

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 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.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (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	\$ 15.75	15.75	\$ 15.75	15.75	\$ 16.50	16.50	\$ 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
Job Security Fund	0.250%	\$ 0.039	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	7.380%	\$ 1.162	7.380%	\$ 1.162	8.380%	\$ 1.383	8.380%	\$ 1.446	8.380%	\$ 1.446
P H B P -- Medical	12.540%	\$ 1.975	12.540%	\$ 1.975	12.540%	\$ 2.069	12.540%	\$ 2.163	12.540%	\$ 2.163
P H B P -- Medical	4.762%	\$ 0.750	4.762%	\$ 0.750	4.545%	\$ 0.750	4.348%	\$ 0.750	4.348%	\$ 0.750
Dental Plan	2.040%	\$ 0.321	2.040%	\$ 0.321	2.040%	\$ 0.337	2.040%	\$ 0.352	2.040%	\$ 0.352
N . E . B . F .	3.000%	\$ 0.473	3.000%	\$ 0.473	3.000%	\$ 0.495	3.000%	\$ 0.518	3.000%	\$ 0.518
Annuity	6.349%	\$ 1.000	6.349%	\$ 1.000	6.061%	\$ 1.000	5.797%	\$ 1.000	5.797%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.305	8.284%	\$ 1.305	8.284%	\$ 1.367	8.284%	\$ 1.429	8.284%	\$ 1.429
HRA	11.111%	\$ 1.750	11.111%	\$ 1.750	10.606%	\$ 1.750	10.145%	\$ 1.750	10.145%	\$ 1.750
DSP Percentage	15.000%	\$ 2.363	15.000%	\$ 2.363	15.000%	\$ 2.475	15.000%	\$ 2.588	15.000%	\$ 2.588
DSP Hourly	15.873%	\$ 2.500	15.873%	\$ 2.500	15.152%	\$ 2.500	14.493%	\$ 2.500	14.493%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.079	0.520%	\$ 0.082	0.520%	\$ 0.086	0.520%	\$ 0.090	0.520%	\$ 0.090
Comp. & Dis. Supp.	1.985%	\$ 0.313	1.985%	\$ 0.313	1.985%	\$ 0.328	1.985%	\$ 0.342	1.985%	\$ 0.342
Total Rate For Benefits	89.074%	\$ 14.029	88.844%	\$ 13.993	88.113%	\$ 14.539	86.532%	\$ 14.927	86.532%	\$ 14.927
Total Cost Per Hour	\$ 29.779		\$ 29.743		\$ 31.039		\$ 32.177		\$ 32.177	
Statutory EEISIP	5.325%	\$ 0.839	5.325%	\$ 0.839	5.325%	\$ 0.879	5.325%	\$ 0.919	6.505%	\$ 1.122
		\$ 30.618		\$ 30.582		\$ 31.917		\$ 33.095		\$ 33.299

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 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.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (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	\$ 23.83	\$ 23.83	\$ 23.83	\$ 23.83	\$ 24.75	\$ 24.75	\$ 25.88	\$ 25.88	\$ 25.88	\$ 25.88
Hourly Rate	\$ 15.75	\$ 15.75	\$ 15.75	\$ 15.75	\$ 16.50	\$ 16.50	\$ 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
Job Security Fund	0.250%	\$ 0.039	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	7.380%	\$ 1.162	7.380%	\$ 1.162	8.380%	\$ 1.363	8.380%	\$ 1.446	8.380%	\$ 1.446
P H B P -- Medical	12.540%	\$ 1.975	12.540%	\$ 1.975	12.540%	\$ 2.069	12.540%	\$ 2.163	12.540%	\$ 2.163
P H B P -- Medical	4.762%	\$ 0.750	4.762%	\$ 0.750	4.545%	\$ 0.750	4.348%	\$ 0.750	4.348%	\$ 0.750
Dental Plan	2.040%	\$ 0.321	2.040%	\$ 0.321	2.040%	\$ 0.337	2.040%	\$ 0.352	2.040%	\$ 0.352
N.E.B.F.	3.000%	\$ 0.709	3.000%	\$ 0.709	3.000%	\$ 0.743	3.000%	\$ 0.778	3.000%	\$ 0.778
Annuity	6.349%	\$ 1.000	6.349%	\$ 1.000	6.061%	\$ 1.000	5.797%	\$ 1.000	5.797%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.957	8.284%	\$ 1.957	8.284%	\$ 2.050	8.284%	\$ 2.143	8.284%	\$ 2.143
HRA	11.111%	\$ 1.750	11.111%	\$ 1.750	10.609%	\$ 1.750	10.145%	\$ 1.750	10.145%	\$ 1.750
DSP Percentage	15.000%	\$ 2.363	15.000%	\$ 2.363	15.000%	\$ 2.475	15.000%	\$ 2.588	15.000%	\$ 2.588
DSP Hourly	15.873%	\$ 2.500	15.873%	\$ 2.500	15.152%	\$ 2.500	14.493%	\$ 2.500	14.493%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.079	0.520%	\$ 0.082	0.520%	\$ 0.086	0.520%	\$ 0.090	0.520%	\$ 0.090
Comp. & Dis. Supp.	1.985%	\$ 0.469	1.985%	\$ 0.469	1.985%	\$ 0.491	1.985%	\$ 0.514	1.985%	\$ 0.514
Total Rate For Benefits	89.074%	\$ 15.074	88.844%	\$ 15.838	88.113%	\$ 15.633	86.532%	\$ 16.071	86.532%	\$ 16.071
Total Cost Per Hour	\$ 38.699	\$ 38.699	\$ 38.663	\$ 38.663	\$ 40.383	\$ 40.383	\$ 41.946	\$ 41.946	\$ 41.946	\$ 41.946
Statutory EESISIP	5.325%	\$ 1.258	5.325%	\$ 1.258	5.325%	\$ 1.318	5.325%	\$ 1.378	6.505%	\$ 1.883
	\$ 39.957	\$ 39.957	\$ 39.921	\$ 39.921	\$ 41.701	\$ 41.701	\$ 43.324	\$ 43.324	\$ 43.829	\$ 43.829

