

**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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
<b>Hourly Rate</b>	\$ 35.40	\$ 35.40	\$ 35.40	\$ 35.40	\$ 36.60	\$ 36.60	\$ 36.60	\$ 36.60	\$ 37.20	\$ 37.20
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.089	0.250%	\$ 0.089	0.250%	\$ 0.092	0.250%	\$ 0.092	0.250%	\$ 0.093
Legal Services Plan	0.150%	\$ 0.053	0.150%	\$ 0.053	0.150%	\$ 0.055	0.150%	\$ 0.055	0.150%	\$ 0.056
P H B P -- Pension Trust	5.545%	\$ 1.963	5.545%	\$ 1.963	5.545%	\$ 2.029	5.545%	\$ 2.029	5.545%	\$ 2.063
P H B P -- Medical	15.713%	\$ 5.562	15.713%	\$ 5.562	15.713%	\$ 5.751	15.713%	\$ 5.751	15.713%	\$ 5.845
P H B P -- Medical	2.825%	\$ 1.000	2.825%	\$ 1.000	3.415%	\$ 1.250	3.415%	\$ 1.250	4.032%	\$ 1.500
Dental Plan	2.140%	\$ 0.758	2.140%	\$ 0.758	2.140%	\$ 0.783	2.140%	\$ 0.783	2.140%	\$ 0.796
N . E . B . F .	3.000%	\$ 1.062	3.000%	\$ 1.062	3.000%	\$ 1.098	3.000%	\$ 1.098	3.000%	\$ 1.116
Annuity	2.825%	\$ 1.000	2.825%	\$ 1.000	4.098%	\$ 1.500	4.098%	\$ 1.500	5.376%	\$ 2.000
HRA	4.944%	\$ 1.750	4.944%	\$ 1.750	4.781%	\$ 1.750	4.781%	\$ 1.750	4.704%	\$ 1.750
Employer paid FICA	8.284%	\$ 2.933	8.284%	\$ 2.933	8.284%	\$ 3.032	8.284%	\$ 3.032	8.284%	\$ 3.082
DSP Percentage	15.500%	\$ 5.487	15.500%	\$ 5.487	15.500%	\$ 5.673	15.500%	\$ 5.673	15.500%	\$ 5.766
DSP Hourly	7.062%	\$ 2.500	7.062%	\$ 2.500	6.831%	\$ 2.500	6.831%	\$ 2.500	6.720%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.225	0.637%	\$ 0.225	0.637%	\$ 0.233	0.637%	\$ 0.233	0.637%	\$ 0.237
Educational & Cultural (Safety and Training)	2.000%	\$ 0.708	2.000%	\$ 0.708	2.500%	\$ 0.915	2.500%	\$ 0.915	3.000%	\$ 1.116
Tools and Clothing	0.500%	\$ 0.177	0.500%	\$ 0.177	0.500%	\$ 0.183	0.500%	\$ 0.183	0.500%	\$ 0.186
Comp. & Dis. Supp.	1.985%	\$ 0.703	1.985%	\$ 0.703	1.985%	\$ 0.727	1.985%	\$ 0.727	1.985%	\$ 0.738
N.E.L.C.A.F	0.750%	\$ 0.266	0.750%	\$ 0.266	0.750%	\$ 0.275	0.750%	\$ 0.275	0.750%	\$ 0.279
NEAT Trust Fund	1.000%	\$ 0.354	1.000%	\$ 0.354	1.000%	\$ 0.366	1.000%	\$ 0.366	1.000%	\$ 0.372
National Electrical Industry Fund	1.000%	\$ 0.354	1.000%	\$ 0.354	1.000%	\$ 0.366	1.000%	\$ 0.366	1.000%	\$ 0.372
<b>Total Rate For Benefits</b>	<b>76.109%</b>	<b>\$ 26.943</b>	<b>76.109%</b>	<b>\$ 26.943</b>	<b>78.080%</b>	<b>\$ 28.577</b>	<b>78.080%</b>	<b>\$ 28.577</b>	<b>80.287%</b>	<b>\$ 29.867</b>
<b>Total Cost Per Hour</b>		<b>\$ 62.343</b>		<b>\$ 62.343</b>		<b>\$ 65.177</b>		<b>\$ 65.177</b>		<b>\$ 67.067</b>
Statutory EESISIP	6.625%	\$ 2.345	6.955%	\$ 2.462	6.955%	\$ 2.546	7.735%	\$ 2.831	7.735%	\$ 2.877
		<b>\$ 64.688</b>		<b>\$ 64.805</b>		<b>\$ 67.723</b>		<b>\$ 68.008</b>		<b>\$ 69.944</b>

**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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
<b>OT Rate</b>	\$ 53.10	\$ 53.10	\$ 53.10	\$ 53.10	\$ 54.90	\$ 54.90	\$ 54.90	\$ 54.90	\$ 55.80	\$ 55.80
<b>Hourly Rate</b>	\$ 35.40	\$ 35.40	\$ 35.40	\$ 35.40	\$ 36.60	\$ 36.60	\$ 36.60	\$ 36.60	\$ 37.20	\$ 37.20
