

Joint Industry Board of the Electrical Industry

**1st Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)**

	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.)
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	5.545%	\$ 1.863	5.545%	\$ 1.863	5.545%	\$ 1.930	5.545%	\$ 1.930	5.545%	\$ 1.930
P H B P – Medical	14.713%	\$ 4.944	14.713%	\$ 4.944	15.713%	\$ 5.468	15.713%	\$ 5.468	15.713%	\$ 5.468
P H B P – Medical	2.232%	\$ 0.750	2.232%	\$ 0.750	2.155%	\$ 0.750	2.155%	\$ 0.750	2.155%	\$ 0.750
Dental Plan	2.140%	\$ 0.719	2.140%	\$ 0.719	2.140%	\$ 0.745	2.140%	\$ 0.745	2.140%	\$ 0.745
N . E . B . F .	3.000%	\$ 1.008	3.000%	\$ 1.008	3.000%	\$ 1.044	3.000%	\$ 1.044	3.000%	\$ 1.044
Annuity	2.976%	\$ 1.000	2.976%	\$ 1.000	2.874%	\$ 1.000	2.874%	\$ 1.000	2.874%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.783	8.284%	\$ 2.783	8.284%	\$ 2.883	8.284%	\$ 2.883	8.284%	\$ 2.883
HRA	5.208%	\$ 1.750	5.208%	\$ 1.750	5.029%	\$ 1.750	5.029%	\$ 1.750	5.029%	\$ 1.750
DSP Percentage	15.000%	\$ 5.040	15.000%	\$ 5.040	15.000%	\$ 5.220	15.000%	\$ 5.220	15.000%	\$ 5.220
DSP Hourly	7.440%	\$ 2.500	7.440%	\$ 2.500	7.184%	\$ 2.500	7.184%	\$ 2.500	7.184%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.207	0.637%	\$ 0.214	0.637%	\$ 0.222	0.637%	\$ 0.222	0.637%	\$ 0.222
Educational & Cultural (Safety and Training)	2.000%	\$ 0.672	2.000%	\$ 0.672	2.000%	\$ 0.696	2.000%	\$ 0.696	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
Total Rate For Benefits	74.641%	\$ 25.079	74.641%	\$ 25.086	75.045%	\$ 26.116	75.045%	\$ 26.116	75.045%	\$ 26.116
Total Cost Per Hour	\$ 60.916	\$ 60.916	\$ 60.916	\$ 60.916	\$ 60.916	\$ 60.916	\$ 60.916	\$ 60.916	\$ 60.916	\$ 60.916
Statutory EESISIP	5.425%	\$ 1.823	5.425%	\$ 1.823	5.425%	\$ 1.888	5.425%	\$ 1.888	6.625%	\$ 2.306
		\$ 60.502		\$ 60.509		\$ 62.804		\$ 62.804		\$ 63.221

Joint Industry Board of the Electrical Industry

1st Period Outside Utility Apprentice Wage and Benefits

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

	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	\$ 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	5.545%	\$ 1.863	5.545%	\$ 1.863	5.545%	\$ 1.930	5.545%	\$ 1.930	5.545%	\$ 1.930
P H B P – Medical	14.713%	\$ 4.944	14.713%	\$ 4.944	15.713%	\$ 5.468	15.713%	\$ 5.468	15.713%	\$ 5.468
P H B P – Medical	2.232%	\$ 0.750	2.232%	\$ 0.750	2.155%	\$ 0.750	2.155%	\$ 0.750	2.155%	\$ 0.750
Dental Plan	2.140%	\$ 0.719	2.140%	\$ 0.719	2.140%	\$ 0.745	2.140%	\$ 0.745	2.140%	\$ 0.745
N . E . B . F .	3.000%	\$ 1.512	3.000%	\$ 1.512	3.000%	\$ 1.566	3.000%	\$ 1.566	3.000%	\$ 1.566
Annuity	2.976%	\$ 1.000	2.976%	\$ 1.000	2.874%	\$ 1.000	2.874%	\$ 1.000	2.874%	\$ 1.000
Employer paid FICA	8.284%	\$ 4.175	8.284%	\$ 4.175	8.284%	\$ 4.324	8.284%	\$ 4.324	8.284%	\$ 4.324
HRA	5.208%	\$ 1.750	5.208%	\$ 1.750	5.029%	\$ 1.750	5.029%	\$ 1.750	5.029%	\$ 1.750
DSP Percentage	15.000%	\$ 5.040	15.000%	\$ 5.040	15.000%	\$ 5.220	15.000%	\$ 5.220	15.000%	\$ 5.220
DSP Hourly	7.440%	\$ 2.500	7.440%	\$ 2.500	7.184%	\$ 2.500	7.184%	\$ 2.500	7.184%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.207	0.637%	\$ 0.214	0.637%	\$ 0.222	0.637%	\$ 0.222	0.637%	\$ 0.222
Educational & Cultural (Safety and Training)	2.000%	\$ 1.008	2.000%	\$ 1.008	2.000%	\$ 1.044	2.000%	\$ 1.044	2.000%	\$ 1.044
Tools and Clothing	0.500%	\$ 0.252	0.500%	\$ 0.252	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.L.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
Total Rate For Benefits	74.641%	\$ 28.191	74.661%	\$ 28.197	75.045%	\$ 29.338	75.045%	\$ 29.338	75.045%	\$ 29.338
Total Cost Per Hour		\$ 78.991		\$ 78.997		\$ 81.538		\$ 81.538		\$ 81.538
Statutory EESISIP	5.425%	\$ 2.734	5.425%	\$ 2.734	5.425%	\$ 2.832	5.425%	\$ 2.832	6.625%	\$ 3.458
		\$ 81.325		\$ 81.332		\$ 84.370		\$ 84.370		\$ 84.996