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 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.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (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	\$ 17.25	17.25	\$ 17.25	17.25	\$ 18.00	18.00	\$ 18.75	18.75	\$ 18.75	18.75
	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv
Job Security Fund	0.250%	\$ 0.043	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	7.380%	\$ 1.273	7.380%	\$ 1.273	8.380%	\$ 1.508	8.380%	\$ 1.571	8.380%	\$ 1.571
P H B P -- Medical	12.540%	\$ 2.163	12.540%	\$ 2.163	12.540%	\$ 2.257	12.540%	\$ 2.351	12.540%	\$ 2.351
P H B P -- Medical	4.348%	\$ 0.750	4.348%	\$ 0.750	4.167%	\$ 0.750	4.000%	\$ 0.750	4.000%	\$ 0.750
Dental Plan	2.040%	\$ 0.352	2.040%	\$ 0.352	2.040%	\$ 0.367	2.040%	\$ 0.383	2.040%	\$ 0.383
N . E . B . F .	3.000%	\$ 0.518	3.000%	\$ 0.518	3.000%	\$ 0.540	3.000%	\$ 0.563	3.000%	\$ 0.563
Annuity	5.797%	\$ 1.000	5.797%	\$ 1.000	5.558%	\$ 1.000	5.333%	\$ 1.000	5.333%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.429	8.284%	\$ 1.429	8.284%	\$ 1.491	8.284%	\$ 1.553	8.284%	\$ 1.553
HRA	10.145%	\$ 1.750	10.145%	\$ 1.750	9.722%	\$ 1.750	9.333%	\$ 1.750	9.333%	\$ 1.750
DSP Percentage	15.000%	\$ 2.588	15.000%	\$ 2.588	15.000%	\$ 2.700	15.000%	\$ 2.813	15.000%	\$ 2.813
DSP Hourly	14.493%	\$ 2.500	14.493%	\$ 2.500	13.889%	\$ 2.500	13.333%	\$ 2.500	13.333%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.098	0.520%	\$ 0.090	0.520%	\$ 0.094	0.520%	\$ 0.098	0.520%	\$ 0.098
Comp. & Dis. Supp.	1.985%	\$ 0.342	1.985%	\$ 0.342	1.985%	\$ 0.357	1.985%	\$ 0.372	1.985%	\$ 0.372
Total Rate For Benefits	85.762%	\$ 14.794	85.532%	\$ 14.754	85.082%	\$ 15.315	83.749%	\$ 15.703	83.749%	\$ 15.703
Total Cost Per Hour		\$ 32.044		\$ 32.004		\$ 33.315		\$ 34.453		\$ 34.453
Statutory EBISIP	5.325%	\$ 0.919	5.325%	\$ 0.919	5.325%	\$ 0.959	5.325%	\$ 0.998	5.505%	\$ 1.220
		\$ 32.962		\$ 32.923		\$ 34.273		\$ 35.451		\$ 35.673

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 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.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (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.)
OT Rate	\$ 25.88	\$ 25.88	\$ 25.88	\$ 25.88	\$ 27.00	\$ 27.00	\$ 28.13	\$ 28.13	\$ 28.13	\$ 28.13
Hourly Rate	\$ 17.25	\$ 17.25	\$ 17.25	\$ 17.25	\$ 18.00	\$ 18.00	\$ 18.75	\$ 18.75	\$ 18.75	\$ 18.75
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Job Security Fund	0.250%	\$ 0.043	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	7.380%	\$ 1.273	7.380%	\$ 1.273	8.380%	\$ 1.508	8.380%	\$ 1.571	8.380%	\$ 1.571
P H B P – Medical	12.540%	\$ 2.163	12.540%	\$ 2.163	12.540%	\$ 2.257	12.540%	\$ 2.351	12.540%	\$ 2.351
P H B P – Medical	4.348%	\$ 0.750	4.348%	\$ 0.750	4.167%	\$ 0.750	4.000%	\$ 0.750	4.000%	\$ 0.750
Dental Plan	2.040%	\$ 0.352	2.040%	\$ 0.352	2.040%	\$ 0.367	2.040%	\$ 0.383	2.040%	\$ 0.383
N . E . B . F .	3.000%	\$ 0.776	3.000%	\$ 0.776	3.000%	\$ 0.810	3.000%	\$ 0.844	3.000%	\$ 0.844
Annuity	5.797%	\$ 1.000	5.797%	\$ 1.000	5.556%	\$ 1.000	5.333%	\$ 1.000	5.333%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.143	8.284%	\$ 2.143	8.284%	\$ 2.237	8.284%	\$ 2.330	8.284%	\$ 2.330
HRA	10.145%	\$ 1.750	10.145%	\$ 1.750	9.722%	\$ 1.750	9.333%	\$ 1.750	8.333%	\$ 1.750
DSP Percentage	15.000%	\$ 2.588	15.000%	\$ 2.588	15.000%	\$ 2.700	15.000%	\$ 2.813	15.000%	\$ 2.813
DSP Hourly	14.493%	\$ 2.500	14.493%	\$ 2.500	13.889%	\$ 2.500	13.333%	\$ 2.500	13.333%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.098	0.520%	\$ 0.090	0.520%	\$ 0.094	0.520%	\$ 0.098	0.520%	\$ 0.098
Comp. & Dis. Supp.	1.985%	\$ 0.514	1.985%	\$ 0.514	1.985%	\$ 0.536	1.985%	\$ 0.558	1.985%	\$ 0.558
Total Rate For Benefits	85.762%	\$ 15.938	85.532%	\$ 15.899	85.082%	\$ 16.509	83.749%	\$ 16.947	83.749%	\$ 16.947
Total Cost Per Hour	\$ 41.813		\$ 41.774		\$ 43.509		\$ 45.072		\$ 45.072	
Statutory EESBP	5.325%	\$ 1.378	5.325%	\$ 1.378	5.325%	\$ 1.438	5.325%	\$ 1.498	6.505%	\$ 1.830
	\$ 43.191		\$ 43.151		\$ 44.947		\$ 46.570		\$ 46.901	