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.089	0.250%	\$ 0.089	0.250%	\$ 0.092	0.250%	\$ 0.092	0.250%	\$ 0.093
Legal Services Plan	0.150%	\$ 0.053	0.150%	\$ 0.053	0.150%	\$ 0.055	0.150%	\$ 0.055	0.150%	\$ 0.056
P H B P -- Pension Trust	5.545%	\$ 1.963	5.545%	\$ 1.963	5.545%	\$ 2.029	5.545%	\$ 2.029	5.545%	\$ 2.063
P H B P -- Medical	15.713%	\$ 5.562	15.713%	\$ 5.562	15.713%	\$ 5.751	15.713%	\$ 5.751	15.713%	\$ 5.845
P H B P -- Medical	2.825%	\$ 1.000	2.825%	\$ 1.000	3.415%	\$ 1.250	3.415%	\$ 1.250	4.032%	\$ 1.500
Dental Plan	2.140%	\$ 0.758	2.140%	\$ 0.758	2.140%	\$ 0.783	2.140%	\$ 0.783	2.140%	\$ 0.796
N . E . B . F .	3.000%	\$ 1.593	3.000%	\$ 1.593	3.000%	\$ 1.647	3.000%	\$ 1.647	3.000%	\$ 1.674
Annuity	2.825%	\$ 1.000	2.825%	\$ 1.000	4.098%	\$ 1.500	4.098%	\$ 1.500	5.376%	\$ 2.000
HRA	4.944%	\$ 1.750	4.944%	\$ 1.750	4.781%	\$ 1.750	4.781%	\$ 1.750	4.704%	\$ 1.750
Employer paid FICA	8.284%	\$ 4.399	8.284%	\$ 4.399	8.284%	\$ 4.548	8.284%	\$ 4.548	8.284%	\$ 4.622
DSP Percentage	15.500%	\$ 5.487	15.500%	\$ 5.487	15.500%	\$ 5.673	15.500%	\$ 5.673	15.500%	\$ 5.766
DSP Hourly	7.062%	\$ 2.500	7.062%	\$ 2.500	6.831%	\$ 2.500	6.831%	\$ 2.500	6.720%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.225	0.637%	\$ 0.225	0.637%	\$ 0.233	0.637%	\$ 0.233	0.637%	\$ 0.237
Educational & Cultural (Safety and Training)	2.000%	\$ 1.062	2.000%	\$ 1.062	2.500%	\$ 1.373	2.500%	\$ 1.373	3.000%	\$ 1.674
Tools and Clothing	0.500%	\$ 0.266	0.500%	\$ 0.266	0.500%	\$ 0.275	0.500%	\$ 0.275	0.500%	\$ 0.279
Comp. & Dis. Supp.	1.985%	\$ 1.054	1.985%	\$ 1.054	1.985%	\$ 1.090	1.985%	\$ 1.090	1.985%	\$ 1.108
N.E.L.C.A.F	0.750%	\$ 0.398	0.750%	\$ 0.398	0.750%	\$ 0.412	0.750%	\$ 0.412	0.750%	\$ 0.419
NEAT Trust Fund	1.000%	\$ 0.531	1.000%	\$ 0.531	1.000%	\$ 0.549	1.000%	\$ 0.549	1.000%	\$ 0.558
National Electrical Industry Fund	1.000%	\$ 0.531	1.000%	\$ 0.531	1.000%	\$ 0.549	1.000%	\$ 0.549	1.000%	\$ 0.558
<b>Total Rate For Benefits</b>	<b>76.109%</b>	<b>\$ 30.221</b>	<b>76.109%</b>	<b>\$ 30.221</b>	<b>78.080%</b>	<b>\$ 32.058</b>	<b>78.080%</b>	<b>\$ 32.058</b>	<b>80.287%</b>	<b>\$ 33.497</b>
<b>Total Cost Per Hour</b>		<b>\$ 83.321</b>		<b>\$ 83.321</b>		<b>\$ 86.958</b>		<b>\$ 86.958</b>		<b>\$ 89.297</b>
Statutory EESISIP	6.625%	\$ 3.518	6.955%	\$ 3.693	6.955%	\$ 3.818	7.735%	\$ 4.247	7.735%	\$ 4.316
		<b>\$ 86.838</b>		<b>\$ 87.014</b>		<b>\$ 90.776</b>		<b>\$ 91.204</b>		<b>\$ 93.614</b>

**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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
<b>Hourly Rate</b>	\$ 38.35	\$ 38.35	\$ 38.35	\$ 38.35	\$ 39.65	\$ 39.65	\$ 39.65	\$ 39.65	\$ 40.30	\$ 40.30
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.096	0.250%	\$ 0.096	0.250%	\$ 0.099	0.250%	\$ 0.099	0.250%	\$ 0.101
Legal Services Plan	0.150%	\$ 0.058	0.150%	\$ 0.058	0.150%	\$ 0.059	0.150%	\$ 0.059	0.150%	\$ 0.060
P H B P -- Pension Trust	5.545%	\$ 2.127	5.545%	\$ 2.127	5.545%	\$ 2.199	5.545%	\$ 2.199	5.545%	\$ 2.235
P H B P -- Medical	15.713%	\$ 6.026	15.713%	\$ 6.026	15.713%	\$ 6.230	15.713%	\$ 6.230	15.713%	\$ 6.332
