

Joint Industry Board of the Electrical Industry

JOURNEYPerson LINEMEN, 'A' ELECTRICIAN, SPLICER AND EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE  
 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.)

	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.)	5/8/2020 (at 4:01 p.m.)	5/8/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (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	0.250%	\$ 0.140	0.250%	\$ 0.140	0.250%	\$ 0.145	0.250%	\$ 0.145	0.250%	\$ 0.145
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%	\$ 14.584	26.060%	\$ 14.584	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	8.036%	\$ 4.500	8.036%	\$ 4.500	7.759%	\$ 4.500	7.759%	\$ 4.500	7.759%	\$ 4.500
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
Educational & Cultural (Safety and Training)	2.000%	\$ 1.120	2.000%	\$ 1.120	2.000%	\$ 1.160	2.000%	\$ 1.160	2.000%	\$ 1.160
Tools and Clothing	0.500%	\$ 0.280	0.500%	\$ 0.280	0.500%	\$ 0.290	0.500%	\$ 0.290	0.500%	\$ 0.290
Comp. & Dis. Supp.	1.985%	\$ 1.112	1.985%	\$ 1.112	1.985%	\$ 1.151	1.985%	\$ 1.151	1.985%	\$ 1.151
N.E.L.C.A.F.	0.750%	\$ 0.420	0.750%	\$ 0.420	0.750%	\$ 0.435	0.750%	\$ 0.435	0.750%	\$ 0.435
NEAT Trust Fund	1.000%	\$ 0.560	1.000%	\$ 0.560	1.000%	\$ 0.580	1.000%	\$ 0.580	1.000%	\$ 0.580
National Electrical Industry Fund	1.000%	\$ 0.560	1.000%	\$ 0.560	1.000%	\$ 0.580	1.000%	\$ 0.580	1.000%	\$ 0.580
<b>Total Rate For Benefits</b>	<b>106.393%</b>	<b>\$ 59.580</b>	<b>106.413%</b>	<b>\$ 59.591</b>	<b>106.412%</b>	<b>\$ 61.719</b>	<b>106.412%</b>	<b>\$ 61.719</b>	<b>106.412%</b>	<b>\$ 61.719</b>
<b>Total Cost Per Hour</b>		<b>\$ 115.580</b>		<b>\$ 115.591</b>		<b>\$ 119.719</b>		<b>\$ 119.719</b>		<b>\$ 119.719</b>
Statutory EESISIP	5.425%	\$ 3.038	5.425%	\$ 3.038	5.425%	\$ 3.147	5.425%	\$ 3.147	6.625%	\$ 3.843
		<b>\$ 118.618</b>		<b>\$ 118.629</b>		<b>\$ 122.866</b>		<b>\$ 122.866</b>		<b>\$ 123.562</b>

Joint Industry Board of the Electrical Industry

JOURNEYPerson LINEMEN, 'A' ELECTRICIAN, SPLICER AND EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE OT  
**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.)**

	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.)	5/8/2020 (at 4:01 p.m.)	5/8/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (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	0.250%	\$ 0.140	0.250%	\$ 0.140	0.250%	\$ 0.145	0.250%	\$ 0.145	0.250%	\$ 0.145
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	8.036%	\$ 4.500	8.036%	\$ 4.500	7.759%	\$ 4.500	7.759%	\$ 4.500	7.759%	\$ 4.500
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
Educational & Cultural (Safety and Training)	2.000%	\$ 1.680	2.000%	\$ 1.680	2.000%	\$ 1.740	2.000%	\$ 1.740	2.000%	\$ 1.740
Tools and Clothing	0.500%	\$ 0.420	0.500%	\$ 0.420	0.500%	\$ 0.435	0.500%	\$ 0.435	0.500%	\$ 0.435
Comp. & Dis. Supp.	1.985%	\$ 1.667	1.985%	\$ 1.667	1.985%	\$ 1.727	1.985%	\$ 1.727	1.985%	\$ 1.727
N.E.L.C.A.F.	0.750%	\$ 0.630	0.750%	\$ 0.630	0.750%	\$ 0.653	0.750%	\$ 0.653	0.750%	\$ 0.653
NEAT Trust Fund	1.000%	\$ 0.840	1.000%	\$ 0.840	1.000%	\$ 0.870	1.000%	\$ 0.870	1.000%	\$ 0.870
National Electrical Industry Fund	1.000%	\$ 0.840	1.000%	\$ 0.840	1.000%	\$ 0.870	1.000%	\$ 0.870	1.000%	\$ 0.870
<b>Total Rate For Benefits</b>	<b>106.393%</b>	<b>\$ 64.588</b>	<b>106.413%</b>	<b>\$ 64.599</b>	<b>106.412%</b>	<b>\$ 66.906</b>	<b>106.412%</b>	<b>\$ 66.906</b>	<b>106.412%</b>	<b>\$ 66.906</b>
<b>Total Cost Per Hour</b>		<b>\$ 148.588</b>		<b>\$ 148.599</b>		<b>\$ 153.906</b>		<b>\$ 153.906</b>		<b>\$ 153.906</b>
Statutory EESBP	5.425%	\$ 4.557	5.425%	\$ 4.557	5.425%	\$ 4.720	5.425%	\$ 4.720	5.625%	\$ 5.764
		<b>\$ 153.145</b>		<b>\$ 153.156</b>		<b>\$ 158.626</b>		<b>\$ 158.626</b>		<b>\$ 159.670</b>

Joint Industry Board of the Electrical Industry

MATERIAL PERSON OUTSIDE UTILITY PACKAGE

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.)