Joint Industry Board of the Electrical Industry

**2nd Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)**

	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.)
Hourly Rate	\$ 36.40	\$ 36.40	\$ 36.40	\$ 36.40	\$ 37.70	\$ 37.70	\$ 37.70	\$ 37.70	\$ 37.70	\$ 37.70
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.091	0.250%	\$ 0.091	0.250%	\$ 0.094	0.250%	\$ 0.094	0.250%	\$ 0.094
P H B P – Pension Trust	5.545%	\$ 2.018	5.545%	\$ 2.018	5.545%	\$ 2.090	5.545%	\$ 2.090	5.545%	\$ 2.090
P H B P – Medical	14.713%	\$ 5.356	14.713%	\$ 5.356	15.713%	\$ 5.924	15.713%	\$ 5.924	15.713%	\$ 5.924
P H B P – Medical	2.050%	\$ 0.750	2.060%	\$ 0.750	1.989%	\$ 0.750	1.989%	\$ 0.750	1.989%	\$ 0.750
Dental Plan	2.140%	\$ 0.779	2.140%	\$ 0.779	2.140%	\$ 0.807	2.140%	\$ 0.807	2.140%	\$ 0.807
N . E . B . F .	3.000%	\$ 1.092	3.000%	\$ 1.092	3.000%	\$ 1.131	3.000%	\$ 1.131	3.000%	\$ 1.131
Annuity	2.747%	\$ 1.000	2.747%	\$ 1.000	2.653%	\$ 1.000	2.653%	\$ 1.000	2.653%	\$ 1.000
Employer paid FICA	8.284%	\$ 3.015	8.284%	\$ 3.015	8.284%	\$ 3.123	8.284%	\$ 3.123	8.284%	\$ 3.123
HRA	4.808%	\$ 1.750	4.808%	\$ 1.750	4.642%	\$ 1.750	4.642%	\$ 1.750	4.642%	\$ 1.750
DSP Percentage	15.000%	\$ 5.460	15.000%	\$ 5.460	15.000%	\$ 5.655	15.000%	\$ 5.655	15.000%	\$ 5.655
DSP Hourly	6.868%	\$ 2.500	6.868%	\$ 2.500	6.631%	\$ 2.500	6.631%	\$ 2.500	6.631%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.225	0.637%	\$ 0.232	0.637%	\$ 0.240	0.637%	\$ 0.240	0.637%	\$ 0.240
Educational & Cultural (Safety and Training)	2.000%	\$ 0.728	2.000%	\$ 0.728	2.000%	\$ 0.754	2.000%	\$ 0.754	2.000%	\$ 0.754
Tools and Clothing	0.500%	\$ 0.182	0.500%	\$ 0.182	0.500%	\$ 0.189	0.500%	\$ 0.189	0.500%	\$ 0.189
Comp. & Dis. Supp.	1.985%	\$ 0.723	1.985%	\$ 0.723	1.985%	\$ 0.748	1.985%	\$ 0.748	1.985%	\$ 0.748
N.E.L.C.A.F.	0.750%	\$ 0.273	0.750%	\$ 0.273	0.750%	\$ 0.283	0.750%	\$ 0.283	0.750%	\$ 0.283
NEAT Trust Fund	1.000%	\$ 0.364	1.000%	\$ 0.364	1.000%	\$ 0.377	1.000%	\$ 0.377	1.000%	\$ 0.377
National Electrical Industry Fund	1.000%	\$ 0.364	1.000%	\$ 0.364	1.000%	\$ 0.377	1.000%	\$ 0.377	1.000%	\$ 0.377
Total Rate For Benefits	73.268%	\$ 26.669	73.288%	\$ 26.677	73.719%	\$ 27.792	73.719%	\$ 27.792	73.719%	\$ 27.792
Total Cost Per Hour		\$ 63.069		\$ 63.077		\$ 65.492		\$ 65.492		\$ 65.492
Statutory EESBP	5.425%	\$ 1.975	5.425%	\$ 1.975	5.425%	\$ 2.045	5.425%	\$ 2.045	6.625%	\$ 2.498
		\$ 65.044		\$ 65.051		\$ 67.537		\$ 67.537		\$ 67.990

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**2nd Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)**

	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	\$ 54.60	\$ 54.60	\$ 54.60	\$ 54.60	\$ 56.55	\$ 56.55	\$ 56.55	\$ 56.55	\$ 56.55	\$ 56.55
Hourly Rate	\$ 36.40	\$ 36.40	\$ 36.40	\$ 36.40	\$ 37.70	\$ 37.70	\$ 37.70	\$ 37.70	\$ 37.70	\$ 37.70
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.091	0.250%	\$ 0.091	0.250%	\$ 0.094	0.250%	\$ 0.094	0.250%	\$ 0.094
P.H.B.P. – Pension Trust	5.545%	\$ 2.018	5.545%	\$ 2.018	5.545%	\$ 2.090	5.545%	\$ 2.090	5.545%	\$ 2.090
P.H.B.P. – Medical	14.713%	\$ 5.356	14.713%	\$ 5.356	15.713%	\$ 5.924	15.713%	\$ 5.924	15.713%	\$ 5.924
P.H.B.P. – Medical	2.060%	\$ 0.750	2.060%	\$ 0.750	1.989%	\$ 0.750	1.989%	\$ 0.750	1.989%	\$ 0.750
Dental Plan	2.140%	\$ 0.778	2.140%	\$ 0.779	2.140%	\$ 0.807	2.140%	\$ 0.807	2.140%	\$ 0.807
N.E.B.F.	3.000%	\$ 1.638	3.000%	\$ 1.638	3.000%	\$ 1.697	3.000%	\$ 1.697	3.000%	\$ 1.697
Annuity	2.747%	\$ 1.000	2.747%	\$ 1.000	2.653%	\$ 1.000	2.653%	\$ 1.000	2.653%	\$ 1.000
Employer paid FICA	8.284%	\$ 4.523	8.284%	\$ 4.523	8.284%	\$ 4.685	8.284%	\$ 4.685	8.284%	\$ 4.685
HRA	4.808%	\$ 1.750	4.808%	\$ 1.750	4.642%	\$ 1.750	4.642%	\$ 1.750	4.642%	\$ 1.750
DSP Percentage	15.000%	\$ 5.460	15.000%	\$ 5.460	15.000%	\$ 5.655	15.000%	\$ 5.655	15.000%	\$ 5.655
DSP Hourly	6.868%	\$ 2.500	6.868%	\$ 2.500	6.631%	\$ 2.500	6.631%	\$ 2.500	6.631%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.225	0.637%	\$ 0.232	0.637%	\$ 0.240	0.637%	\$ 0.240	0.637%	\$ 0.240
Educational & Cultural (Safety and Training)	2.000%	\$ 1.092	2.000%	\$ 1.092	2.000%	\$ 1.131	2.000%	\$ 1.131	2.000%	\$ 1.131
Tools and Clothing	0.500%	\$ 0.273	0.500%	\$ 0.273	0.500%	\$ 0.283	0.500%	\$ 0.283	0.500%	\$ 0.283
Comp. & Dis. Supp.	1.965%	\$ 1.084	1.965%	\$ 1.084	1.965%	\$ 1.123	1.965%	\$ 1.123	1.965%	\$ 1.123
N.E.L.C.A.F.	0.750%	\$ 0.410	0.750%	\$ 0.410	0.750%	\$ 0.424	0.750%	\$ 0.424	0.750%	\$ 0.424
NEAT Trust Fund	1.000%	\$ 0.546	1.000%	\$ 0.546	1.000%	\$ 0.566	1.000%	\$ 0.566	1.000%	\$ 0.566
National Electrical Industry Fund	1.000%	\$ 0.546	1.000%	\$ 0.546	1.000%	\$ 0.566	1.000%	\$ 0.566	1.000%	\$ 0.566
Total Rate For Benefits	73.268%	\$ 30.040	73.288%	\$ 30.047	73.719%	\$ 31.283	73.719%	\$ 31.283	73.719%	\$ 31.283
Total Cost Per Hour	\$ 84.640	\$ 84.640	\$ 84.647	\$ 84.647	\$ 87.833	\$ 87.833	\$ 87.833	\$ 87.833	\$ 87.833	\$ 87.833
Statutory EESBP	5.425%	\$ 2.962	5.425%	\$ 2.962	5.425%	\$ 3.068	5.425%	\$ 3.068	6.025%	\$ 3.746
		\$ 87.602		\$ 87.609		\$ 90.901		\$ 90.901		\$ 91.579