P H B P -- Medical	2.608%	\$ 1.000	2.608%	\$ 1.000	3.153%	\$ 1.250	3.153%	\$ 1.250	3.722%	\$ 1.500
Dental Plan	2.140%	\$ 0.821	2.140%	\$ 0.821	2.140%	\$ 0.849	2.140%	\$ 0.849	2.140%	\$ 0.862
N . E . B . F .	3.000%	\$ 1.151	3.000%	\$ 1.151	3.000%	\$ 1.190	3.000%	\$ 1.190	3.000%	\$ 1.209
Annuity	2.608%	\$ 1.000	2.608%	\$ 1.000	3.783%	\$ 1.500	3.783%	\$ 1.500	4.963%	\$ 2.000
HRA	4.563%	\$ 1.750	4.563%	\$ 1.750	4.414%	\$ 1.750	4.414%	\$ 1.750	4.342%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.177	8.284%	\$ 3.177	8.284%	\$ 3.285	8.284%	\$ 3.285	8.284%	\$ 3.338
DSP Percentage	15.500%	\$ 5.944	15.500%	\$ 5.944	15.500%	\$ 6.146	15.500%	\$ 6.146	15.500%	\$ 6.247
DSP Hourly	6.519%	\$ 2.500	6.519%	\$ 2.500	6.305%	\$ 2.500	6.305%	\$ 2.500	6.203%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.244	0.637%	\$ 0.244	0.637%	\$ 0.253	0.637%	\$ 0.253	0.637%	\$ 0.257
Educational & Cultural (Safety and Training)	2.000%	\$ 0.767	2.000%	\$ 0.767	2.500%	\$ 0.991	2.500%	\$ 0.991	3.000%	\$ 1.209
Tools and Clothing	0.500%	\$ 0.192	0.500%	\$ 0.192	0.500%	\$ 0.198	0.500%	\$ 0.198	0.500%	\$ 0.202
Comp. & Dis. Supp.	1.985%	\$ 0.761	1.985%	\$ 0.761	1.985%	\$ 0.787	1.985%	\$ 0.787	1.985%	\$ 0.800
N.E.L.C.A.F	0.750%	\$ 0.288	0.750%	\$ 0.288	0.750%	\$ 0.297	0.750%	\$ 0.297	0.750%	\$ 0.302
NEAT Trust Fund	1.000%	\$ 0.384	1.000%	\$ 0.384	1.000%	\$ 0.397	1.000%	\$ 0.397	1.000%	\$ 0.403
National Electrical Industry Fund	1.000%	\$ 0.384	1.000%	\$ 0.384	1.000%	\$ 0.397	1.000%	\$ 0.397	1.000%	\$ 0.403
<b>Total Rate For Benefits</b>	<b>74.751%</b>	<b>\$ 28.667</b>	<b>74.751%</b>	<b>\$ 28.667</b>	<b>76.608%</b>	<b>\$ 30.375</b>	<b>76.608%</b>	<b>\$ 30.375</b>	<b>78.685%</b>	<b>\$ 31.710</b>
<b>Total Cost Per Hour</b>		<b>\$ 67.017</b>		<b>\$ 67.017</b>		<b>\$ 70.025</b>		<b>\$ 70.025</b>		<b>\$ 72.010</b>
Statutory EESISIP	6.625%	\$ 2.541	6.955%	\$ 2.667	6.955%	\$ 2.758	7.735%	\$ 3.067	7.735%	\$ 3.117
		<b>\$ 69.558</b>		<b>\$ 69.684</b>		<b>\$ 72.783</b>		<b>\$ 73.092</b>		<b>\$ 75.127</b>

**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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
<b>OT Rate</b>	\$ 57.53	\$ 57.53	\$ 57.53	\$ 57.53	\$ 59.48	\$ 59.48	\$ 59.48	\$ 59.48	\$ 60.45	\$ 60.45
<b>Hourly Rate</b>	\$ 38.35	\$ 38.35	\$ 38.35	\$ 38.35	\$ 39.65	\$ 39.65	\$ 39.65	\$ 39.65	\$ 40.30	\$ 40.30
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.096	0.250%	\$ 0.096	0.250%	\$ 0.099	0.250%	\$ 0.099	0.250%	\$ 0.101
Legal Services Plan	0.150%	\$ 0.058	0.150%	\$ 0.058	0.150%	\$ 0.059	0.150%	\$ 0.059	0.150%	\$ 0.060
P H B P -- Pension Trust	5.545%	\$ 2.127	5.545%	\$ 2.127	5.545%	\$ 2.199	5.545%	\$ 2.199	5.545%	\$ 2.235
P H B P -- Medical	15.713%	\$ 6.026	15.713%	\$ 6.026	15.713%	\$ 6.230	15.713%	\$ 6.230	15.713%	\$ 6.332
P H B P -- Medical	2.608%	\$ 1.000	2.608%	\$ 1.000	3.153%	\$ 1.250	3.153%	\$ 1.250	3.722%	\$ 1.500
Dental Plan	2.140%	\$ 0.821	2.140%	\$ 0.821	2.140%	\$ 0.849	2.140%	\$ 0.849	2.140%	\$ 0.862