	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.)	5/8/2020 (at 4:01 p.m.)	5/8/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
Hourly Rate	\$ 48.72	48.72	\$ 48.72	48.72	\$ 50.46	50.46	\$ 50.46	50.46	\$ 50.46	50.46
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.122	0.250%	\$ 0.122	0.250%	\$ 0.126	0.250%	\$ 0.126	0.250%	\$ 0.126
P H B P -- Pension Trust	12.390%	\$ 6.036	12.390%	\$ 6.036	13.390%	\$ 6.757	13.390%	\$ 6.757	13.390%	\$ 6.757
P H B P -- Medical	26.060%	\$ 12.696	26.060%	\$ 12.696	26.060%	\$ 13.150	26.060%	\$ 13.150	26.060%	\$ 13.150
P H B P -- Medical	10.776%	\$ 5.250	10.776%	\$ 5.250	10.404%	\$ 5.250	10.404%	\$ 5.250	10.404%	\$ 5.250
Dental Plan	3.140%	\$ 1.530	3.140%	\$ 1.530	3.140%	\$ 1.584	3.140%	\$ 1.584	3.140%	\$ 1.584
N . E . B . F .	3.000%	\$ 1.462	3.000%	\$ 1.462	3.000%	\$ 1.514	3.000%	\$ 1.514	3.000%	\$ 1.514
Annuity	9.236%	\$ 4.500	9.236%	\$ 4.500	8.918%	\$ 4.500	8.918%	\$ 4.500	8.918%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 3.727	7.650%	\$ 3.727	7.650%	\$ 3.860	7.650%	\$ 3.860	7.650%	\$ 3.860
HRA	13.342%	\$ 6.500	13.342%	\$ 6.500	12.881%	\$ 6.500	12.881%	\$ 6.500	12.881%	\$ 6.500
DSP Percentage	16.000%	\$ 7.795	16.000%	\$ 7.795	16.000%	\$ 8.074	16.000%	\$ 8.074	16.000%	\$ 8.074
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.804	1.670%	\$ 0.814	1.670%	\$ 0.843	1.670%	\$ 0.843	1.670%	\$ 0.843
Educational & Cultural (Safety and Training)	2.000%	\$ 0.974	2.000%	\$ 0.974	2.000%	\$ 1.009	2.000%	\$ 1.009	2.000%	\$ 1.009
Tools and Clothing	0.500%	\$ 0.244	0.500%	\$ 0.244	0.500%	\$ 0.252	0.500%	\$ 0.252	0.500%	\$ 0.252
Comp. & Dis. Supp.	1.985%	\$ 0.967	1.985%	\$ 0.967	1.985%	\$ 1.002	1.985%	\$ 1.002	1.985%	\$ 1.002
N.E.L.C.A.F	0.750%	\$ 0.365	0.750%	\$ 0.365	0.750%	\$ 0.378	0.750%	\$ 0.378	0.750%	\$ 0.378
NEAT Trust Fund	1.000%	\$ 0.487	1.000%	\$ 0.487	1.000%	\$ 0.505	1.000%	\$ 0.505	1.000%	\$ 0.505
National Electrical Industry Fund	1.000%	\$ 0.487	1.000%	\$ 0.487	1.000%	\$ 0.505	1.000%	\$ 0.505	1.000%	\$ 0.505
Total Rate For Benefits	110.728%	\$ 53.947	110.749%	\$ 53.957	110.599%	\$ 55.808	110.599%	\$ 55.808	110.599%	\$ 55.808
Total Cost Per Hour		\$ 102.667		\$ 102.677		\$ 106.268		\$ 106.268		\$ 106.268
Statutory EESISIP	5.425%	\$ 2.643	5.425%	\$ 2.643	5.425%	\$ 2.737	5.425%	\$ 2.737	6.625%	\$ 3.343
		\$ 105.310		\$ 105.320		\$ 109.006		\$ 109.006		\$ 109.611