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 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.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (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	\$ 19.25	19.25	\$ 19.25	19.25	\$ 20.00	20.00	\$ 20.75	20.75	\$ 20.75	20.75
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Job Security Fund	0.250%	\$ 0.048	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	7.380%	\$ 1.421	7.380%	\$ 1.421	8.380%	\$ 1.676	8.380%	\$ 1.739	8.380%	\$ 1.739
P H B P – Medical	12.540%	\$ 2.414	12.540%	\$ 2.414	12.540%	\$ 2.508	12.540%	\$ 2.602	12.540%	\$ 2.602
P H B P – Medical	3.896%	\$ 0.750	3.896%	\$ 0.750	3.750%	\$ 0.750	3.614%	\$ 0.750	3.614%	\$ 0.750
Dental Plan	2.040%	\$ 0.393	2.040%	\$ 0.393	2.040%	\$ 0.408	2.040%	\$ 0.423	2.040%	\$ 0.423
N . E . B . F .	3.000%	\$ 0.578	3.000%	\$ 0.578	3.000%	\$ 0.600	3.000%	\$ 0.623	3.000%	\$ 0.623
Annuity	5.195%	\$ 1.000	5.195%	\$ 1.000	5.000%	\$ 1.000	4.819%	\$ 1.000	4.819%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.595	8.284%	\$ 1.595	8.284%	\$ 1.657	8.284%	\$ 1.719	8.284%	\$ 1.719
HRA	9.091%	\$ 1.750	9.091%	\$ 1.750	8.750%	\$ 1.750	8.434%	\$ 1.750	8.434%	\$ 1.750
DSP Percentage	15.000%	\$ 2.888	15.000%	\$ 2.888	15.000%	\$ 3.000	15.000%	\$ 3.113	15.000%	\$ 3.113
DSP Hourly	12.987%	\$ 2.500	12.987%	\$ 2.500	12.500%	\$ 2.500	12.048%	\$ 2.500	12.048%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.096	0.520%	\$ 0.100	0.520%	\$ 0.104	0.520%	\$ 0.108	0.520%	\$ 0.108
Comp. & Dis. Supp.	1.985%	\$ 0.382	1.985%	\$ 0.382	1.985%	\$ 0.397	1.985%	\$ 0.412	1.985%	\$ 0.412
Total Rate For Benefits	82.148%	\$ 15.813	81.918%	\$ 15.769	81.749%	\$ 16.350	80.665%	\$ 16.738	80.665%	\$ 16.738
Total Cost Per Hour		\$ 35.063		\$ 35.019		\$ 36.350		\$ 37.488		\$ 37.488
Statutory EEBISP	5.325%	\$ 1.025	5.325%	\$ 1.025	5.325%	\$ 1.065	5.325%	\$ 1.105	5.325%	\$ 1.150
		\$ 36.089		\$ 36.044		\$ 37.415		\$ 38.593		\$ 38.638

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 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.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (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.)
OT Rate	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 30.00	\$ 30.00	\$ 31.13	\$ 31.13	\$ 31.13	\$ 31.13
Hourly Rate	\$ 19.25	\$ 19.25	\$ 19.25	\$ 19.25	\$ 20.00	\$ 20.00	\$ 20.75	\$ 20.75	\$ 20.75	\$ 20.75
	<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>
Job Security Fund	0.250%	\$ 0.048	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	7.380%	\$ 1.421	7.380%	\$ 1.421	8.380%	\$ 1.676	8.380%	\$ 1.739	8.380%	\$ 1.739
P H B P – Medical	12.540%	\$ 2.414	12.540%	\$ 2.414	12.540%	\$ 2.508	12.540%	\$ 2.602	12.540%	\$ 2.602
P H B P – Medical	3.896%	\$ 0.750	3.896%	\$ 0.750	3.750%	\$ 0.750	3.614%	\$ 0.750	3.614%	\$ 0.750
Dental Plan	2.040%	\$ 0.393	2.040%	\$ 0.393	2.040%	\$ 0.408	2.040%	\$ 0.423	2.040%	\$ 0.423
N . E . B . F .	3.000%	\$ 0.866	3.000%	\$ 0.866	3.000%	\$ 0.900	3.000%	\$ 0.934	3.000%	\$ 0.934
Annuity	5.195%	\$ 1.000	5.195%	\$ 1.000	5.000%	\$ 1.000	4.819%	\$ 1.000	4.819%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.392	8.284%	\$ 2.392	8.284%	\$ 2.485	8.284%	\$ 2.578	8.284%	\$ 2.578
HRA	9.091%	\$ 1.750	9.091%	\$ 1.750	8.750%	\$ 1.750	8.434%	\$ 1.750	8.434%	\$ 1.750
DSP Percentage	15.000%	\$ 2.888	15.000%	\$ 2.888	15.000%	\$ 3.000	15.000%	\$ 3.113	15.000%	\$ 3.113
DSP Hourly	12.987%	\$ 2.500	12.987%	\$ 2.500	12.500%	\$ 2.500	12.048%	\$ 2.500	12.048%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.096	0.520%	\$ 0.100	0.520%	\$ 0.104	0.520%	\$ 0.108	0.520%	\$ 0.108
Comp. & Dis. Supp.	1.985%	\$ 0.573	1.985%	\$ 0.573	1.985%	\$ 0.596	1.985%	\$ 0.618	1.985%	\$ 0.618
Total Rate For Benefits	82.148%	\$ 17.091	81.918%	\$ 17.046	81.749%	\$ 17.677	80.665%	\$ 18.115	80.665%	\$ 18.115
Total Cost Per Hour	\$ 45.966	\$ 45.966	\$ 45.921	\$ 45.921	\$ 47.677	\$ 47.677	\$ 49.240	\$ 49.240	\$ 49.240	\$ 49.240
Statutory EE9BSP	5.325%	\$ 1.538	5.325%	\$ 1.538	5.325%	\$ 1.598	5.325%	\$ 1.657	6.505%	\$ 2.025
	\$ 47.503	\$ 47.503	\$ 47.459	\$ 47.459	\$ 49.274	\$ 49.274	\$ 50.897	\$ 50.897	\$ 51.264	\$ 51.264