Joint Industry Board of the Electrical Industry

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

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Hourly Rate	\$ 39.20	39.20	\$ 39.20	39.20	\$ 40.60	40.60	\$ 40.60	40.60	\$ 40.60	40.60
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.098	0.250%	\$ 0.098	0.250%	\$ 0.102	0.250%	\$ 0.102	0.250%	\$ 0.102
P H B P – Pension Trust	5.545%	\$ 2.174	5.545%	\$ 2.174	5.545%	\$ 2.251	5.545%	\$ 2.251	5.545%	\$ 2.251
P H B P – Medical	14.713%	\$ 5.787	14.713%	\$ 5.787	15.713%	\$ 6.379	15.713%	\$ 6.379	15.713%	\$ 6.379
P H B P – Medical	1.913%	\$ 0.750	1.913%	\$ 0.750	1.847%	\$ 0.750	1.847%	\$ 0.750	1.847%	\$ 0.750
Dental Plan	2.140%	\$ 0.839	2.140%	\$ 0.839	2.140%	\$ 0.869	2.140%	\$ 0.869	2.140%	\$ 0.869
N . E . B . F .	3.000%	\$ 1.176	3.000%	\$ 1.176	3.000%	\$ 1.218	3.000%	\$ 1.218	3.000%	\$ 1.218
Annuity	2.551%	\$ 1.000	2.551%	\$ 1.000	2.463%	\$ 1.000	2.463%	\$ 1.000	2.463%	\$ 1.000
Employer paid FICA	8.284%	\$ 3.247	8.284%	\$ 3.247	8.284%	\$ 3.363	8.284%	\$ 3.363	8.284%	\$ 3.363
HRA	4.464%	\$ 1.750	4.464%	\$ 1.750	4.310%	\$ 1.750	4.310%	\$ 1.750	4.310%	\$ 1.750
DSP Percentage	15.000%	\$ 5.880	15.000%	\$ 5.880	15.000%	\$ 6.090	15.000%	\$ 6.090	15.000%	\$ 6.090
DSP Hourly	6.378%	\$ 2.500	6.378%	\$ 2.500	6.158%	\$ 2.500	6.158%	\$ 2.500	6.158%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.242	0.637%	\$ 0.250	0.637%	\$ 0.259	0.637%	\$ 0.259	0.637%	\$ 0.259
Educational & Cultural (Safety and Training)	2.000%	\$ 0.784	2.000%	\$ 0.784	2.000%	\$ 0.812	2.000%	\$ 0.812	2.000%	\$ 0.812
Tools and Clothing	0.500%	\$ 0.196	0.500%	\$ 0.196	0.500%	\$ 0.203	0.500%	\$ 0.203	0.500%	\$ 0.203
Comp. & Dis. Supp.	1.985%	\$ 0.778	1.985%	\$ 0.778	1.985%	\$ 0.806	1.985%	\$ 0.806	1.985%	\$ 0.806
N.E.L.C.A.F	0.750%	\$ 0.294	0.750%	\$ 0.294	0.750%	\$ 0.305	0.750%	\$ 0.305	0.750%	\$ 0.305
NEAT Trust Fund	1.000%	\$ 0.392	1.000%	\$ 0.392	1.000%	\$ 0.406	1.000%	\$ 0.406	1.000%	\$ 0.406
National Electrical Industry Fund	1.000%	\$ 0.392	1.000%	\$ 0.392	1.000%	\$ 0.406	1.000%	\$ 0.406	1.000%	\$ 0.406
Total Rate For Benefits	72.090%	\$ 28.259	72.110%	\$ 28.267	72.582%	\$ 29.468	72.582%	\$ 29.468	72.582%	\$ 29.468
Total Cost Per Hour		\$ 67.459		\$ 67.467		\$ 70.068		\$ 70.068		\$ 70.068
Statutory EESISIP	5.425%	\$ 2.127	5.425%	\$ 2.127	5.425%	\$ 2.203	5.425%	\$ 2.203	6.025%	\$ 2.890
		\$ 69.586		\$ 69.594		\$ 72.271		\$ 72.271		\$ 72.758