N . E . B . F .	3.000%	\$ 1.726	3.000%	\$ 1.726	3.000%	\$ 1.784	3.000%	\$ 1.784	3.000%	\$ 1.814
Annuity	2.608%	\$ 1.000	2.608%	\$ 1.000	3.783%	\$ 1.500	3.783%	\$ 1.500	4.963%	\$ 2.000
HRA	4.563%	\$ 1.750	4.563%	\$ 1.750	4.414%	\$ 1.750	4.414%	\$ 1.750	4.342%	\$ 1.750
Employer paid FICA	8.284%	\$ 4.765	8.284%	\$ 4.765	8.284%	\$ 4.927	8.284%	\$ 4.927	8.284%	\$ 5.008
DSP Percentage	15.500%	\$ 5.944	15.500%	\$ 5.944	15.500%	\$ 6.146	15.500%	\$ 6.146	15.500%	\$ 6.247
DSP Hourly	6.519%	\$ 2.500	6.519%	\$ 2.500	6.305%	\$ 2.500	6.305%	\$ 2.500	6.203%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.244	0.637%	\$ 0.244	0.637%	\$ 0.253	0.637%	\$ 0.253	0.637%	\$ 0.257
Educational & Cultural (Safety and Training)	2.000%	\$ 1.151	2.000%	\$ 1.151	2.500%	\$ 1.487	2.500%	\$ 1.487	3.000%	\$ 1.814
Tools and Clothing	0.500%	\$ 0.288	0.500%	\$ 0.288	0.500%	\$ 0.297	0.500%	\$ 0.297	0.500%	\$ 0.302
Comp. & Dis. Supp.	1.985%	\$ 1.142	1.985%	\$ 1.142	1.985%	\$ 1.181	1.985%	\$ 1.181	1.985%	\$ 1.200
N.E.L.C.A.F	0.750%	\$ 0.431	0.750%	\$ 0.431	0.750%	\$ 0.446	0.750%	\$ 0.446	0.750%	\$ 0.453
NEAT Trust Fund	1.000%	\$ 0.575	1.000%	\$ 0.575	1.000%	\$ 0.595	1.000%	\$ 0.595	1.000%	\$ 0.605
National Electrical Industry Fund	1.000%	\$ 0.575	1.000%	\$ 0.575	1.000%	\$ 0.595	1.000%	\$ 0.595	1.000%	\$ 0.605
<b>Total Rate For Benefits</b>	<b>74.751%</b>	<b>\$ 32.218</b>	<b>74.751%</b>	<b>\$ 32.218</b>	<b>76.608%</b>	<b>\$ 34.146</b>	<b>76.608%</b>	<b>\$ 34.146</b>	<b>78.685%</b>	<b>\$ 35.643</b>
<b>Total Cost Per Hour</b>		<b>\$ 89.743</b>		<b>\$ 89.743</b>		<b>\$ 93.621</b>		<b>\$ 93.621</b>		<b>\$ 96.093</b>
Statutory EESISIP	6.625%	\$ 3.811	6.955%	\$ 4.001	6.955%	\$ 4.136	7.735%	\$ 4.600	7.735%	\$ 4.676
		<b>\$ 93.554</b>		<b>\$ 93.744</b>		<b>\$ 97.757</b>		<b>\$ 98.221</b>		<b>\$ 100.769</b>

**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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
<b>Hourly Rate</b>	\$ 41.30	\$ 41.30	\$ 41.30	\$ 41.30	\$ 42.70	\$ 42.70	\$ 42.70	\$ 42.70	\$ 43.40	\$ 43.40
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.103	0.250%	\$ 0.103	0.250%	\$ 0.107	0.250%	\$ 0.107	0.250%	\$ 0.109
Legal Services Plan	0.150%	\$ 0.062	0.150%	\$ 0.062	0.150%	\$ 0.064	0.150%	\$ 0.064	0.150%	\$ 0.065
P H B P -- Pension Trust	5.545%	\$ 2.290	5.545%	\$ 2.290	5.545%	\$ 2.368	5.545%	\$ 2.368	5.545%	\$ 2.407
P H B P -- Medical	15.713%	\$ 6.489	15.713%	\$ 6.489	15.713%	\$ 6.709	15.713%	\$ 6.709	15.713%	\$ 6.819
P H B P -- Medical	2.421%	\$ 1.000	2.421%	\$ 1.000	2.927%	\$ 1.250	2.927%	\$ 1.250	3.456%	\$ 1.500
Dental Plan	2.140%	\$ 0.884	2.140%	\$ 0.884	2.140%	\$ 0.914	2.140%	\$ 0.914	2.140%	\$ 0.929
N . E . B . F .	3.000%	\$ 1.239	3.000%	\$ 1.239	3.000%	\$ 1.281	3.000%	\$ 1.281	3.000%	\$ 1.302
Annuity	2.421%	\$ 1.000	2.421%	\$ 1.000	3.513%	\$ 1.500	3.513%	\$ 1.500	4.608%	\$ 2.000
HRA	4.237%	\$ 1.750	4.237%	\$ 1.750	4.098%	\$ 1.750	4.098%	\$ 1.750	4.032%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.421	8.284%	\$ 3.421	8.284%	\$ 3.537	8.284%	\$ 3.537	8.284%	\$ 3.595