Joint Industry Board of the Electrical Industry

**EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE**

**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.)**

	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.)	5/8/2020 (at 4:01 p.m.)	5/8/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
Hourly Rate	\$ 44.80	44.80	\$ 44.80	44.80	\$ 46.40	46.40	\$ 46.40	46.40	\$ 46.40	46.40
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.112	0.250%	\$ 0.112	0.250%	\$ 0.116	0.250%	\$ 0.116	0.250%	\$ 0.116
P H B P -- Pension Trust	12.390%	\$ 5.551	12.390%	\$ 5.551	13.390%	\$ 6.213	13.390%	\$ 6.213	13.390%	\$ 6.213
P H B P -- Medical	26.060%	\$ 11.675	26.060%	\$ 11.675	26.060%	\$ 12.092	26.060%	\$ 12.092	26.060%	\$ 12.092
P H B P -- Medical	11.719%	\$ 5.250	11.719%	\$ 5.250	11.315%	\$ 5.250	11.315%	\$ 5.250	11.315%	\$ 5.250
Dental Plan	3.140%	\$ 1.407	3.140%	\$ 1.407	3.140%	\$ 1.457	3.140%	\$ 1.457	3.140%	\$ 1.457
N . E . B . F .	3.000%	\$ 1.344	3.000%	\$ 1.344	3.000%	\$ 1.392	3.000%	\$ 1.392	3.000%	\$ 1.392
Annuity	10.045%	\$ 4.500	10.045%	\$ 4.500	9.698%	\$ 4.500	9.698%	\$ 4.500	9.698%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 3.427	7.650%	\$ 3.427	7.650%	\$ 3.550	7.650%	\$ 3.550	7.650%	\$ 3.550
HRA	14.509%	\$ 6.500	14.509%	\$ 6.500	14.009%	\$ 6.500	14.009%	\$ 6.500	14.009%	\$ 6.500
DSP Percentage	16.000%	\$ 7.168	16.000%	\$ 7.168	16.000%	\$ 7.424	16.000%	\$ 7.424	16.000%	\$ 7.424
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.739	1.670%	\$ 0.748	1.670%	\$ 0.775	1.670%	\$ 0.775	1.670%	\$ 0.775
Educational & Cultural (Safety and Training)	2.000%	\$ 0.896	2.000%	\$ 0.896	2.000%	\$ 0.928	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	0.500%	\$ 0.232
Comp. & Dis. Supp.	1.985%	\$ 0.889	1.985%	\$ 0.889	1.985%	\$ 0.921	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	0.750%	\$ 0.348
NEAT Trust Fund	1.000%	\$ 0.448	1.000%	\$ 0.448	1.000%	\$ 0.464	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	1.000%	\$ 0.464
<b>Total Rate For Benefits</b>	<b>113.647%</b>	<b>\$ 50.914</b>	<b>113.667%</b>	<b>\$ 50.923</b>	<b>113.417%</b>	<b>\$ 52.625</b>	<b>113.417%</b>	<b>\$ 52.625</b>	<b>113.417%</b>	<b>\$ 52.625</b>
<b>Total Cost Per Hour</b>		<b>\$ 95.714</b>		<b>\$ 95.723</b>		<b>\$ 99.025</b>		<b>\$ 99.025</b>		<b>\$ 99.025</b>
Statutory EESISIP	5.425%	\$ 2.430	5.425%	\$ 2.430	5.425%	\$ 2.517	5.425%	\$ 2.517	6.625%	\$ 3.074
		<b>\$ 98.144</b>		<b>\$ 98.153</b>		<b>\$ 101.542</b>		<b>\$ 101.542</b>		<b>\$ 102.099</b>

Joint Industry Board of the Electrical Industry

EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE OT

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.)

	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.)	12/28/2021 (at 4:01 p.m.)	12/28/2021 (at 4:01 p.m.)
OT Rate	\$ 67.20	\$ 67.20	\$ 67.20	\$ 67.20	\$ 69.60	\$ 69.60	\$ 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	\$ 46.40	\$ 46.40
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.112	0.250%	\$ 0.112	0.250%	\$ 0.116	0.250%	\$ 0.116	0.250%	\$ 0.116
P.H.B.P. - Pension Trust	12.390%	\$ 5.551	12.390%	\$ 5.551	13.390%	\$ 6.213	13.390%	\$ 6.213	13.390%	\$ 6.213
P.H.B.P. - Medical	26.060%	\$ 11.675	26.060%	\$ 11.675	26.060%	\$ 12.092	26.060%	\$ 12.092	26.060%	\$ 12.092
P.H.B.P. - Medical	11.719%	\$ 5.250	11.719%	\$ 5.250	11.315%	\$ 5.250	11.315%	\$ 5.250	11.315%	\$ 5.250
Dental Plan	3.140%	\$ 1.407	3.140%	\$ 1.407	3.140%	\$ 1.457	3.140%	\$ 1.457	3.140%	\$ 1.457
N.E.B.F.	3.000%	\$ 2.016	3.000%	\$ 2.016	3.000%	\$ 2.088	3.000%	\$ 2.088	3.000%	\$ 2.088
Annuity	10.045%	\$ 4.500	10.045%	\$ 4.500	9.698%	\$ 4.500	9.698%	\$ 4.500	9.698%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 5.141	7.650%	\$ 5.141	7.650%	\$ 5.324	7.650%	\$ 5.324	7.650%	\$ 5.324
HRA	14.509%	\$ 6.500	14.509%	\$ 6.500	14.009%	\$ 6.500	14.009%	\$ 6.500	14.009%	\$ 6.500
DSP Percentage	16.000%	\$ 7.168	16.000%	\$ 7.168	16.000%	\$ 7.424	16.000%	\$ 7.424	16.000%	\$ 7.424
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.739	1.670%	\$ 0.748	1.670%	\$ 0.775	1.670%	\$ 0.775	1.670%	\$ 0.775
Educational & Cultural (Safety and Training)	2.000%	\$ 1.344	2.000%	\$ 1.344	2.000%	\$ 1.392	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	0.500%	\$ 0.348
Comp. & Dis. Supp.	1.985%	\$ 1.334	1.985%	\$ 1.334	1.985%	\$ 1.382	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	0.750%	\$ 0.522
NEAT Trust Fund	1.000%	\$ 0.672	1.000%	\$ 0.672	1.000%	\$ 0.696	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	1.000%	\$ 0.696
<b>Total Rate For Benefits</b>	<b>113.647%</b>	<b>\$ 54.920</b>	<b>113.667%</b>	<b>\$ 54.929</b>	<b>113.417%</b>	<b>\$ 56.775</b>	<b>113.417%</b>	<b>\$ 56.775</b>	<b>113.417%</b>	<b>\$ 56.775</b>
<b>Total Cost Per Hour</b>	<b>\$ 122.120</b>	<b>\$ 122.120</b>	<b>\$ 122.129</b>	<b>\$ 122.129</b>	<b>\$ 126.375</b>	<b>\$ 126.375</b>	<b>\$ 126.375</b>	<b>\$ 126.375</b>	<b>\$ 126.375</b>	<b>\$ 126.375</b>
Statutory EESISB	5.425%	\$ 3.646	5.425%	\$ 3.646	5.425%	\$ 3.776	5.425%	\$ 3.776	6.625%	\$ 4.611
		\$ 125.766		\$ 125.775		\$ 130.150		\$ 130.150		\$ 130.986