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

	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	\$ 58.80	\$ 58.80	\$ 58.80	\$ 58.80	\$ 60.90	\$ 60.90	\$ 60.90	\$ 60.90	\$ 60.90	\$ 60.90
Hourly Rate	\$ 39.20	\$ 39.20	\$ 39.20	\$ 39.20	\$ 40.60	\$ 40.60	\$ 40.60	\$ 40.60	\$ 40.60	\$ 40.60
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.098	0.250%	\$ 0.098	0.250%	\$ 0.102	0.250%	\$ 0.102	0.250%	\$ 0.102
P H B P – Pension Trust	5.545%	\$ 2.174	5.545%	\$ 2.174	5.545%	\$ 2.251	5.545%	\$ 2.251	5.545%	\$ 2.251
P H B P – Medical	14.713%	\$ 5.767	14.713%	\$ 5.767	15.713%	\$ 6.379	15.713%	\$ 6.379	15.713%	\$ 6.379
P H B P – Medical	1.913%	\$ 0.750	1.913%	\$ 0.750	1.847%	\$ 0.750	1.847%	\$ 0.750	1.847%	\$ 0.750
Dental Plan	2.140%	\$ 0.839	2.140%	\$ 0.839	2.140%	\$ 0.869	2.140%	\$ 0.869	2.140%	\$ 0.869
N . E . B . F .	3.000%	\$ 1.164	3.000%	\$ 1.164	3.000%	\$ 1.827	3.000%	\$ 1.827	3.000%	\$ 1.827
Annuity	2.551%	\$ 1.000	2.551%	\$ 1.000	2.463%	\$ 1.000	2.463%	\$ 1.000	2.463%	\$ 1.000
Employer paid FICA	8.284%	\$ 4.871	8.284%	\$ 4.871	8.284%	\$ 5.045	8.284%	\$ 5.045	8.284%	\$ 5.045
HRA	4.464%	\$ 1.750	4.464%	\$ 1.750	4.310%	\$ 1.750	4.310%	\$ 1.750	4.310%	\$ 1.750
DSP Percentage	15.000%	\$ 5.880	15.000%	\$ 5.880	15.000%	\$ 6.090	15.000%	\$ 6.090	15.000%	\$ 6.090
DSP Hourly	6.378%	\$ 2.500	6.378%	\$ 2.500	6.158%	\$ 2.500	6.158%	\$ 2.500	6.158%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.242	0.637%	\$ 0.250	0.637%	\$ 0.259	0.637%	\$ 0.259	0.637%	\$ 0.259
Educational & Cultural (Safety and Training)	2.000%	\$ 1.176	2.000%	\$ 1.176	2.000%	\$ 1.218	2.000%	\$ 1.218	2.000%	\$ 1.218
Tools and Clothing	0.500%	\$ 0.294	0.500%	\$ 0.294	0.500%	\$ 0.305	0.500%	\$ 0.305	0.500%	\$ 0.305
Comp. & Dis. Supp.	1.985%	\$ 1.167	1.985%	\$ 1.167	1.985%	\$ 1.209	1.985%	\$ 1.209	1.985%	\$ 1.209
N.E.L.C.A.F	0.750%	\$ 0.441	0.750%	\$ 0.441	0.750%	\$ 0.457	0.750%	\$ 0.457	0.750%	\$ 0.457
NEAT Trust Fund	1.000%	\$ 0.588	1.000%	\$ 0.588	1.000%	\$ 0.609	1.000%	\$ 0.609	1.000%	\$ 0.609
National Electrical Industry Fund	1.000%	\$ 0.588	1.000%	\$ 0.588	1.000%	\$ 0.609	1.000%	\$ 0.609	1.000%	\$ 0.609
Total Rate For Benefits	72.090%	\$ 31.889	72.110%	\$ 31.897	72.582%	\$ 33.228	72.582%	\$ 33.228	72.582%	\$ 33.228
Total Cost Per Hour	\$ 90.889	\$ 90.889	\$ 90.897	\$ 90.897	\$ 94.128	\$ 94.128	\$ 94.128	\$ 94.128	\$ 94.128	\$ 94.128
Statutory EEISIP	5.425%	\$ 3.190	5.425%	\$ 3.190	5.425%	\$ 3.304	5.425%	\$ 3.304	6.825%	\$ 4.035
		\$ 93.879		\$ 93.887		\$ 97.432		\$ 97.432		\$ 98.162

Joint Industry Board of the Electrical Industry

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

	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.)	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	\$ 42.00	42.00	\$ 42.00	42.00	\$ 43.50	43.50	\$ 43.50	43.50	\$ 43.50	43.50	\$ 43.50	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.105	0.250%	\$ 0.105	0.250%	\$ 0.109	0.250%	\$ 0.109	0.250%	\$ 0.109	0.250%	\$ 0.109
P H B P – Pension Trust	5.545%	\$ 2.329	5.545%	\$ 2.329	5.545%	\$ 2.412	5.545%	\$ 2.412	5.545%	\$ 2.412	5.545%	\$ 2.412
P H B P – Medical	14.713%	\$ 6.179	14.713%	\$ 6.179	15.713%	\$ 6.835	15.713%	\$ 6.835	15.713%	\$ 6.835	15.713%	\$ 6.835
P H B P – Medical	1.786%	\$ 0.750	1.786%	\$ 0.750	1.724%	\$ 0.750	1.724%	\$ 0.750	1.724%	\$ 0.750	1.724%	\$ 0.750
Dental Plan	2.140%	\$ 0.899	2.140%	\$ 0.899	2.140%	\$ 0.931	2.140%	\$ 0.931	2.140%	\$ 0.931	2.140%	\$ 0.931
N . E . B . F .	3.000%	\$ 1.260	3.000%	\$ 1.260	3.000%	\$ 1.305	3.000%	\$ 1.305	3.000%	\$ 1.305	3.000%	\$ 1.305
Annuity	2.381%	\$ 1.000	2.381%	\$ 1.000	2.299%	\$ 1.000	2.299%	\$ 1.000	2.299%	\$ 1.000	2.299%	\$ 1.000
Employer paid FICA	8.284%	\$ 3.479	8.284%	\$ 3.479	8.284%	\$ 3.604	8.284%	\$ 3.604	8.284%	\$ 3.604	8.284%	\$ 3.604
HRA	4.167%	\$ 1.750	4.167%	\$ 1.750	4.023%	\$ 1.750	4.023%	\$ 1.750	4.023%	\$ 1.750	4.023%	\$ 1.750
DSP Percentage	15.000%	\$ 6.300	15.000%	\$ 6.300	15.000%	\$ 6.525	15.000%	\$ 6.525	15.000%	\$ 6.525	15.000%	\$ 6.525
DSP Hourly	5.952%	\$ 2.500	5.952%	\$ 2.500	5.747%	\$ 2.500	5.747%	\$ 2.500	5.747%	\$ 2.500	5.747%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.259	0.637%	\$ 0.266	0.637%	\$ 0.277	0.637%	\$ 0.277	0.637%	\$ 0.277	0.637%	\$ 0.277
Educational & Cultural (Safety and Training)	2.000%	\$ 0.840	2.000%	\$ 0.840	2.000%	\$ 0.870	2.000%	\$ 0.870	2.000%	\$ 0.870	2.000%	\$ 0.870
Tools and Clothing	0.500%	\$ 0.210	0.500%	\$ 0.210	0.500%	\$ 0.218	0.500%	\$ 0.218	0.500%	\$ 0.218	0.500%	\$ 0.218
Comp. & Dis. Supp.	1.985%	\$ 0.834	1.985%	\$ 0.834	1.985%	\$ 0.863	1.985%	\$ 0.863	1.985%	\$ 0.863	1.985%	\$ 0.863
N.E.L.C.A.F	0.750%	\$ 0.315	0.750%	\$ 0.315	0.750%	\$ 0.326	0.750%	\$ 0.326	0.750%	\$ 0.326	0.750%	\$ 0.326
NEAT Trust Fund	1.000%	\$ 0.420	1.000%	\$ 0.420	1.000%	\$ 0.435	1.000%	\$ 0.435	1.000%	\$ 0.435	1.000%	\$ 0.435
National Electrical Industry Fund	1.000%	\$ 0.420	1.000%	\$ 0.420	1.000%	\$ 0.435	1.000%	\$ 0.435	1.000%	\$ 0.435	1.000%	\$ 0.435
Total Rate For Benefits	71.070%	\$ 29.849	71.090%	\$ 29.858	71.597%	\$ 31.145	71.597%	\$ 31.145	71.597%	\$ 31.145	71.597%	\$ 31.145
Total Cost Per Hour		\$ 71.849		\$ 71.858		\$ 74.645		\$ 74.645		\$ 74.645		\$ 74.645
Statutory EBISIP	5.425%	\$ 2.279	5.425%	\$ 2.279	5.425%	\$ 2.360	5.425%	\$ 2.360	5.425%	\$ 2.360	5.425%	\$ 2.360
		\$ 74.128		\$ 74.136		\$ 77.005		\$ 77.005		\$ 77.005		\$ 77.005