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 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.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (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	\$ 21.25	21.25	\$ 21.25	21.25	\$ 22.00	22.00	\$ 22.75	22.75	\$ 22.75	22.75
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Job Security Fund	0.250%	\$ 0.053	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	7.380%	\$ 1.568	7.380%	\$ 1.568	8.380%	\$ 1.844	8.380%	\$ 1.906	8.380%	\$ 1.906
P H B P – Medical	12.540%	\$ 2.665	12.540%	\$ 2.665	12.540%	\$ 2.769	12.540%	\$ 2.853	12.540%	\$ 2.853
P H B P – Medical	3.529%	\$ 0.750	3.529%	\$ 0.750	3.409%	\$ 0.750	3.297%	\$ 0.750	3.297%	\$ 0.750
Dental Plan	2.040%	\$ 0.434	2.040%	\$ 0.434	2.040%	\$ 0.449	2.040%	\$ 0.464	2.040%	\$ 0.464
N . E . B . F .	3.000%	\$ 0.638	3.000%	\$ 0.638	3.000%	\$ 0.660	3.000%	\$ 0.683	3.000%	\$ 0.683
Annuity	4.706%	\$ 1.000	4.706%	\$ 1.000	4.545%	\$ 1.000	4.396%	\$ 1.000	4.396%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.760	8.284%	\$ 1.760	8.284%	\$ 1.822	8.284%	\$ 1.885	8.284%	\$ 1.885
HRA	8.235%	\$ 1.750	8.235%	\$ 1.750	7.955%	\$ 1.750	7.692%	\$ 1.750	7.692%	\$ 1.750
DSP Percentage	15.000%	\$ 3.188	15.000%	\$ 3.188	15.000%	\$ 3.300	15.000%	\$ 3.413	15.000%	\$ 3.413
DSP Hourly	11.765%	\$ 2.500	11.765%	\$ 2.500	11.364%	\$ 2.500	10.989%	\$ 2.500	10.989%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.106	0.520%	\$ 0.111	0.520%	\$ 0.114	0.520%	\$ 0.118	0.520%	\$ 0.118
Comp. & Dis. Supp.	1.985%	\$ 0.422	1.985%	\$ 0.422	1.985%	\$ 0.437	1.985%	\$ 0.452	1.985%	\$ 0.452
Total Rate For Benefits	79.214%	\$ 16.833	78.984%	\$ 16.784	78.022%	\$ 17.385	78.123%	\$ 17.773	78.123%	\$ 17.773
Total Cost Per Hour		\$ 38.083		\$ 38.034		\$ 39.385		\$ 40.523		\$ 40.523
Statutory EEISIP	5.325%	\$ 1.132	5.325%	\$ 1.132	5.325%	\$ 1.172	5.325%	\$ 1.211	5.505%	\$ 1.480
		\$ 39.215		\$ 39.166		\$ 40.556		\$ 41.734		\$ 42.003

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 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.)	1/01/2020 (at 4:01 p.m.)	1/01/2020 (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	\$ 31.88	\$ 31.88	\$ 31.88	\$ 31.88	\$ 33.00	\$ 33.00	\$ 34.13	\$ 34.13	\$ 34.13	\$ 34.13
Hourly Rate	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25	\$ 22.00	\$ 22.00	\$ 22.75	\$ 22.75	\$ 22.75	\$ 22.75
	<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>
Job Security Fund	0.250%	\$ 0.053	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	7.380%	\$ 1.568	7.380%	\$ 1.568	8.380%	\$ 1.844	8.380%	\$ 1.906	8.380%	\$ 1.906
P H B P -- Medical	12.540%	\$ 2.665	12.540%	\$ 2.665	12.540%	\$ 2.759	12.540%	\$ 2.853	12.540%	\$ 2.853
P H B P -- Medical	3.529%	\$ 0.750	3.529%	\$ 0.750	3.409%	\$ 0.750	3.297%	\$ 0.750	3.297%	\$ 0.750
Dental Plan	2.040%	\$ 0.434	2.040%	\$ 0.434	2.040%	\$ 0.449	2.040%	\$ 0.464	2.040%	\$ 0.464
N . E . B . F .	3.000%	\$ 0.956	3.000%	\$ 0.956	3.000%	\$ 0.990	3.000%	\$ 1.024	3.000%	\$ 1.024
Annuity	4.706%	\$ 1.000	4.706%	\$ 1.000	4.545%	\$ 1.000	4.396%	\$ 1.000	4.396%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.641	8.284%	\$ 2.641	8.284%	\$ 2.734	8.284%	\$ 2.827	8.284%	\$ 2.827
HRA	8.235%	\$ 1.750	8.235%	\$ 1.750	7.955%	\$ 1.750	7.692%	\$ 1.750	7.692%	\$ 1.750
DSP Percentage	15.000%	\$ 3.188	15.000%	\$ 3.188	15.000%	\$ 3.300	15.000%	\$ 3.413	15.000%	\$ 3.413
DSP Hourly	11.785%	\$ 2.500	11.785%	\$ 2.500	11.364%	\$ 2.500	10.989%	\$ 2.500	10.989%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.106	0.520%	\$ 0.111	0.520%	\$ 0.114	0.520%	\$ 0.118	0.520%	\$ 0.118
Comp. & Dis. Supp.	1.985%	\$ 0.633	1.985%	\$ 0.633	1.985%	\$ 0.655	1.985%	\$ 0.677	1.985%	\$ 0.677
Total Rate For Benefits	79.214%	\$ 18.243	78.884%	\$ 18.194	79.022%	\$ 18.844	78.123%	\$ 19.282	78.123%	\$ 19.282
Total Cost Per Hour	\$ 50.118	\$ 50.118	\$ 50.069	\$ 50.069	\$ 51.844	\$ 51.844	\$ 53.407	\$ 53.407	\$ 53.407	\$ 53.407
Statutory EESISIP	5.325%	\$ 1.097	5.325%	\$ 1.097	5.325%	\$ 1.757	5.325%	\$ 1.817	6.505%	\$ 2.220
	\$ 51.815	\$ 51.815	\$ 51.766	\$ 51.766	\$ 53.602	\$ 53.602	\$ 55.224	\$ 55.224	\$ 55.627	\$ 55.627