DSP Percentage	15.500%	\$ 6.402	15.500%	\$ 6.402	15.500%	\$ 6.619	15.500%	\$ 6.619	15.500%	\$ 6.727
DSP Hourly	6.053%	\$ 2.500	6.053%	\$ 2.500	5.855%	\$ 2.500	5.855%	\$ 2.500	5.760%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.263	0.637%	\$ 0.263	0.637%	\$ 0.272	0.637%	\$ 0.272	0.637%	\$ 0.276
Educational & Cultural (Safety and Training)	2.000%	\$ 0.826	2.000%	\$ 0.826	2.500%	\$ 1.068	2.500%	\$ 1.068	3.000%	\$ 1.302
Tools and Clothing	0.500%	\$ 0.207	0.500%	\$ 0.207	0.500%	\$ 0.214	0.500%	\$ 0.214	0.500%	\$ 0.217
Comp. & Dis. Supp.	1.985%	\$ 0.820	1.985%	\$ 0.820	1.985%	\$ 0.848	1.985%	\$ 0.848	1.985%	\$ 0.861
N.E.L.C.A.F	0.750%	\$ 0.310	0.750%	\$ 0.310	0.750%	\$ 0.320	0.750%	\$ 0.320	0.750%	\$ 0.326
NEAT Trust Fund	1.000%	\$ 0.413	1.000%	\$ 0.413	1.000%	\$ 0.427	1.000%	\$ 0.427	1.000%	\$ 0.434
National Electrical Industry Fund	1.000%	\$ 0.413	1.000%	\$ 0.413	1.000%	\$ 0.427	1.000%	\$ 0.427	1.000%	\$ 0.434
<b>Total Rate For Benefits</b>	<b>73.587%</b>	<b>\$ 30.392</b>	<b>73.587%</b>	<b>\$ 30.392</b>	<b>75.347%</b>	<b>\$ 32.173</b>	<b>75.347%</b>	<b>\$ 32.173</b>	<b>77.311%</b>	<b>\$ 33.553</b>
<b>Total Cost Per Hour</b>		<b>\$ 71.692</b>		<b>\$ 71.692</b>		<b>\$ 74.873</b>		<b>\$ 74.873</b>		<b>\$ 76.953</b>
Statutory EESISIP	6.625%	\$ 2.736	6.955%	\$ 2.872	6.955%	\$ 2.970	7.735%	\$ 3.303	7.735%	\$ 3.357
		<b>\$ 74.428</b>		<b>\$ 74.564</b>		<b>\$ 77.843</b>		<b>\$ 78.176</b>		<b>\$ 80.310</b>

**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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
<b>OT Rate</b>	\$ 61.95	\$ 61.95	\$ 61.95	\$ 61.95	\$ 64.05	\$ 64.05	\$ 64.05	\$ 64.05	\$ 65.10	\$ 65.10
<b>Hourly Rate</b>	\$ 41.30	\$ 41.30	\$ 41.30	\$ 41.30	\$ 42.70	\$ 42.70	\$ 42.70	\$ 42.70	\$ 43.40	\$ 43.40
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.103	0.250%	\$ 0.103	0.250%	\$ 0.107	0.250%	\$ 0.107	0.250%	\$ 0.109
Legal Services Plan	0.150%	\$ 0.062	0.150%	\$ 0.062	0.150%	\$ 0.064	0.150%	\$ 0.064	0.150%	\$ 0.065
P H B P -- Pension Trust	5.545%	\$ 2.290	5.545%	\$ 2.290	5.545%	\$ 2.368	5.545%	\$ 2.368	5.545%	\$ 2.407
P H B P -- Medical	15.713%	\$ 6.489	15.713%	\$ 6.489	15.713%	\$ 6.709	15.713%	\$ 6.709	15.713%	\$ 6.819
P H B P -- Medical	2.421%	\$ 1.000	2.421%	\$ 1.000	2.927%	\$ 1.250	2.927%	\$ 1.250	3.456%	\$ 1.500
Dental Plan	2.140%	\$ 0.884	2.140%	\$ 0.884	2.140%	\$ 0.914	2.140%	\$ 0.914	2.140%	\$ 0.929
N . E . B . F .	3.000%	\$ 1.859	3.000%	\$ 1.859	3.000%	\$ 1.922	3.000%	\$ 1.922	3.000%	\$ 1.953
Annuity	2.421%	\$ 1.000	2.421%	\$ 1.000	3.513%	\$ 1.500	3.513%	\$ 1.500	4.608%	\$ 2.000
HRA	4.237%	\$ 1.750	4.237%	\$ 1.750	4.098%	\$ 1.750	4.098%	\$ 1.750	4.032%	\$ 1.750
Employer paid FICA	8.284%	\$ 5.132	8.284%	\$ 5.132	8.284%	\$ 5.306	8.284%	\$ 5.306	8.284%	\$ 5.393
DSP Percentage	15.500%	\$ 6.402	15.500%	\$ 6.402	15.500%	\$ 6.619	15.500%	\$ 6.619	15.500%	\$ 6.727
DSP Hourly	6.053%	\$ 2.500	6.053%	\$ 2.500	5.855%	\$ 2.500	5.855%	\$ 2.500	5.760%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.263	0.637%	\$ 0.263	0.637%	\$ 0.272	0.637%	\$ 0.272	0.637%	\$ 0.276