Joint Industry Board of the Electrical Industry

GROUNDPERSON OUTSIDE UTILITY PACKAGE

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.)

	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.)	5/8/2020 (at 4:01 p.m.)	5/8/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	12/28/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
Hourly Rate	\$ 33.60	33.60	\$ 33.60	33.60	\$ 34.80	34.80	\$ 34.80	34.80	\$ 34.80	34.80
	New%/Contr.	Dollar Equiv	New%/Contr.	Dollar Equiv	New%/Contr.	Dollar Equiv	New%/Contr.	Dollar Equiv	New%/Contr.	Dollar Equiv
JIB	0.250%	\$ 0.084	0.250%	\$ 0.084	0.250%	\$ 0.087	0.250%	\$ 0.087	0.250%	\$ 0.087
P H B P -- Pension Trust	12.390%	\$ 4.163	12.390%	\$ 4.163	13.390%	\$ 4.660	13.390%	\$ 4.660	13.390%	\$ 4.660
P H B P -- Medical	26.060%	\$ 8.756	26.060%	\$ 8.756	26.060%	\$ 9.069	26.060%	\$ 9.069	26.060%	\$ 9.069
P H B P -- Medical	15.625%	\$ 5.250	15.625%	\$ 5.250	15.086%	\$ 5.250	15.086%	\$ 5.250	15.086%	\$ 5.250
Dental Plan	3.140%	\$ 1.055	3.140%	\$ 1.055	3.140%	\$ 1.093	3.140%	\$ 1.093	3.140%	\$ 1.093
N.E.B.F.	3.000%	\$ 1.008	3.000%	\$ 1.008	3.000%	\$ 1.044	3.000%	\$ 1.044	3.000%	\$ 1.044
Annuity	13.383%	\$ 4.500	13.383%	\$ 4.500	12.931%	\$ 4.500	12.931%	\$ 4.500	12.931%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 2.570	7.650%	\$ 2.570	7.650%	\$ 2.862	7.650%	\$ 2.862	7.650%	\$ 2.862
HRA	19.345%	\$ 6.500	19.345%	\$ 6.500	18.678%	\$ 6.500	18.678%	\$ 6.500	18.678%	\$ 6.500
DSP Percentage	16.000%	\$ 5.376	16.000%	\$ 5.376	16.000%	\$ 5.568	16.000%	\$ 5.568	16.000%	\$ 5.568
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.554	1.670%	\$ 0.561	1.670%	\$ 0.581	1.670%	\$ 0.581	1.670%	\$ 0.581
Educational & Cultural (Safety and Training)	2.000%	\$ 0.672	2.000%	\$ 0.672	2.000%	\$ 0.696	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	0.500%	\$ 0.174
Comp. & Dis. Supp.	1.985%	\$ 0.667	1.985%	\$ 0.667	1.985%	\$ 0.691	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	0.750%	\$ 0.261
NEAT Trust Fund	1.000%	\$ 0.336	1.000%	\$ 0.336	1.000%	\$ 0.348	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	1.000%	\$ 0.348
<b>Total Rate For Benefits</b>	<b>125.738%</b>	<b>\$ 42.248</b>	<b>125.758%</b>	<b>\$ 42.255</b>	<b>125.090%</b>	<b>\$ 43.531</b>	<b>125.090%</b>	<b>\$ 43.531</b>	<b>125.090%</b>	<b>\$ 43.531</b>
<b>Total Cost Per Hour</b>		<b>\$ 75.848</b>		<b>\$ 75.855</b>		<b>\$ 78.331</b>		<b>\$ 78.331</b>		<b>\$ 78.331</b>
Statutory EEBISP	5.425%	\$ 1.823	5.425%	\$ 1.823	5.425%	\$ 1.888	5.425%	\$ 1.888	6.625%	\$ 2.306
		<b>\$ 77.671</b>		<b>\$ 77.678</b>		<b>\$ 80.219</b>		<b>\$ 80.219</b>		<b>\$ 80.637</b>