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 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.)	7/01/2019 (at 4:01 p.m.)	7/01/2019 (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	\$ 16.25	16.25	\$ 16.25	16.25	\$ 17.00	17.00	\$ 17.75	17.75	\$ 17.75	17.75
	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv
Job Security Fund	0.250%	\$ 0.041	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	7.380%	\$ 1.199	7.380%	\$ 1.199	8.380%	\$ 1.425	8.380%	\$ 1.487	8.380%	\$ 1.487
P H B P – Medical	12.540%	\$ 2.038	12.540%	\$ 2.038	12.540%	\$ 2.132	12.540%	\$ 2.226	12.540%	\$ 2.226
P H B P – Medical	4.615%	\$ 0.750	4.615%	\$ 0.750	4.412%	\$ 0.750	4.225%	\$ 0.750	4.225%	\$ 0.750
Dental Plan	2.040%	\$ 0.332	2.040%	\$ 0.332	2.040%	\$ 0.347	2.040%	\$ 0.362	2.040%	\$ 0.382
N . E . B . F .	3.000%	\$ 0.488	3.000%	\$ 0.488	3.000%	\$ 0.510	3.000%	\$ 0.533	3.000%	\$ 0.533
Annuity	6.154%	\$ 1.000	6.154%	\$ 1.000	5.882%	\$ 1.000	5.634%	\$ 1.000	5.634%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.346	8.284%	\$ 1.346	8.284%	\$ 1.408	8.284%	\$ 1.470	8.284%	\$ 1.470
HRA	10.789%	\$ 1.750	10.789%	\$ 1.750	10.284%	\$ 1.750	9.859%	\$ 1.750	9.859%	\$ 1.750
DSP Percentage	15.000%	\$ 2.438	15.000%	\$ 2.438	15.000%	\$ 2.550	15.000%	\$ 2.663	15.000%	\$ 2.663
DSP Hourly	15.385%	\$ 2.500	15.385%	\$ 2.500	14.708%	\$ 2.500	14.085%	\$ 2.500	14.085%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.081	0.520%	\$ 0.085	0.520%	\$ 0.088	0.520%	\$ 0.092	0.520%	\$ 0.092
Comp. & Dis. Supp.	1.985%	\$ 0.323	1.985%	\$ 0.323	1.985%	\$ 0.337	1.985%	\$ 0.352	1.985%	\$ 0.352
Total Rate For Benefits	87.802%	\$ 14.284	87.672%	\$ 14.247	87.043%	\$ 14.797	85.552%	\$ 15.185	85.552%	\$ 15.185
Total Cost Per Hour	\$ 30.534		\$ 30.497		\$ 31.797		\$ 32.935		\$ 32.935	
Statutory EEBISP	5.325%	\$ 0.865	5.325%	\$ 0.865	5.325%	\$ 0.905	5.325%	\$ 0.945	5.505%	\$ 1.155
		\$ 31.399		\$ 31.362		\$ 32.703		\$ 33.881		\$ 34.090

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 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.)	1/01/2019 (at 4:01 p.m.)	1/01/2019 (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	\$ 24.38	\$ 24.38	\$ 24.38	\$ 24.38	\$ 25.50	\$ 25.50	\$ 26.63	\$ 26.63	\$ 26.63	\$ 26.63
Hourly Rate	\$ 16.25	\$ 16.25	\$ 16.25	\$ 16.25	\$ 17.00	\$ 17.00	\$ 17.75	\$ 17.75	\$ 17.75	\$ 17.75
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Job Security Fund	0.250%	\$ 0.041	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	7.380%	\$ 1.199	7.380%	\$ 1.199	8.380%	\$ 1.425	8.380%	\$ 1.487	8.380%	\$ 1.487
P H B P -- Medical	12.540%	\$ 2.038	12.540%	\$ 2.038	12.540%	\$ 2.132	12.540%	\$ 2.226	12.540%	\$ 2.226
P H B P -- Medical	4.615%	\$ 0.750	4.615%	\$ 0.750	4.412%	\$ 0.750	4.225%	\$ 0.750	4.225%	\$ 0.750
Dental Plan	2.040%	\$ 0.332	2.040%	\$ 0.332	2.040%	\$ 0.347	2.040%	\$ 0.362	2.040%	\$ 0.362
N . E . B . F .	3.000%	\$ 0.731	3.000%	\$ 0.731	3.000%	\$ 0.765	3.000%	\$ 0.799	3.000%	\$ 0.799
Annuity	6.154%	\$ 1.000	6.154%	\$ 1.000	5.862%	\$ 1.000	5.634%	\$ 1.000	5.634%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.019	8.284%	\$ 2.019	8.284%	\$ 2.112	8.284%	\$ 2.206	8.284%	\$ 2.206
HRA	10.769%	\$ 1.750	10.769%	\$ 1.750	10.294%	\$ 1.750	9.859%	\$ 1.750	9.859%	\$ 1.750
DSP Percentage	15.000%	\$ 2.438	15.000%	\$ 2.438	15.000%	\$ 2.650	15.000%	\$ 2.863	15.000%	\$ 2.863
DSP Hourly	15.385%	\$ 2.500	15.385%	\$ 2.500	14.708%	\$ 2.500	14.085%	\$ 2.500	14.085%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.081	0.520%	\$ 0.085	0.520%	\$ 0.088	0.520%	\$ 0.092	0.520%	\$ 0.092
Comp. & Dis. Supp.	1.985%	\$ 0.484	1.985%	\$ 0.484	1.985%	\$ 0.506	1.985%	\$ 0.529	1.985%	\$ 0.529
Total Rate For Benefits	87.902%	\$ 15.362	87.672%	\$ 15.325	87.043%	\$ 15.925	85.552%	\$ 16.363	85.552%	\$ 16.363
Total Cost Per Hour		\$ 39.737		\$ 39.780		\$ 41.425		\$ 42.988		\$ 42.988
Statutory EESISP	5.325%	\$ 1.298	5.325%	\$ 1.298	5.325%	\$ 1.358	5.325%	\$ 1.418	6.505%	\$ 1.732
		\$ 41.035		\$ 40.998		\$ 42.783		\$ 44.406		\$ 44.720