Educational & Cultural (Safety and Training)	2.000%	\$ 1.239	2.000%	\$ 1.239	2.500%	\$ 1.601	2.500%	\$ 1.601	3.000%	\$ 1.953
Tools and Clothing	0.500%	\$ 0.310	0.500%	\$ 0.310	0.500%	\$ 0.320	0.500%	\$ 0.320	0.500%	\$ 0.326
Comp. & Dis. Supp.	1.985%	\$ 1.230	1.985%	\$ 1.230	1.985%	\$ 1.271	1.985%	\$ 1.271	1.985%	\$ 1.292
N.E.L.C.A.F	0.750%	\$ 0.465	0.750%	\$ 0.465	0.750%	\$ 0.480	0.750%	\$ 0.480	0.750%	\$ 0.488
NEAT Trust Fund	1.000%	\$ 0.620	1.000%	\$ 0.620	1.000%	\$ 0.641	1.000%	\$ 0.641	1.000%	\$ 0.651
National Electrical Industry Fund	1.000%	\$ 0.620	1.000%	\$ 0.620	1.000%	\$ 0.641	1.000%	\$ 0.641	1.000%	\$ 0.651
<b>Total Rate For Benefits</b>	<b>73.587%</b>	<b>\$ 34.216</b>	<b>73.587%</b>	<b>\$ 34.216</b>	<b>75.347%</b>	<b>\$ 36.234</b>	<b>75.347%</b>	<b>\$ 36.234</b>	<b>77.311%</b>	<b>\$ 37.789</b>
<b>Total Cost Per Hour</b>		<b>\$ 96.166</b>		<b>\$ 96.166</b>		<b>\$ 100.284</b>		<b>\$ 100.284</b>		<b>\$ 102.889</b>
Statutory EESISIP	6.625%	\$ 4.104	6.955%	\$ 4.309	6.955%	\$ 4.455	7.735%	\$ 4.954	7.735%	\$ 5.035
		<b>\$ 100.270</b>		<b>\$ 100.474</b>		<b>\$ 104.739</b>		<b>\$ 105.238</b>		<b>\$ 107.924</b>

**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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
<b>Hourly Rate</b>	\$ 44.25	44.25	\$ 44.25	44.25	\$ 45.75	45.75	\$ 45.75	45.75	\$ 46.50	46.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.111	0.250%	\$ 0.111	0.250%	\$ 0.114	0.250%	\$ 0.114	0.250%	\$ 0.116
Legal Services Plan	0.150%	\$ 0.066	0.150%	\$ 0.066	0.150%	\$ 0.069	0.150%	\$ 0.069	0.150%	\$ 0.070
P H B P -- Pension Trust	5.545%	\$ 2.454	5.545%	\$ 2.454	5.545%	\$ 2.537	5.545%	\$ 2.537	5.545%	\$ 2.578
P H B P -- Medical	15.713%	\$ 6.953	15.713%	\$ 6.953	15.713%	\$ 7.189	15.713%	\$ 7.189	15.713%	\$ 7.307
P H B P -- Medical	2.260%	\$ 1.000	2.260%	\$ 1.000	2.732%	\$ 1.250	2.732%	\$ 1.250	3.226%	\$ 1.500
Dental Plan	2.140%	\$ 0.947	2.140%	\$ 0.947	2.140%	\$ 0.979	2.140%	\$ 0.979	2.140%	\$ 0.995
N . E . B . F .	3.000%	\$ 1.328	3.000%	\$ 1.328	3.000%	\$ 1.373	3.000%	\$ 1.373	3.000%	\$ 1.395
Annuity	2.260%	\$ 1.000	2.260%	\$ 1.000	3.279%	\$ 1.500	3.279%	\$ 1.500	4.301%	\$ 2.000
HRA	3.955%	\$ 1.750	3.955%	\$ 1.750	3.825%	\$ 1.750	3.825%	\$ 1.750	3.763%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.666	8.284%	\$ 3.666	8.284%	\$ 3.790	8.284%	\$ 3.790	8.284%	\$ 3.852
DSP Percentage	15.500%	\$ 6.859	15.500%	\$ 6.859	15.500%	\$ 7.091	15.500%	\$ 7.091	15.500%	\$ 7.208
DSP Hourly	5.650%	\$ 2.500	5.650%	\$ 2.500	5.464%	\$ 2.500	5.464%	\$ 2.500	5.376%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.282	0.637%	\$ 0.282	0.637%	\$ 0.291	0.637%	\$ 0.291	0.637%	\$ 0.296
Educational & Cultural (Safety and Training)	2.000%	\$ 0.885	2.000%	\$ 0.885	2.500%	\$ 1.144	2.500%	\$ 1.144	3.000%	\$ 1.395
Tools and Clothing	0.500%	\$ 0.221	0.500%	\$ 0.221	0.500%	\$ 0.229	0.500%	\$ 0.229	0.500%	\$ 0.233
Comp. & Dis. Supp.	1.985%	\$ 0.878	1.985%	\$ 0.878	1.985%	\$ 0.908	1.985%	\$ 0.908	1.985%	\$ 0.923