Joint Industry Board of the Electrical Industry

**GROUNDPERSON OUTSIDE UTILITY PACKAGE OT**

**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.)**

	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.)	5/8/2020 (at 4:01 p.m.)	5/8/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	12/28/2021 (at 4:01 p.m.)	12/28/2021 (at 4:01 p.m.)
OT Rate	\$ 50.40	\$ 50.40	\$ 50.40	\$ 50.40	\$ 52.20	\$ 52.20	\$ 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	\$ 34.80	\$ 34.80
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.084	0.250%	\$ 0.084	0.250%	\$ 0.087	0.250%	\$ 0.087	0.250%	\$ 0.087
P.H.B.P. -- Pension Trust	12.390%	\$ 4.163	12.390%	\$ 4.163	13.390%	\$ 4.660	13.390%	\$ 4.660	13.390%	\$ 4.660
P.H.B.P. -- Medical	26.060%	\$ 8.756	26.060%	\$ 8.756	26.060%	\$ 9.069	26.060%	\$ 9.069	26.060%	\$ 9.069
P.H.B.P. -- Medical	15.625%	\$ 5.250	15.625%	\$ 5.250	15.086%	\$ 5.250	15.086%	\$ 5.250	15.086%	\$ 5.250
Dental Plan	3.140%	\$ 1.055	3.140%	\$ 1.055	3.140%	\$ 1.093	3.140%	\$ 1.093	3.140%	\$ 1.093
N.E.B.F.	3.000%	\$ 1.512	3.000%	\$ 1.512	3.000%	\$ 1.566	3.000%	\$ 1.566	3.000%	\$ 1.566
Annuity	13.393%	\$ 4.500	13.393%	\$ 4.500	12.931%	\$ 4.500	12.931%	\$ 4.500	12.931%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 3.856	7.650%	\$ 3.856	7.650%	\$ 3.993	7.650%	\$ 3.993	7.650%	\$ 3.993
HRA	19.345%	\$ 6.500	19.345%	\$ 6.500	18.678%	\$ 6.500	18.678%	\$ 6.500	18.678%	\$ 6.500
DSP Percentage	16.000%	\$ 5.376	16.000%	\$ 5.376	16.000%	\$ 5.568	16.000%	\$ 5.568	16.000%	\$ 5.568
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.554	1.670%	\$ 0.561	1.670%	\$ 0.581	1.670%	\$ 0.581	1.670%	\$ 0.581
Educational & Cultural (Safety and Training)	2.000%	\$ 1.008	2.000%	\$ 1.008	2.000%	\$ 1.044	2.000%	\$ 1.044	2.000%	\$ 1.044
Tools and Clothing	0.500%	\$ 0.262	0.500%	\$ 0.262	0.500%	\$ 0.261	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	1.985%	\$ 1.036
N.E.I.C.A.F.	0.750%	\$ 0.378	0.750%	\$ 0.378	0.750%	\$ 0.392	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	1.000%	\$ 0.522
National Electrical Industry Fund	1.000%	\$ 0.504	1.000%	\$ 0.504	1.000%	\$ 0.522	1.000%	\$ 0.522	1.000%	\$ 0.522
<b>Total Rate For Benefits</b>	<b>125.738%</b>	<b>\$ 45.253</b>	<b>125.758%</b>	<b>\$ 45.259</b>	<b>125.090%</b>	<b>\$ 46.643</b>	<b>125.090%</b>	<b>\$ 46.643</b>	<b>125.090%</b>	<b>\$ 46.643</b>
<b>Total Cost Per Hour</b>	<b>\$ 98.653</b>	<b>\$ 98.653</b>	<b>\$ 98.659</b>	<b>\$ 98.659</b>	<b>\$ 99.843</b>	<b>\$ 99.843</b>	<b>\$ 99.843</b>	<b>\$ 99.843</b>	<b>\$ 99.843</b>	<b>\$ 99.843</b>
Statutory EESISIP	5.425%	\$ 2.734	5.425%	\$ 2.734	5.425%	\$ 2.832	5.425%	\$ 2.832	5.625%	\$ 3.458
		<b>\$ 98.387</b>		<b>\$ 98.394</b>		<b>\$ 101.675</b>		<b>\$ 101.675</b>		<b>\$ 102.302</b>





Joint Industry Board of the Electrical Industry

FLAGPERSON OUTSIDE UTILITY PACKAGE OT

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.)