Joint Industry Board of the Electrical Industry

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

	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	\$ 63.00	\$ 63.00	\$ 63.00	\$ 63.00	\$ 65.25	\$ 65.25	\$ 65.25	\$ 65.25	\$ 65.25	\$ 65.25
Hourly Rate	\$ 42.00	\$ 42.00	\$ 42.00	\$ 42.00	\$ 43.50	\$ 43.50	\$ 43.50	\$ 43.50	\$ 43.50	\$ 43.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.105	0.250%	\$ 0.105	0.250%	\$ 0.109	0.250%	\$ 0.109	0.250%	\$ 0.109
P H B P -- Pension Trust	5.545%	\$ 2.329	5.545%	\$ 2.329	5.545%	\$ 2.412	5.545%	\$ 2.412	5.545%	\$ 2.412
P H B P -- Medical	14.713%	\$ 6.179	14.713%	\$ 6.179	15.713%	\$ 6.835	15.713%	\$ 6.835	15.713%	\$ 6.835
P H B P -- Medical	1.786%	\$ 0.750	1.786%	\$ 0.750	1.724%	\$ 0.750	1.724%	\$ 0.750	1.724%	\$ 0.750
Dental Plan	2.140%	\$ 0.899	2.140%	\$ 0.899	2.140%	\$ 0.931	2.140%	\$ 0.931	2.140%	\$ 0.931
N. E. B. F.	3.000%	\$ 1.890	3.000%	\$ 1.890	3.000%	\$ 1.958	3.000%	\$ 1.958	3.000%	\$ 1.958
Annuity	2.381%	\$ 1.000	2.381%	\$ 1.000	2.299%	\$ 1.000	2.299%	\$ 1.000	2.299%	\$ 1.000
Employer paid FICA	8.284%	\$ 5.219	8.284%	\$ 5.219	8.284%	\$ 5.405	8.284%	\$ 5.405	8.284%	\$ 5.405
HRA	4.167%	\$ 1.750	4.167%	\$ 1.750	4.023%	\$ 1.750	4.023%	\$ 1.750	4.023%	\$ 1.750
DSP Percentage	15.000%	\$ 6.300	15.000%	\$ 6.300	15.000%	\$ 6.525	15.000%	\$ 6.525	15.000%	\$ 6.525
DSP Hourly	5.952%	\$ 2.500	5.952%	\$ 2.500	5.747%	\$ 2.500	5.747%	\$ 2.500	5.747%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.259	0.637%	\$ 0.269	0.637%	\$ 0.277	0.637%	\$ 0.277	0.637%	\$ 0.277
Educational & Cultural (Safety and Training)	2.000%	\$ 1.260	2.000%	\$ 1.260	2.000%	\$ 1.305	2.000%	\$ 1.305	2.000%	\$ 1.305
Tools and Clothing	0.500%	\$ 0.315	0.500%	\$ 0.315	0.500%	\$ 0.326	0.500%	\$ 0.326	0.500%	\$ 0.326
Comp. & Dis. Supp.	1.985%	\$ 1.251	1.985%	\$ 1.251	1.985%	\$ 1.295	1.985%	\$ 1.295	1.985%	\$ 1.295
N.E.L.C.A.F	0.750%	\$ 0.473	0.750%	\$ 0.473	0.750%	\$ 0.489	0.750%	\$ 0.489	0.750%	\$ 0.489
NEAT Trust Fund	1.000%	\$ 0.630	1.000%	\$ 0.630	1.000%	\$ 0.653	1.000%	\$ 0.653	1.000%	\$ 0.653
National Electrical Industry Fund	1.000%	\$ 0.630	1.000%	\$ 0.630	1.000%	\$ 0.653	1.000%	\$ 0.653	1.000%	\$ 0.653
Total Rate For Benefits	71.870%	\$ 33.738	71.890%	\$ 33.747	71.597%	\$ 35.173	71.597%	\$ 35.173	71.597%	\$ 35.173
Total Cost Per Hour	\$ 96.738	\$ 96.738	\$ 96.747	\$ 96.747	\$ 100.423	\$ 100.423	\$ 100.423	\$ 100.423	\$ 100.423	\$ 100.423
Statutory EEBISP	5.425%	\$ 3.418	5.425%	\$ 3.418	5.425%	\$ 3.540	5.425%	\$ 3.540	6.625%	\$ 4.323
		\$ 100.158		\$ 100.164		\$ 103.962		\$ 103.962		\$ 104.745

Joint Industry Board of the Electrical Industry

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

	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.)
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	5.545%	\$ 2.484	5.545%	\$ 2.484	5.545%	\$ 2.573	5.545%	\$ 2.573	5.545%	\$ 2.573
P H B P – Medical	14.713%	\$ 6.591	14.713%	\$ 6.591	15.713%	\$ 7.291	15.713%	\$ 7.291	15.713%	\$ 7.291
P H B P – Medical	1.674%	\$ 0.750	1.674%	\$ 0.750	1.618%	\$ 0.750	1.618%	\$ 0.750	1.618%	\$ 0.750
Dental Plan	2.140%	\$ 0.959	2.140%	\$ 0.959	2.140%	\$ 0.993	2.140%	\$ 0.993	2.140%	\$ 0.993
N . E . B . F .	3.000%	\$ 1.344	3.000%	\$ 1.344	3.000%	\$ 1.392	3.000%	\$ 1.392	3.000%	\$ 1.392
Annuity	2.232%	\$ 1.000	2.232%	\$ 1.000	2.155%	\$ 1.000	2.155%	\$ 1.000	2.155%	\$ 1.000
Employer paid FICA	6.284%	\$ 3.711	6.284%	\$ 3.711	6.284%	\$ 3.844	6.284%	\$ 3.844	6.284%	\$ 3.844
HRA	3.906%	\$ 1.750	3.906%	\$ 1.750	3.772%	\$ 1.750	3.772%	\$ 1.750	3.772%	\$ 1.750
DSP Percentage	15.000%	\$ 6.720	15.000%	\$ 6.720	15.000%	\$ 6.960	15.000%	\$ 6.960	15.000%	\$ 6.960
DSP Hourly	5.580%	\$ 2.500	5.580%	\$ 2.500	5.388%	\$ 2.500	5.388%	\$ 2.500	5.388%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.276	0.637%	\$ 0.285	0.637%	\$ 0.296	0.637%	\$ 0.296	0.637%	\$ 0.296
Educational & Cultural (Safety and Training)	2.000%	\$ 0.896	2.000%	\$ 0.896	2.000%	\$ 0.928	2.000%	\$ 0.928	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
Total Rate For Benefits	70.177%	\$ 31.439	70.197%	\$ 31.448	70.735%	\$ 32.821	70.735%	\$ 32.821	70.735%	\$ 32.821
Total Cost Per Hour	\$ 76.239	\$ 76.239	\$ 76.248	\$ 76.248	\$ 79.221	\$ 79.221	\$ 79.221	\$ 79.221	\$ 79.221	\$ 79.221
Statutory EEBISP	5.425%	\$ 2.430	5.425%	\$ 2.430	5.425%	\$ 2.517	5.425%	\$ 2.517	6.625%	\$ 3.074
	\$ 78.670	\$ 78.670	\$ 78.679	\$ 78.679	\$ 81.738	\$ 81.738	\$ 81.738	\$ 81.738	\$ 82.295	\$ 82.295