N.E.L.C.A.F	0.750%	\$ 0.332	0.750%	\$ 0.332	0.750%	\$ 0.343	0.750%	\$ 0.343	0.750%	\$ 0.349
NEAT Trust Fund	1.000%	\$ 0.443	1.000%	\$ 0.443	1.000%	\$ 0.458	1.000%	\$ 0.458	1.000%	\$ 0.465
National Electrical Industry Fund	1.000%	\$ 0.443	1.000%	\$ 0.443	1.000%	\$ 0.458	1.000%	\$ 0.458	1.000%	\$ 0.465
<b>Total Rate For Benefits</b>	<b>72.578%</b>	<b>\$ 32.116</b>	<b>72.578%</b>	<b>\$ 32.116</b>	<b>74.255%</b>	<b>\$ 33.971</b>	<b>74.255%</b>	<b>\$ 33.971</b>	<b>76.121%</b>	<b>\$ 35.396</b>
<b>Total Cost Per Hour</b>		<b>\$ 76.366</b>		<b>\$ 76.366</b>		<b>\$ 79.721</b>		<b>\$ 79.721</b>		<b>\$ 81.896</b>
Statutory EESISIP	6.625%	\$ 2.932	6.955%	\$ 3.078	6.955%	\$ 3.182	7.735%	\$ 3.539	7.735%	\$ 3.597
		<b>\$ 79.297</b>		<b>\$ 79.443</b>		<b>\$ 82.903</b>		<b>\$ 83.260</b>		<b>\$ 85.493</b>

**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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
<b>OT Rate</b>	\$ 66.38	\$ 66.38	\$ 66.38	\$ 66.38	\$ 68.63	\$ 68.63	\$ 68.63	\$ 68.63	\$ 69.75	\$ 69.75
<b>Hourly Rate</b>	\$ 44.25	\$ 44.25	\$ 44.25	\$ 44.25	\$ 45.75	\$ 45.75	\$ 45.75	\$ 45.75	\$ 46.50	\$ 46.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.111	0.250%	\$ 0.111	0.250%	\$ 0.114	0.250%	\$ 0.114	0.250%	\$ 0.116
Legal Services Plan	0.150%	\$ 0.066	0.150%	\$ 0.066	0.150%	\$ 0.069	0.150%	\$ 0.069	0.150%	\$ 0.070
P H B P -- Pension Trust	5.545%	\$ 2.454	5.545%	\$ 2.454	5.545%	\$ 2.537	5.545%	\$ 2.537	5.545%	\$ 2.578
P H B P -- Medical	15.713%	\$ 6.953	15.713%	\$ 6.953	15.713%	\$ 7.189	15.713%	\$ 7.189	15.713%	\$ 7.307
P H B P -- Medical	2.260%	\$ 1.000	2.260%	\$ 1.000	2.732%	\$ 1.250	2.732%	\$ 1.250	3.226%	\$ 1.500
Dental Plan	2.140%	\$ 0.947	2.140%	\$ 0.947	2.140%	\$ 0.979	2.140%	\$ 0.979	2.140%	\$ 0.995
N . E . B . F .	3.000%	\$ 1.991	3.000%	\$ 1.991	3.000%	\$ 2.059	3.000%	\$ 2.059	3.000%	\$ 2.093
Annuity	2.260%	\$ 1.000	2.260%	\$ 1.000	3.279%	\$ 1.500	3.279%	\$ 1.500	4.301%	\$ 2.000
HRA	3.955%	\$ 1.750	3.955%	\$ 1.750	3.825%	\$ 1.750	3.825%	\$ 1.750	3.763%	\$ 1.750
Employer paid FICA	8.284%	\$ 5.499	8.284%	\$ 5.499	8.284%	\$ 5.685	8.284%	\$ 5.685	8.284%	\$ 5.778
DSP Percentage	15.500%	\$ 6.859	15.500%	\$ 6.859	15.500%	\$ 7.091	15.500%	\$ 7.091	15.500%	\$ 7.208
DSP Hourly	5.650%	\$ 2.500	5.650%	\$ 2.500	5.464%	\$ 2.500	5.464%	\$ 2.500	5.376%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.282	0.637%	\$ 0.282	0.637%	\$ 0.291	0.637%	\$ 0.291	0.637%	\$ 0.296
Educational & Cultural (Safety and Training)	2.000%	\$ 1.328	2.000%	\$ 1.328	2.500%	\$ 1.716	2.500%	\$ 1.716	3.000%	\$ 2.093
Tools and Clothing	0.500%	\$ 0.332	0.500%	\$ 0.332	0.500%	\$ 0.343	0.500%	\$ 0.343	0.500%	\$ 0.349
Comp. & Dis. Supp.	1.985%	\$ 1.318	1.985%	\$ 1.318	1.985%	\$ 1.362	1.985%	\$ 1.362	1.985%	\$ 1.385
N.E.L.C.A.F	0.750%	\$ 0.498	0.750%	\$ 0.498	0.750%	\$ 0.515	0.750%	\$ 0.515	0.750%	\$ 0.523
NEAT Trust Fund	1.000%	\$ 0.664	1.000%	\$ 0.664	1.000%	\$ 0.686	1.000%	\$ 0.686	1.000%	\$ 0.698