	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.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
OT Rate	\$ 37.80	\$ 37.80	\$ 37.80	\$ 37.80	\$ 39.15	\$ 39.15	\$ 39.15	\$ 39.15	\$ 39.15	\$ 39.15
Hourly Rate	\$ 26.20	\$ 26.20	\$ 26.20	\$ 26.20	\$ 26.10	\$ 26.10	\$ 26.10	\$ 26.10	\$ 26.10	\$ 26.10
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.063	0.250%	\$ 0.063	0.250%	\$ 0.065	0.250%	\$ 0.065	0.250%	\$ 0.065
P H B P -- Pension Trust	12.390%	\$ 3.122	12.390%	\$ 3.122	13.390%	\$ 3.495	13.390%	\$ 3.495	13.390%	\$ 3.495
P H B P -- Medical	26.060%	\$ 6.567	26.060%	\$ 6.567	26.060%	\$ 6.802	26.060%	\$ 6.802	26.060%	\$ 6.802
P H B P -- Medical	20.833%	\$ 5.250	20.833%	\$ 5.250	20.115%	\$ 5.250	20.115%	\$ 5.250	20.115%	\$ 5.250
Dental Plan	3.140%	\$ 0.791	3.140%	\$ 0.791	3.140%	\$ 0.820	3.140%	\$ 0.820	3.140%	\$ 0.820
N . E . B . F .	3.000%	\$ 1.134	3.000%	\$ 1.134	3.000%	\$ 1.175	3.000%	\$ 1.175	3.000%	\$ 1.175
Annuity	17.857%	\$ 4.500	17.857%	\$ 4.500	17.241%	\$ 4.500	17.241%	\$ 4.500	17.241%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 2.892	7.650%	\$ 2.892	7.650%	\$ 2.995	7.650%	\$ 2.995	7.650%	\$ 2.995
HRA	25.794%	\$ 6.500	25.794%	\$ 6.500	24.904%	\$ 6.500	24.904%	\$ 6.500	24.904%	\$ 6.500
DSP Percentage	16.000%	\$ 4.032	16.000%	\$ 4.032	16.000%	\$ 4.176	16.000%	\$ 4.176	16.000%	\$ 4.176
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.650%	\$ 0.416	1.670%	\$ 0.421	1.670%	\$ 0.436	1.670%	\$ 0.436	1.670%	\$ 0.436
Educational & Cultural (Safety and Training)	2.000%	\$ 0.756	2.000%	\$ 0.756	2.000%	\$ 0.783	2.000%	\$ 0.783	2.000%	\$ 0.783
Tools and Clothing	0.500%	\$ 0.189	0.500%	\$ 0.189	0.500%	\$ 0.196	0.500%	\$ 0.196	0.500%	\$ 0.196
Comp. & Dis. Supp.	1.985%	\$ 0.750	1.985%	\$ 0.750	1.985%	\$ 0.777	1.985%	\$ 0.777	1.985%	\$ 0.777
N.E.L.C.A.F.	0.750%	\$ 0.284	0.750%	\$ 0.284	0.750%	\$ 0.294	0.750%	\$ 0.294	0.750%	\$ 0.294
NEAT Trust Fund	1.000%	\$ 0.378	1.000%	\$ 0.378	1.000%	\$ 0.392	1.000%	\$ 0.392	1.000%	\$ 0.392
National Electrical Industry Fund	1.000%	\$ 0.378	1.000%	\$ 0.378	1.000%	\$ 0.392	1.000%	\$ 0.392	1.000%	\$ 0.392
<b>Total Rate For Benefits</b>	<b>141.859%</b>	<b>\$ 38.002</b>	<b>141.879%</b>	<b>\$ 38.007</b>	<b>140.656%</b>	<b>\$ 39.045</b>	<b>140.656%</b>	<b>\$ 39.045</b>	<b>140.656%</b>	<b>\$ 39.045</b>
<b>Total Cost Per Hour</b>	<b>\$ 75.802</b>	<b>\$ 75.802</b>	<b>\$ 75.807</b>	<b>\$ 75.807</b>	<b>\$ 78.195</b>	<b>\$ 78.195</b>	<b>\$ 78.195</b>	<b>\$ 78.195</b>	<b>\$ 78.195</b>	<b>\$ 78.195</b>
Statutory EESBP	5.425%	\$ 2.051	5.425%	\$ 2.051	5.425%	\$ 2.124	5.425%	\$ 2.124	6.025%	\$ 2.594
	<b>\$ 77.853</b>	<b>\$ 77.858</b>	<b>\$ 80.319</b>	<b>\$ 80.319</b>	<b>\$ 80.319</b>	<b>\$ 80.319</b>	<b>\$ 80.319</b>	<b>\$ 80.319</b>	<b>\$ 80.789</b>	<b>\$ 80.789</b>

Joint Industry Board of the Electrical Industry

JOURNEYPERSON LINEMEN, 'A' ELECTRICIAN, SPLICER AND EQUIPMENT OPERATOR OUTSIDE UTILITY SWING SHIFT PACKAGE  
**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.)**