Joint Industry Board of the Electrical Industry

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

	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	\$ 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	5.545%	\$ 2.484	5.545%	\$ 2.484	5.545%	\$ 2.573	5.545%	\$ 2.573	5.545%	\$ 2.573
P H B P – Medical	14.713%	\$ 6.591	14.713%	\$ 6.591	15.713%	\$ 7.291	15.713%	\$ 7.291	15.713%	\$ 7.291
P H B P – Medical	1.674%	\$ 0.750	1.674%	\$ 0.750	1.616%	\$ 0.750	1.616%	\$ 0.750	1.610%	\$ 0.750
Dental Plan	2.140%	\$ 0.959	2.140%	\$ 0.959	2.140%	\$ 0.993	2.140%	\$ 0.993	2.140%	\$ 0.993
N . E . B . F .	3.000%	\$ 2.016	3.000%	\$ 2.016	3.000%	\$ 2.088	3.000%	\$ 2.088	3.000%	\$ 2.088
Annuity	2.232%	\$ 1.000	2.232%	\$ 1.000	2.155%	\$ 1.000	2.155%	\$ 1.000	2.155%	\$ 1.000
Employer paid FICA	8.284%	\$ 5.567	8.284%	\$ 5.567	8.284%	\$ 5.766	8.284%	\$ 5.766	8.284%	\$ 5.766
HRA	3.906%	\$ 1.750	3.906%	\$ 1.750	3.772%	\$ 1.750	3.772%	\$ 1.750	3.772%	\$ 1.750
DSP Percentage	15.000%	\$ 6.720	15.000%	\$ 6.720	15.000%	\$ 6.960	15.000%	\$ 6.960	15.000%	\$ 6.960
DSP Hourly	5.580%	\$ 2.500	5.580%	\$ 2.500	5.388%	\$ 2.500	5.388%	\$ 2.500	5.388%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.278	0.637%	\$ 0.285	0.637%	\$ 0.296	0.637%	\$ 0.296	0.637%	\$ 0.296
Educational & Cultural (Safety and Training)	2.000%	\$ 1.344	2.000%	\$ 1.344	2.000%	\$ 1.392	2.000%	\$ 1.392	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.I.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
Total Rate For Benefits	70.177%	\$ 35.587	70.197%	\$ 35.596	70.735%	\$ 37.117	70.735%	\$ 37.117	70.735%	\$ 37.117
Total Cost Per Hour		\$ 102.787		\$ 102.796		\$ 106.717		\$ 106.717		\$ 106.717
Statutory EESISIP	5.425%	\$ 3.648	5.425%	\$ 3.646	5.425%	\$ 3.776	5.425%	\$ 3.776	6.625%	\$ 4.611
		\$ 106.433		\$ 106.442		\$ 110.493		\$ 110.493		\$ 111.328

Joint Industry Board of the Electrical Industry

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

	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.)
Hourly Rate	\$ 47.80	47.80	\$ 47.80	47.80	\$ 49.30	49.30	\$ 49.30	49.30	\$ 49.30	49.30
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.119	0.250%	\$ 0.119	0.250%	\$ 0.123	0.250%	\$ 0.123	0.250%	\$ 0.123
P H B P – Pension Trust	5.545%	\$ 2.639	5.545%	\$ 2.639	5.545%	\$ 2.734	5.545%	\$ 2.734	5.545%	\$ 2.734
P H B P – Medical	14.713%	\$ 7.003	14.713%	\$ 7.003	15.713%	\$ 7.747	15.713%	\$ 7.747	15.713%	\$ 7.747
P H B P – Medical	1.578%	\$ 0.750	1.578%	\$ 0.750	1.521%	\$ 0.750	1.521%	\$ 0.750	1.521%	\$ 0.750
Dental Plan	2.140%	\$ 1.019	2.140%	\$ 1.019	2.140%	\$ 1.055	2.140%	\$ 1.055	2.140%	\$ 1.055
N . E . B . F .	3.000%	\$ 1.428	3.000%	\$ 1.428	3.000%	\$ 1.479	3.000%	\$ 1.479	3.000%	\$ 1.479
Annuity	2.101%	\$ 1.000	2.101%	\$ 1.000	2.028%	\$ 1.000	2.028%	\$ 1.000	2.028%	\$ 1.000
Employer paid FICA	8.284%	\$ 3.943	8.284%	\$ 3.943	8.284%	\$ 4.084	8.284%	\$ 4.084	8.284%	\$ 4.084
HRA	3.678%	\$ 1.750	3.678%	\$ 1.750	3.550%	\$ 1.750	3.550%	\$ 1.750	3.550%	\$ 1.750
DSP Percentage	15.000%	\$ 7.140	15.000%	\$ 7.140	15.000%	\$ 7.395	15.000%	\$ 7.395	15.000%	\$ 7.395
DSP Hourly	5.252%	\$ 2.500	5.252%	\$ 2.500	5.071%	\$ 2.500	5.071%	\$ 2.500	5.071%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.294	0.637%	\$ 0.303	0.637%	\$ 0.314	0.637%	\$ 0.314	0.637%	\$ 0.314
Educational & Cultural (Safety and Training)	2.000%	\$ 0.952	2.000%	\$ 0.952	2.000%	\$ 0.986	2.000%	\$ 0.986	2.000%	\$ 0.986
Tools and Clothing	0.500%	\$ 0.238	0.500%	\$ 0.238	0.500%	\$ 0.247	0.500%	\$ 0.247	0.500%	\$ 0.247
Comp. & Dis. Supp.	1.985%	\$ 0.945	1.985%	\$ 0.945	1.985%	\$ 0.979	1.985%	\$ 0.979	1.985%	\$ 0.979
N.E.L.C.A.F	0.750%	\$ 0.357	0.750%	\$ 0.357	0.750%	\$ 0.370	0.750%	\$ 0.370	0.750%	\$ 0.370
NEAT Trust Fund	1.000%	\$ 0.476	1.000%	\$ 0.476	1.000%	\$ 0.493	1.000%	\$ 0.493	1.000%	\$ 0.493
National Electrical Industry Fund	1.000%	\$ 0.476	1.000%	\$ 0.476	1.000%	\$ 0.493	1.000%	\$ 0.493	1.000%	\$ 0.493
Total Rate For Benefits	69.388%	\$ 33.029	69.409%	\$ 33.039	69.974%	\$ 34.497	69.974%	\$ 34.497	69.974%	\$ 34.497
Total Cost Per Hour		\$ 80.629		\$ 80.639		\$ 83.797		\$ 83.797		\$ 83.797
Statutory EEISIP	5.425%	\$ 2.582	5.425%	\$ 2.582	5.425%	\$ 2.675	5.425%	\$ 2.675	6.625%	\$ 3.266
		\$ 83.211		\$ 83.221		\$ 86.472		\$ 86.472		\$ 87.063