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 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.)	1/01/2019 (at 4:01 p.m.)	1/01/2019 (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	\$ 18.25	18.25	\$ 18.25	18.25	\$ 19.00	19.00	\$ 19.75	19.75	\$ 19.75	19.75
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Job Security Fund	0.250%	\$ 0.046	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	7.360%	\$ 1.347	7.360%	\$ 1.347	8.360%	\$ 1.592	8.360%	\$ 1.655	8.360%	\$ 1.655
P H B P – Medical	12.540%	\$ 2.289	12.540%	\$ 2.289	12.540%	\$ 2.383	12.540%	\$ 2.477	12.540%	\$ 2.477
P H B P – Medical	4.110%	\$ 0.750	4.110%	\$ 0.750	3.947%	\$ 0.750	3.797%	\$ 0.750	3.797%	\$ 0.750
Dental Plan	2.040%	\$ 0.372	2.040%	\$ 0.372	2.040%	\$ 0.388	2.040%	\$ 0.403	2.040%	\$ 0.403
N . E . B . F .	3.000%	\$ 0.548	3.000%	\$ 0.548	3.000%	\$ 0.570	3.000%	\$ 0.593	3.000%	\$ 0.593
Annuity	5.479%	\$ 1.000	5.479%	\$ 1.000	5.263%	\$ 1.000	5.063%	\$ 1.000	5.063%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.512	8.284%	\$ 1.512	8.284%	\$ 1.574	8.284%	\$ 1.636	8.284%	\$ 1.636
HRA	9.589%	\$ 1.750	9.589%	\$ 1.750	9.211%	\$ 1.750	8.861%	\$ 1.750	8.861%	\$ 1.750
DSP Percentage	15.000%	\$ 2.738	15.000%	\$ 2.738	15.000%	\$ 2.850	15.000%	\$ 2.963	15.000%	\$ 2.963
DSP Hourly	13.699%	\$ 2.500	13.699%	\$ 2.500	13.158%	\$ 2.500	12.658%	\$ 2.500	12.658%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.091	0.520%	\$ 0.095	0.520%	\$ 0.099	0.520%	\$ 0.103	0.520%	\$ 0.103
Comp. & Dis. Supp.	1.985%	\$ 0.362	1.985%	\$ 0.362	1.985%	\$ 0.377	1.985%	\$ 0.392	1.985%	\$ 0.392
Total Rate For Benefits	83.856%	\$ 15.304	83.626%	\$ 15.262	83.328%	\$ 15.832	82.129%	\$ 16.220	82.129%	\$ 16.220
Total Cost Per Hour		\$ 33.554		\$ 33.512		\$ 34.832		\$ 35.970		\$ 35.970
Statutory EESISIP	5.325%	\$ 0.972	5.325%	\$ 0.972	5.325%	\$ 1.012	5.325%	\$ 1.052	6.505%	\$ 1.285
		\$ 34.526		\$ 34.484		\$ 35.844		\$ 37.022		\$ 37.255

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 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.)	1/01/2019 (at 4:01 p.m.)	1/01/2019 (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	\$ 27.38	\$ 27.38	\$ 27.38	\$ 27.38	\$ 28.50	\$ 28.50	\$ 29.63	\$ 29.63	\$ 29.63	\$ 29.63
Hourly Rate	\$ 18.25	\$ 18.25	\$ 18.25	\$ 18.25	\$ 19.00	\$ 19.00	\$ 19.75	\$ 19.75	\$ 19.75	\$ 19.75
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Job Security Fund	0.250%	\$ 0.046	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	7.380%	\$ 1.347	7.380%	\$ 1.347	8.380%	\$ 1.592	8.380%	\$ 1.655	8.380%	\$ 1.655
P H B P – Medical	12.540%	\$ 2.289	12.540%	\$ 2.289	12.540%	\$ 2.383	12.540%	\$ 2.477	12.540%	\$ 2.477
P H B P – Medical	4.110%	\$ 0.750	4.110%	\$ 0.750	3.947%	\$ 0.750	3.797%	\$ 0.750	3.797%	\$ 0.750
Dental Plan	2.040%	\$ 0.372	2.040%	\$ 0.372	2.040%	\$ 0.388	2.040%	\$ 0.403	2.040%	\$ 0.403
N . E . B . F .	3.000%	\$ 0.821	3.000%	\$ 0.821	3.000%	\$ 0.855	3.000%	\$ 0.889	3.000%	\$ 0.889
Annuity	5.479%	\$ 1.000	5.479%	\$ 1.000	5.263%	\$ 1.000	5.063%	\$ 1.000	5.063%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.268	8.284%	\$ 2.268	8.284%	\$ 2.361	8.284%	\$ 2.454	8.284%	\$ 2.454
HRA	9.589%	\$ 1.750	9.589%	\$ 1.750	9.211%	\$ 1.750	8.861%	\$ 1.750	8.861%	\$ 1.750
DSP Percentage	15.000%	\$ 2.738	15.000%	\$ 2.738	15.000%	\$ 2.850	15.000%	\$ 2.963	15.000%	\$ 2.963
DSP Hourly	13.899%	\$ 2.500	13.899%	\$ 2.500	13.158%	\$ 2.500	12.658%	\$ 2.500	12.658%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.091	0.520%	\$ 0.095	0.520%	\$ 0.099	0.520%	\$ 0.103	0.520%	\$ 0.103
Comp. & Dis. Supp.	1.985%	\$ 0.543	1.985%	\$ 0.543	1.985%	\$ 0.566	1.985%	\$ 0.588	1.985%	\$ 0.588
Total Rate For Benefits	83.856%	\$ 16.514	83.626%	\$ 16.472	83.328%	\$ 17.093	82.129%	\$ 17.531	82.129%	\$ 17.531
Total Cost Per Hour	\$ 43.880	\$ 43.880	\$ 43.847	\$ 43.847	\$ 45.593	\$ 45.593	\$ 47.186	\$ 47.186	\$ 47.186	\$ 47.186
Statutory EEBBP	5.325%	\$ 1.458	5.325%	\$ 1.458	5.325%	\$ 1.518	5.325%	\$ 1.578	6.505%	\$ 1.927
	\$ 45.347	\$ 45.347	\$ 45.305	\$ 45.305	\$ 47.110	\$ 47.110	\$ 48.733	\$ 48.733	\$ 49.083	\$ 49.083