	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.)	5/8/2020 (at 4:01 p.m.)	5/8/2020 (at 4:01 p.m.)	5/8/2021 (at 4:01 p.m.)	5/8/2021 (at 4:01 p.m.)	12/28/2021 (at 4:01 p.m.)	12/28/2021 (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
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	7.305%	\$ 4.800	7.305%	\$ 4.800	7.053%	\$ 4.800	7.053%	\$ 4.800	7.053%	\$ 4.800
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
Educational & Cultural (Safety and Training)	2.000%	\$ 1.314	2.000%	\$ 1.314	2.000%	\$ 1.361	2.000%	\$ 1.361	2.000%	\$ 1.361
Tools and Clothing	0.500%	\$ 0.329	0.500%	\$ 0.329	0.500%	\$ 0.340	0.500%	\$ 0.340	0.500%	\$ 0.340
Comp. & Dis. Supp.	1.985%	\$ 1.304	1.985%	\$ 1.304	1.985%	\$ 1.351	1.985%	\$ 1.351	1.985%	\$ 1.351
N.E.L.C.A.F.	0.750%	\$ 0.493	0.750%	\$ 0.493	0.750%	\$ 0.510	0.750%	\$ 0.510	0.750%	\$ 0.510
NEAT Trust Fund	1.000%	\$ 0.657	1.000%	\$ 0.657	1.000%	\$ 0.681	1.000%	\$ 0.681	1.000%	\$ 0.681
National Electrical Industry Fund	1.000%	\$ 0.657	1.000%	\$ 0.657	1.000%	\$ 0.681	1.000%	\$ 0.681	1.000%	\$ 0.681
<b>Total Rate For Benefits</b>	<b>103.221%</b>	<b>\$ 67.826</b>	<b>103.241%</b>	<b>\$ 67.840</b>	<b>103.348%</b>	<b>\$ 70.339</b>	<b>103.348%</b>	<b>\$ 70.339</b>	<b>103.348%</b>	<b>\$ 70.339</b>
<b>Total Cost Per Hour</b>	<b>\$ 133.536</b>	<b>\$ 133.536</b>	<b>\$ 133.550</b>	<b>\$ 133.550</b>	<b>\$ 138.399</b>	<b>\$ 138.399</b>	<b>\$ 138.399</b>	<b>\$ 138.399</b>	<b>\$ 138.399</b>	<b>\$ 138.399</b>
Statutory EEISIP	5.425%	\$ 3.565	5.425%	\$ 3.565	5.425%	\$ 3.692	5.425%	\$ 3.692	6.625%	\$ 4.509
		\$ 137.101		\$ 137.114		\$ 142.091		\$ 142.091		\$ 142.908

Joint Industry Board of the Electrical Industry

JOURNEYPerson LINEMEN, 'A' ELECTRICIAN, SPLICER AND EQUIPMENT OPERATOR OUTSIDE UTILITY SWING SHIFT PACKAGE OT  
**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.)**

	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.)	5/8/2020 (at 4:01 p.m.)	5/8/2020 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	5/5/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)	12/29/2021 (at 4:01 p.m.)
OT Rate	\$ 98.57	\$ 98.57	\$ 98.57	\$ 98.57	\$ 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
	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
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	7.305%	\$ 4.800	7.305%	\$ 4.800	7.053%	\$ 4.800	7.053%	\$ 4.800	7.053%	\$ 4.800
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
Educational & Cultural (Safety and Training)	2.000%	\$ 1.971	2.000%	\$ 1.971	2.000%	\$ 2.042	2.000%	\$ 2.042	2.000%	\$ 2.042
Tools and Clothing	0.500%	\$ 0.493	0.500%	\$ 0.493	0.500%	\$ 0.510	0.500%	\$ 0.510	0.500%	\$ 0.510
Comp. & Dis. Supp.	1.985%	\$ 1.957	1.985%	\$ 1.957	1.985%	\$ 2.026	1.985%	\$ 2.026	1.985%	\$ 2.026
N.E.L.C.A.F.	0.750%	\$ 0.739	0.750%	\$ 0.739	0.750%	\$ 0.766	0.750%	\$ 0.766	0.750%	\$ 0.766
NEAT Trust Fund	1.000%	\$ 0.986	1.000%	\$ 0.986	1.000%	\$ 1.021	1.000%	\$ 1.021	1.000%	\$ 1.021
National Electrical Industry Fund	1.000%	\$ 0.986	1.000%	\$ 0.986	1.000%	\$ 1.021	1.000%	\$ 1.021	1.000%	\$ 1.021
<b>Total Rate For Benefits</b>	<b>103.221%</b>	<b>\$ 73.703</b>	<b>103.241%</b>	<b>\$ 73.716</b>	<b>103.348%</b>	<b>\$ 76.425</b>	<b>103.348%</b>	<b>\$ 76.425</b>	<b>103.348%</b>	<b>\$ 76.425</b>
<b>Total Cost Per Hour</b>		<b>\$ 172.268</b>		<b>\$ 172.281</b>		<b>\$ 178.515</b>		<b>\$ 178.515</b>		<b>\$ 178.515</b>
Statutory EESBP	5.425%	\$ 5.347	5.425%	\$ 5.347	5.425%	\$ 5.538	5.425%	\$ 5.538	6.625%	\$ 6.763
		<b>\$ 177.615</b>		<b>\$ 177.628</b>		<b>\$ 184.054</b>		<b>\$ 184.054</b>		<b>\$ 185.279</b>

Joint Industry Board of the Electrical Industry

JOURNEYPerson LINEMEN, 'A' ELECTRICIAN, SPLICER AND EQUIPMENT OPERATOR OUTSIDE UTILITY GRAVEYARD SHIFT PACKAGE  
**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.)**