Joint Industry Board of the Electrical Industry

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

	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	\$ 71.40	\$ 71.40	\$ 71.40	\$ 71.40	\$ 73.95	\$ 73.95	\$ 73.95	\$ 73.95	\$ 73.95	\$ 73.95
Hourly Rate	\$ 47.60	\$ 47.60	\$ 47.60	\$ 47.60	\$ 49.30	\$ 49.30	\$ 49.30	\$ 49.30	\$ 49.30	\$ 49.30
	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv
JIB	0.250%	\$ 0.119	0.250%	\$ 0.119	0.250%	\$ 0.123	0.250%	\$ 0.123	0.250%	\$ 0.123
P H B P -- Pension Trust	5.545%	\$ 2.639	5.545%	\$ 2.639	5.545%	\$ 2.734	5.545%	\$ 2.734	5.545%	\$ 2.734
P H B P -- Medical	14.713%	\$ 7.003	14.713%	\$ 7.003	15.713%	\$ 7.747	15.713%	\$ 7.747	15.713%	\$ 7.747
P H B P -- Medical	1.576%	\$ 0.750	1.576%	\$ 0.750	1.521%	\$ 0.750	1.521%	\$ 0.750	1.521%	\$ 0.750
Dental Plan	2.140%	\$ 1.019	2.140%	\$ 1.019	2.140%	\$ 1.055	2.140%	\$ 1.055	2.140%	\$ 1.055
N.E.B.F.	3.000%	\$ 2.142	3.000%	\$ 2.142	3.000%	\$ 2.219	3.000%	\$ 2.219	3.000%	\$ 2.219
Annuity	2.101%	\$ 1.000	2.101%	\$ 1.000	2.028%	\$ 1.000	2.028%	\$ 1.000	2.028%	\$ 1.000
Employer paid FICA	8.284%	\$ 5.915	8.284%	\$ 5.915	8.284%	\$ 6.126	8.284%	\$ 6.126	8.284%	\$ 6.126
HRA	3.676%	\$ 1.750	3.676%	\$ 1.750	3.550%	\$ 1.750	3.550%	\$ 1.750	3.550%	\$ 1.750
DSP Percentage	15.000%	\$ 7.140	15.000%	\$ 7.140	15.000%	\$ 7.395	15.000%	\$ 7.395	15.000%	\$ 7.395
DSP Hourly	5.252%	\$ 2.500	5.252%	\$ 2.500	5.071%	\$ 2.500	5.071%	\$ 2.500	5.071%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.294	0.637%	\$ 0.303	0.637%	\$ 0.314	0.637%	\$ 0.314	0.637%	\$ 0.314
Educational & Cultural (Safety and Training)	2.000%	\$ 1.428	2.000%	\$ 1.428	2.000%	\$ 1.478	2.000%	\$ 1.478	2.000%	\$ 1.478
Tools and Clothing	0.500%	\$ 0.357	0.500%	\$ 0.357	0.500%	\$ 0.370	0.500%	\$ 0.370	0.500%	\$ 0.370
Comp. & Dis. Supp.	1.985%	\$ 1.417	1.985%	\$ 1.417	1.985%	\$ 1.468	1.985%	\$ 1.468	1.985%	\$ 1.468
N.E.L.C.A.F.	0.750%	\$ 0.536	0.750%	\$ 0.536	0.750%	\$ 0.555	0.750%	\$ 0.555	0.750%	\$ 0.555
NEAT Trust Fund	1.000%	\$ 0.714	1.000%	\$ 0.714	1.000%	\$ 0.740	1.000%	\$ 0.740	1.000%	\$ 0.740
National Electrical Industry Fund	1.000%	\$ 0.714	1.000%	\$ 0.714	1.000%	\$ 0.740	1.000%	\$ 0.740	1.000%	\$ 0.740
Total Rate For Benefits	69.389%	\$ 37.437	69.409%	\$ 37.446	69.974%	\$ 39.062	69.974%	\$ 39.062	69.974%	\$ 39.062
Total Cost Per Hour	\$ 108.837		\$ 108.846		\$ 113.012		\$ 113.012		\$ 113.012	
Statutory EEBISP	5.425%	\$ 3.873	5.425%	\$ 3.873	5.425%	\$ 4.012	5.425%	\$ 4.012	6.625%	\$ 4.899
		\$ 112.710		\$ 112.720		\$ 117.024		\$ 117.024		\$ 117.911