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 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.)	1/01/2019 (at 4:01 p.m.)	1/01/2019 (at 4:01 p.m.)	4/9/2020 (at 4:01 p.m.)	4/9/2020 (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	\$ 20.25	20.25	\$ 20.25	20.25	\$ 21.00	21.00	\$ 21.75	21.75	\$ 21.75	21.75
	<u>New'sContr</u>	<u>Dollar Equiv</u>	<u>New'sContr</u>	<u>Dollar Equiv</u>	<u>New'sContr</u>	<u>Dollar Equiv</u>	<u>New'sContr</u>	<u>Dollar Equiv</u>	<u>New'sContr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.250%	\$ 0.051	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	7.380%	\$ 1.494	7.380%	\$ 1.494	8.380%	\$ 1.760	8.380%	\$ 1.823	8.380%	\$ 1.823
P H B P – Medical	12.540%	\$ 2.539	12.540%	\$ 2.539	12.540%	\$ 2.633	12.540%	\$ 2.727	12.540%	\$ 2.727
P H B P – Medical	3.704%	\$ 0.750	3.704%	\$ 0.750	3.571%	\$ 0.750	3.448%	\$ 0.750	3.448%	\$ 0.750
Dental Plan	2.040%	\$ 0.413	2.040%	\$ 0.413	2.040%	\$ 0.428	2.040%	\$ 0.444	2.040%	\$ 0.444
N . E . B . F .	3.000%	\$ 0.608	3.000%	\$ 0.608	3.000%	\$ 0.630	3.000%	\$ 0.663	3.000%	\$ 0.653
Annuity	4.938%	\$ 1.000	4.938%	\$ 1.000	4.702%	\$ 1.000	4.598%	\$ 1.000	4.598%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.678	8.284%	\$ 1.678	8.284%	\$ 1.740	8.284%	\$ 1.802	8.284%	\$ 1.802
HRA	8.642%	\$ 1.750	8.642%	\$ 1.750	8.333%	\$ 1.750	8.046%	\$ 1.750	8.046%	\$ 1.750
DBP Percentage	15.000%	\$ 3.038	15.000%	\$ 3.038	15.000%	\$ 3.150	15.000%	\$ 3.263	15.000%	\$ 3.263
DBP Hourly	12.346%	\$ 2.500	12.346%	\$ 2.500	11.905%	\$ 2.500	11.494%	\$ 2.500	11.494%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.101	0.520%	\$ 0.105	0.520%	\$ 0.109	0.520%	\$ 0.113	0.520%	\$ 0.113
Comp. & Dis. Supp.	1.985%	\$ 0.402	1.985%	\$ 0.402	1.985%	\$ 0.417	1.985%	\$ 0.432	1.985%	\$ 0.432
Total Rate For Benefits	80.609%	\$ 16.323	80.379%	\$ 16.277	80.320%	\$ 16.867	79.355%	\$ 17.255	79.338%	\$ 17.255
Total Cost Per Hour	\$ 36.573	\$ 36.573	\$ 36.527	\$ 36.527	\$ 37.867	\$ 37.867	\$ 39.005	\$ 39.005	\$ 39.005	\$ 39.005
Statutory EEBISP	5.325%	\$ 1.078	5.325%	\$ 1.078	5.325%	\$ 1.118	5.325%	\$ 1.158	6.505%	\$ 1.415
	\$ 37.652	\$ 37.652	\$ 37.605	\$ 37.605	\$ 38.985	\$ 38.985	\$ 40.164	\$ 40.164	\$ 40.420	\$ 40.420

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 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.)	1/01/2019 (at 4:01 p.m.)	1/01/2019 (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	\$ 30.38	\$ 30.38	\$ 30.38	\$ 30.38	\$ 31.50	\$ 31.50	\$ 32.63	\$ 32.63	\$ 32.63	\$ 32.63
Hourly Rate	\$ 20.25	\$ 20.25	\$ 20.25	\$ 20.25	\$ 21.00	\$ 21.00	\$ 21.75	\$ 21.75	\$ 21.75	\$ 21.75
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Job Security Fund	0.250%	\$ 0.051	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	7.380%	\$ 1.494	7.380%	\$ 1.494	8.380%	\$ 1.760	8.380%	\$ 1.823	8.380%	\$ 1.823
P H B P – Medical	12.540%	\$ 2.539	12.540%	\$ 2.539	12.540%	\$ 2.633	12.540%	\$ 2.727	12.540%	\$ 2.727
P H B P – Medical	3.704%	\$ 0.750	3.704%	\$ 0.750	3.571%	\$ 0.750	3.448%	\$ 0.750	3.448%	\$ 0.750
Dental Plan	2.040%	\$ 0.413	2.040%	\$ 0.413	2.040%	\$ 0.428	2.040%	\$ 0.444	2.040%	\$ 0.444
N . E . B . F .	3.000%	\$ 0.911	3.000%	\$ 0.911	3.000%	\$ 0.945	3.000%	\$ 0.979	3.000%	\$ 0.979
Annuity	4.938%	\$ 1.000	4.938%	\$ 1.000	4.762%	\$ 1.000	4.598%	\$ 1.000	4.598%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.516	8.284%	\$ 2.516	8.284%	\$ 2.609	8.284%	\$ 2.703	8.284%	\$ 2.703
HRA	8.642%	\$ 1.750	8.642%	\$ 1.750	8.333%	\$ 1.750	8.048%	\$ 1.750	8.048%	\$ 1.750
DSP Percentage	15.000%	\$ 3.038	15.000%	\$ 3.038	15.000%	\$ 3.150	15.000%	\$ 3.263	15.000%	\$ 3.263
DSP Hourly	12.346%	\$ 2.500	12.346%	\$ 2.500	11.905%	\$ 2.500	11.494%	\$ 2.500	11.494%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.101	0.520%	\$ 0.105	0.520%	\$ 0.109	0.520%	\$ 0.113	0.520%	\$ 0.113
Comp. & Dis. Supp.	1.985%	\$ 0.603	1.985%	\$ 0.603	1.985%	\$ 0.625	1.985%	\$ 0.648	1.985%	\$ 0.648
Total Rate For Benefits	80.609%	\$ 17.667	80.378%	\$ 17.620	80.320%	\$ 18.261	79.335%	\$ 18.698	79.335%	\$ 18.698
Total Cost Per Hour	\$ 48.042	\$ 48.042	\$ 47.995	\$ 47.995	\$ 49.761	\$ 49.761	\$ 51.323	\$ 51.323	\$ 51.323	\$ 51.323
Statutory EESISIP	5.325%	\$ 1.617	5.325%	\$ 1.617	5.325%	\$ 1.677	5.325%	\$ 1.737	5.505%	\$ 2.122
	\$ 49.659	\$ 49.659	\$ 49.613	\$ 49.613	\$ 51.438	\$ 51.438	\$ 53.061	\$ 53.061	\$ 53.446	\$ 53.446