	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.)	12/28/2021 (at 4:01 p.m.)	12/28/2021 (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
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	6.988%	\$ 5.143	6.988%	\$ 5.143	6.747%	\$ 5.143	6.747%	\$ 5.143	6.747%	\$ 5.143
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
Educational & Cultural (Safety and Training)	2.000%	\$ 1.472	2.000%	\$ 1.472	2.000%	\$ 1.525	2.000%	\$ 1.525	2.000%	\$ 1.525
Tools and Clothing	0.500%	\$ 0.368	0.500%	\$ 0.368	0.500%	\$ 0.381	0.500%	\$ 0.381	0.500%	\$ 0.381
Comp. & Dis. Supp.	1.985%	\$ 1.461	1.985%	\$ 1.461	1.985%	\$ 1.513	1.985%	\$ 1.513	1.985%	\$ 1.513
N.E.L.C.A.F	0.750%	\$ 0.552	0.750%	\$ 0.552	0.750%	\$ 0.572	0.750%	\$ 0.572	0.750%	\$ 0.572
NEAT Trust Fund	1.000%	\$ 0.736	1.000%	\$ 0.736	1.000%	\$ 0.762	1.000%	\$ 0.762	1.000%	\$ 0.762
National Electrical Industry Fund	1.000%	\$ 0.736	1.000%	\$ 0.736	1.000%	\$ 0.762	1.000%	\$ 0.762	1.000%	\$ 0.762
<b>Total Rate For Benefits</b>	<b>101.589%</b>	<b>\$ 74.769</b>	<b>101.609%</b>	<b>\$ 74.784</b>	<b>101.773%</b>	<b>\$ 77.582</b>	<b>101.773%</b>	<b>\$ 77.582</b>	<b>101.773%</b>	<b>\$ 77.582</b>
<b>Total Cost Per Hour</b>	<b>\$ 148.369</b>	<b>\$ 148.369</b>	<b>\$ 148.384</b>	<b>\$ 148.384</b>	<b>\$ 153.812</b>	<b>\$ 153.812</b>	<b>\$ 153.812</b>	<b>\$ 153.812</b>	<b>\$ 153.812</b>	<b>\$ 153.812</b>
Statutory EESISIP	5.425%	\$ 3.993	5.425%	\$ 3.993	5.425%	\$ 4.135	5.425%	\$ 4.135	6.625%	\$ 5.050
		<b>\$ 152.362</b>		<b>\$ 152.377</b>		<b>\$ 157.947</b>		<b>\$ 157.947</b>		<b>\$ 158.862</b>

Joint Industry Board of the Electrical Industry

JOURNEYPerson LINEMEN, 'A' ELECTRICIAN, SPLICER AND EQUIPMENT OPERATOR OUTSIDE UTILITY GRAVEYARD SHIFT PACKAGE OT  
 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.)

	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.)	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
	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
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	6.988%	\$ 5.143	6.988%	\$ 5.143	6.747%	\$ 5.143	6.747%	\$ 5.143	6.747%	\$ 5.143
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
Educational & Cultural (Safety and Training)	2.000%	\$ 2.208	2.000%	\$ 2.208	2.000%	\$ 2.287	2.000%	\$ 2.287	2.000%	\$ 2.287
Tools and Clothing	0.500%	\$ 0.552	0.500%	\$ 0.552	0.500%	\$ 0.572	0.500%	\$ 0.572	0.500%	\$ 0.572
Comp. & Dis. Supp.	1.985%	\$ 2.191	1.985%	\$ 2.191	1.985%	\$ 2.270	1.985%	\$ 2.270	1.985%	\$ 2.270
N.E.L.C.A.F.	0.750%	\$ 0.826	0.750%	\$ 0.826	0.750%	\$ 0.858	0.750%	\$ 0.858	0.750%	\$ 0.858
NEAT Trust Fund	1.000%	\$ 1.104	1.000%	\$ 1.104	1.000%	\$ 1.143	1.000%	\$ 1.143	1.000%	\$ 1.143
National Electrical Industry Fund	1.000%	\$ 1.104	1.000%	\$ 1.104	1.000%	\$ 1.143	1.000%	\$ 1.143	1.000%	\$ 1.143
<b>Total Rate For Benefits</b>	<b>101.589%</b>	<b>\$ 81.351</b>	<b>101.609%</b>	<b>\$ 81.366</b>	<b>101.773%</b>	<b>\$ 84.399</b>	<b>101.773%</b>	<b>\$ 84.399</b>	<b>101.773%</b>	<b>\$ 84.399</b>
<b>Total Cost Per Hour</b>	<b>\$ 191.751</b>	<b>\$ 191.751</b>	<b>\$ 191.751</b>	<b>\$ 191.751</b>	<b>\$ 198.744</b>	<b>\$ 198.744</b>	<b>\$ 198.744</b>	<b>\$ 198.744</b>	<b>\$ 198.744</b>	<b>\$ 198.744</b>
Statutory EESISIP	5.425%	\$ 5.989	5.425%	\$ 5.989	5.425%	\$ 6.203	5.425%	\$ 6.203	5.425%	\$ 6.203
		<b>\$ 197.740</b>		<b>\$ 197.755</b>		<b>\$ 204.947</b>		<b>\$ 204.947</b>		<b>\$ 206.319</b>