Joint Industry Board of the Electrical Industry

**7th Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)**

	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.)
Hourly Rate	\$ 50.40	\$ 50.40	\$ 50.40	\$ 50.40	\$ 52.20	\$ 52.20	\$ 52.20	\$ 52.20	\$ 52.20	\$ 52.20
	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv	New%/Contr	Dollar Equiv
JIB	0.250%	\$ 0.126	0.250%	\$ 0.126	0.250%	\$ 0.131	0.250%	\$ 0.131	0.250%	\$ 0.131
P H B P -- Pension Trust	5.545%	\$ 2.795	5.545%	\$ 2.795	5.545%	\$ 2.804	5.545%	\$ 2.894	5.545%	\$ 2.894
P H B P -- Medical	14.713%	\$ 7.415	14.713%	\$ 7.415	15.713%	\$ 8.202	15.713%	\$ 8.202	15.713%	\$ 8.202
P H B P -- Medical	1.488%	\$ 0.750	1.488%	\$ 0.750	1.437%	\$ 0.750	1.437%	\$ 0.750	1.437%	\$ 0.750
Dental Plan	2.140%	\$ 1.079	2.140%	\$ 1.079	2.140%	\$ 1.117	2.140%	\$ 1.117	2.140%	\$ 1.117
N . E . B . F .	3.000%	\$ 1.512	3.000%	\$ 1.512	3.000%	\$ 1.566	3.000%	\$ 1.566	3.000%	\$ 1.566
Annuity	1.984%	\$ 1.000	1.984%	\$ 1.000	1.916%	\$ 1.000	1.916%	\$ 1.000	1.916%	\$ 1.000
Employer paid FICA	8.284%	\$ 4.175	8.284%	\$ 4.175	8.284%	\$ 4.324	8.284%	\$ 4.324	8.284%	\$ 4.324
HRA	3.472%	\$ 1.750	3.472%	\$ 1.750	3.352%	\$ 1.750	3.352%	\$ 1.750	3.352%	\$ 1.750
DSP Percentage	15.000%	\$ 7.560	15.000%	\$ 7.560	15.000%	\$ 7.830	15.000%	\$ 7.830	15.000%	\$ 7.830
DSP Hourly	4.960%	\$ 2.500	4.960%	\$ 2.500	4.789%	\$ 2.500	4.789%	\$ 2.500	4.789%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.311	0.637%	\$ 0.321	0.637%	\$ 0.333	0.637%	\$ 0.333	0.637%	\$ 0.333
Educational & Cultural (Safety and Training)	2.000%	\$ 1.008	2.000%	\$ 1.008	2.000%	\$ 1.044	2.000%	\$ 1.044	2.000%	\$ 1.044
Tools and Clothing	0.500%	\$ 0.252	0.500%	\$ 0.252	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.L.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
Total Rate For Benefits	68.689%	\$ 34.619	68.709%	\$ 34.629	69.298%	\$ 36.174	69.298%	\$ 36.174	69.298%	\$ 36.174
Total Cost Per Hour	\$ 85.019	\$ 85.019	\$ 85.029	\$ 85.029	\$ 88.374	\$ 88.374	\$ 88.374	\$ 88.374	\$ 88.374	\$ 88.374
Statutory EESBP	5.425%	\$ 2.734	5.425%	\$ 2.734	5.425%	\$ 2.832	5.425%	\$ 2.832	6.625%	\$ 3.458
	\$ 87.753	\$ 87.753	\$ 87.763	\$ 87.763	\$ 91.206	\$ 91.206	\$ 91.206	\$ 91.206	\$ 91.832	\$ 91.832

Joint Industry Board of the Electrical Industry

**7th Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/8/2019 (at 4:01 p.m.) to 5/4/2022 (at 4:00 p.m.)**

	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	\$ 75.60	\$ 75.60	\$ 75.60	\$ 75.60	\$ 78.30	\$ 78.30	\$ 78.30	\$ 78.30	\$ 78.30	\$ 78.30
Hourly Rate	\$ 50.40	\$ 50.40	\$ 50.40	\$ 50.40	\$ 52.20	\$ 52.20	\$ 52.20	\$ 52.20	\$ 52.20	\$ 52.20
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.126	0.250%	\$ 0.126	0.250%	\$ 0.131	0.250%	\$ 0.131	0.250%	\$ 0.131
P H B P – Pension Trust	5.545%	\$ 2.795	5.545%	\$ 2.795	5.545%	\$ 2.894	5.545%	\$ 2.894	5.545%	\$ 2.894
P H B P – Medical	14.713%	\$ 7.415	14.713%	\$ 7.415	15.713%	\$ 8.202	15.713%	\$ 8.202	15.713%	\$ 8.202
P H B P – Medical	1.488%	\$ 0.750	1.488%	\$ 0.750	1.437%	\$ 0.750	1.437%	\$ 0.750	1.437%	\$ 0.750
Dental Plan	2.140%	\$ 1.079	2.140%	\$ 1.079	2.140%	\$ 1.117	2.140%	\$ 1.117	2.140%	\$ 1.117
N . E . B . F .	3.000%	\$ 2.268	3.000%	\$ 2.268	3.000%	\$ 2.349	3.000%	\$ 2.349	3.000%	\$ 2.349
Annuity	1.984%	\$ 1.000	1.984%	\$ 1.000	1.916%	\$ 1.000	1.916%	\$ 1.000	1.916%	\$ 1.000
Employer paid FICA	6.284%	\$ 6.263	6.284%	\$ 6.263	6.284%	\$ 6.486	6.284%	\$ 6.486	6.284%	\$ 6.486
HRA	3.472%	\$ 1.750	3.472%	\$ 1.750	3.352%	\$ 1.750	3.352%	\$ 1.750	3.352%	\$ 1.750
DSP Percentage	15.000%	\$ 7.560	15.000%	\$ 7.560	15.000%	\$ 7.830	15.000%	\$ 7.830	15.000%	\$ 7.830
DSP Hourly	4.960%	\$ 2.500	4.960%	\$ 2.500	4.789%	\$ 2.500	4.789%	\$ 2.500	4.789%	\$ 2.500
Educational & Cultural	0.617%	\$ 0.311	0.637%	\$ 0.321	0.637%	\$ 0.333	0.637%	\$ 0.333	0.637%	\$ 0.333
Educational & Cultural (Safety and Training)	2.000%	\$ 1.512	2.000%	\$ 1.512	2.000%	\$ 1.566	2.000%	\$ 1.566	2.000%	\$ 1.566
Tools and Clothing	0.500%	\$ 0.378	0.500%	\$ 0.378	0.500%	\$ 0.392	0.500%	\$ 0.392	0.500%	\$ 0.392
Comp. & Dis. Supp.	1.985%	\$ 1.501	1.985%	\$ 1.501	1.985%	\$ 1.554	1.985%	\$ 1.554	1.985%	\$ 1.554
N.E.L.C.A.F	0.750%	\$ 0.567	0.750%	\$ 0.567	0.750%	\$ 0.587	0.750%	\$ 0.587	0.750%	\$ 0.587
NEAT Trust Fund	1.000%	\$ 0.756	1.000%	\$ 0.756	1.000%	\$ 0.783	1.000%	\$ 0.783	1.000%	\$ 0.783
National Electrical Industry Fund	1.000%	\$ 0.756	1.000%	\$ 0.756	1.000%	\$ 0.783	1.000%	\$ 0.783	1.000%	\$ 0.783
Total Rate For Benefits	64.689%	\$ 39.284	64.709%	\$ 39.296	69.298%	\$ 41.007	69.298%	\$ 41.007	69.298%	\$ 41.007
Total Cost Per Hour	\$ 114.886	\$ 114.886	\$ 114.896	\$ 114.896	\$ 119.307	\$ 119.307	\$ 119.307	\$ 119.307	\$ 119.307	\$ 119.307
Statutory EESISIP	5.425%	\$ 4.101	5.425%	\$ 4.101	5.425%	\$ 4.248	5.425%	\$ 4.248	6.025%	\$ 5.187
	\$ 118.987	\$ 118.987	\$ 118.997	\$ 118.997	\$ 123.555	\$ 123.555	\$ 123.555	\$ 123.555	\$ 124.495	\$ 124.495