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 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.)	1/01/2019 (at 4:01 p.m.)	1/01/2019 (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	\$ 23.25	23.25	\$ 23.25	23.25	\$ 24.00	24.00	\$ 24.75	24.75	\$ 24.75	24.75
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Job Security Fund	0.250%	\$ 0.058	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	7.380%	\$ 1.716	7.380%	\$ 1.716	8.380%	\$ 2.011	8.380%	\$ 2.074	8.380%	\$ 2.074
P H B P – Medical	12.540%	\$ 2.916	12.540%	\$ 2.916	12.540%	\$ 3.010	12.540%	\$ 3.104	12.540%	\$ 3.104
P H B P – Medical	3.228%	\$ 0.750	3.228%	\$ 0.750	3.125%	\$ 0.750	3.030%	\$ 0.750	3.030%	\$ 0.750
Dental Plan	2.040%	\$ 0.474	2.040%	\$ 0.474	2.040%	\$ 0.480	2.040%	\$ 0.505	2.040%	\$ 0.505
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	4.301%	\$ 1.000	4.301%	\$ 1.000	4.167%	\$ 1.000	4.040%	\$ 1.000	4.040%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.926	8.284%	\$ 1.926	8.284%	\$ 1.988	8.284%	\$ 2.050	8.284%	\$ 2.060
HRA	7.527%	\$ 1.750	7.527%	\$ 1.750	7.292%	\$ 1.750	7.071%	\$ 1.750	7.071%	\$ 1.750
DSP Percentage	15.000%	\$ 3.488	15.000%	\$ 3.488	15.000%	\$ 3.600	15.000%	\$ 3.713	15.000%	\$ 3.713
DSP Hourly	10.753%	\$ 2.500	10.753%	\$ 2.500	10.417%	\$ 2.500	10.101%	\$ 2.500	10.101%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.116	0.520%	\$ 0.121	0.520%	\$ 0.125	0.520%	\$ 0.129	0.520%	\$ 0.129
Comp. & Dis. Supp.	1.985%	\$ 0.462	1.985%	\$ 0.462	1.985%	\$ 0.478	1.985%	\$ 0.491	1.985%	\$ 0.491
Total Rate For Benefits	76.785%	\$ 17.853	76.556%	\$ 17.799	76.748%	\$ 18.420	75.991%	\$ 18.808	75.991%	\$ 18.808
Total Cost Per Hour	\$ 41.103		\$ 41.049		\$ 42.420		\$ 43.558		\$ 43.558	
Statutory EESISIP	5.325%	\$ 1.238	5.325%	\$ 1.238	5.325%	\$ 1.278	5.325%	\$ 1.318	6.505%	\$ 1.610
		\$ 42.341		\$ 42.287		\$ 43.698		\$ 44.876		\$ 45.168

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 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.)	1/01/2019 (at 4:01 p.m.)	1/01/2019 (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	\$ 34.88	\$ 34.88	\$ 34.88	\$ 34.88	\$ 36.00	\$ 36.00	\$ 37.13	\$ 37.13	\$ 37.13	\$ 37.13
Hourly Rate	\$ 23.25	\$ 23.25	\$ 23.25	\$ 23.25	\$ 24.00	\$ 24.00	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75
	<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>
Job Security Fund	0.250%	\$ 0.058	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	7.380%	\$ 1.716	7.380%	\$ 1.716	8.380%	\$ 2.011	8.380%	\$ 2.074	8.380%	\$ 2.074
P H B P – Medical	12.540%	\$ 2.916	12.540%	\$ 2.916	12.540%	\$ 3.010	12.540%	\$ 3.104	12.540%	\$ 3.104
P H B P – Medical	3.226%	\$ 0.750	3.226%	\$ 0.750	3.125%	\$ 0.750	3.030%	\$ 0.750	3.030%	\$ 0.750
Dental Plan	2.040%	\$ 0.474	2.040%	\$ 0.474	2.040%	\$ 0.490	2.040%	\$ 0.505	2.040%	\$ 0.505
N . E . B . F .	3.000%	\$ 1.046	3.000%	\$ 1.046	3.000%	\$ 1.080	3.000%	\$ 1.114	3.000%	\$ 1.114
Annuity	4.301%	\$ 1.000	4.301%	\$ 1.000	4.167%	\$ 1.000	4.040%	\$ 1.000	4.040%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.889	8.284%	\$ 2.889	8.284%	\$ 2.982	8.284%	\$ 3.075	8.284%	\$ 3.075
HRA	7.527%	\$ 1.750	7.527%	\$ 1.750	7.292%	\$ 1.750	7.071%	\$ 1.750	7.071%	\$ 1.750
DSP Percentage	15.000%	\$ 3.488	15.000%	\$ 3.488	15.000%	\$ 3.600	15.000%	\$ 3.713	15.000%	\$ 3.713
DSP Hourly	10.753%	\$ 2.500	10.753%	\$ 2.500	10.417%	\$ 2.500	10.101%	\$ 2.500	10.101%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.116	0.520%	\$ 0.121	0.520%	\$ 0.125	0.520%	\$ 0.129	0.520%	\$ 0.129
Comp. & Dis. Supp.	1.985%	\$ 0.692	1.985%	\$ 0.692	1.985%	\$ 0.715	1.985%	\$ 0.737	1.985%	\$ 0.737
Total Rate For Benefits	76.785%	\$ 19.388	76.555%	\$ 19.342	76.749%	\$ 20.012	75.991%	\$ 20.450	75.991%	\$ 20.459
Total Cost Per Hour	\$ 54.270	\$ 54.270	\$ 54.217	\$ 54.217	\$ 56.012	\$ 56.012	\$ 57.575	\$ 57.575	\$ 57.575	\$ 57.575
Statutory EEBISP	5.325%	\$ 1.857	5.325%	\$ 1.857	5.325%	\$ 1.917	5.325%	\$ 1.977	5.325%	\$ 2.415
	\$ 56.127	\$ 56.127	\$ 56.074	\$ 56.074	\$ 57.929	\$ 57.929	\$ 59.552	\$ 59.552	\$ 59.990	\$ 59.990