<b>\$ 25.457</b>
<b>Total Cost Per Hour</b>		<b>\$ 80.924</b>		<b>\$ 80.924</b>		<b>\$ 83.457</b>		<b>\$ 83.457</b>		<b>\$ 83.457</b>
Statutory EESBP	0.000%	\$ -	5.425%	\$ 3.038	5.425%	\$ 3.147	5.425%	\$ 3.147	6.625%	\$ 3.843
		<b>\$ 80.924</b>		<b>\$ 83.962</b>		<b>\$ 86.604</b>		<b>\$ 86.604</b>		<b>\$ 87.300</b>

Joint Industry Board of the Electrical Industry

'A' RATED TEMPORARY LIGHT PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

	4/10/2019 (at 4:01 p.m.)	4/10/2019 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	1/1/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/8/2020 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	4/14/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
OT Rate	\$ 84.00	\$ 84.00	\$ 84.00	\$ 84.00	\$ 87.00	\$ 87.00	\$ 87.00	\$ 87.00	\$ 87.00	\$ 87.00
Hourly Rate	\$ 56.00	\$ 56.00	\$ 56.00	\$ 56.00	\$ 58.00	\$ 58.00	\$ 58.00	\$ 58.00	\$ 58.00	\$ 58.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Job Security Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Job Security Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
N . E . B . F .	3.000%	\$ 2,520	3.000%	\$ 2,520	3.000%	\$ 2,610	3.000%	\$ 2,610	3.000%	\$ 2,610
Annuity	6.250%	\$ 3,500	6.250%	\$ 3,500	6.034%	\$ 3,500	6.034%	\$ 3,500	6.034%	\$ 3,500
DSP (401(k) Plan) - FICA	7.650%	\$ 6,426	7.650%	\$ 6,426	7.650%	\$ 6,656	7.650%	\$ 6,656	7.650%	\$ 6,656
HRA	11.607%	\$ 6,500	11.607%	\$ 6,500	11.207%	\$ 6,500	11.207%	\$ 6,500	11.207%	\$ 6,500
DSP Percentage	16.000%	\$ 9,960	16.000%	\$ 9,960	16.000%	\$ 9,280	16.000%	\$ 9,280	16.000%	\$ 9,280
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Comp. & Dis. Supp.	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Total Rate For Benefits</b>	<b>44.507%</b>	<b>\$ 27,906</b>	<b>44.507%</b>	<b>\$ 27,906</b>	<b>43.891%</b>	<b>\$ 28,546</b>	<b>43.891%</b>	<b>\$ 28,546</b>	<b>43.891%</b>	<b>\$ 28,546</b>
<b>Total Cost Per Hour</b>		<b>\$ 111,906</b>		<b>\$ 111,906</b>		<b>\$ 115,546</b>		<b>\$ 115,546</b>		<b>\$ 115,546</b>
Statutory EESISP	0.000%	\$ -	5.425%	\$ 4,557	5.425%	\$ 4,720	5.425%	\$ 4,720	6.625%	\$ 5,764
		<b>\$ 111,906</b>		<b>\$ 116,463</b>		<b>\$ 120,265</b>		<b>\$ 120,265</b>		<b>\$ 121,309</b>