National Electrical Industry Fund	1.000%	\$ 0.664	1.000%	\$ 0.664	1.000%	\$ 0.686	1.000%	\$ 0.686	1.000%	\$ 0.698
<b>Total Rate For Benefits</b>	<b>72.578%</b>	<b>\$ 36.213</b>	<b>72.578%</b>	<b>\$ 36.213</b>	<b>74.255%</b>	<b>\$ 38.322</b>	<b>74.255%</b>	<b>\$ 38.322</b>	<b>76.121%</b>	<b>\$ 39.934</b>
<b>Total Cost Per Hour</b>	<b>\$ 102.588</b>	<b>\$ 102.588</b>	<b>\$ 102.588</b>	<b>\$ 102.588</b>	<b>\$ 106.947</b>	<b>\$ 106.947</b>	<b>\$ 106.947</b>	<b>\$ 106.947</b>	<b>\$ 109.684</b>	<b>\$ 109.684</b>
Statutory EESISIP	6.625%	\$ 4.397	6.955%	\$ 4.616	6.955%	\$ 4.773	7.735%	\$ 5.308	7.735%	\$ 5.395
	<b>\$ 106.986</b>	<b>\$ 107.205</b>	<b>\$ 111.720</b>	<b>\$ 112.255</b>	<b>\$ 115.079</b>					



**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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
<b>Hourly Rate</b>	\$ 47.20	\$ 47.20	\$ 47.20	\$ 47.20	\$ 48.80	\$ 48.80	\$ 48.80	\$ 48.80	\$ 49.60	\$ 49.60
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.118	0.250%	\$ 0.118	0.250%	\$ 0.122	0.250%	\$ 0.122	0.250%	\$ 0.124
Legal Services Plan	0.150%	\$ 0.071	0.150%	\$ 0.071	0.150%	\$ 0.073	0.150%	\$ 0.073	0.150%	\$ 0.074
P H B P -- Pension Trust	5.545%	\$ 2.617	5.545%	\$ 2.617	5.545%	\$ 2.706	5.545%	\$ 2.706	5.545%	\$ 2.750
P H B P -- Medical	15.713%	\$ 7.417	15.713%	\$ 7.417	15.713%	\$ 7.668	15.713%	\$ 7.668	15.713%	\$ 7.794
P H B P -- Medical	2.119%	\$ 1.000	2.119%	\$ 1.000	2.561%	\$ 1.250	2.561%	\$ 1.250	3.024%	\$ 1.500
Dental Plan	2.140%	\$ 1.010	2.140%	\$ 1.010	2.140%	\$ 1.044	2.140%	\$ 1.044	2.140%	\$ 1.061
N . E . B . F .	3.000%	\$ 1.416	3.000%	\$ 1.416	3.000%	\$ 1.464	3.000%	\$ 1.464	3.000%	\$ 1.488
Annuity	2.119%	\$ 1.000	2.119%	\$ 1.000	3.074%	\$ 1.500	3.074%	\$ 1.500	4.032%	\$ 2.000
HRA	3.708%	\$ 1.750	3.708%	\$ 1.750	3.586%	\$ 1.750	3.586%	\$ 1.750	3.528%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.910	8.284%	\$ 3.910	8.284%	\$ 4.043	8.284%	\$ 4.043	8.284%	\$ 4.109
DSP Percentage	15.500%	\$ 7.316	15.500%	\$ 7.316	15.500%	\$ 7.564	15.500%	\$ 7.564	15.500%	\$ 7.688
DSP Hourly	5.297%	\$ 2.500	5.297%	\$ 2.500	5.123%	\$ 2.500	5.123%	\$ 2.500	5.040%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.301	0.637%	\$ 0.301	0.637%	\$ 0.311	0.637%	\$ 0.311	0.637%	\$ 0.316
Educational & Cultural (Safety and Training)	2.000%	\$ 0.944	2.000%	\$ 0.944	2.500%	\$ 1.220	2.500%	\$ 1.220	3.000%	\$ 1.488
Tools and Clothing	0.500%	\$ 0.236	0.500%	\$ 0.236	0.500%	\$ 0.244	0.500%	\$ 0.244	0.500%	\$ 0.248
Comp. & Dis. Supp.	1.985%	\$ 0.937	1.985%	\$ 0.937	1.985%	\$ 0.969	1.985%	\$ 0.969	1.985%	\$ 0.985
N.E.L.C.A.F	0.750%	\$ 0.354	0.750%	\$ 0.354	0.750%	\$ 0.366	0.750%	\$ 0.366	0.750%	\$ 0.372
NEAT Trust Fund	1.000%	\$ 0.472	1.000%	\$ 0.472	1.000%	\$ 0.488	1.000%	\$ 0.488	1.000%	\$ 0.496
National Electrical Industry Fund	1.000%	\$ 0.472	1.000%	\$ 0.472	1.000%	\$ 0.488	1.000%	\$ 0.488	1.000%	\$ 0.496
<b>Total Rate For Benefits</b>	<b>71.696%</b>	<b>\$ 33.840</b>	<b>71.696%</b>	<b>\$ 33.840</b>	<b>73.298%</b>	<b>\$ 35.770</b>	<b>73.298%</b>	<b>\$ 35.770</b>	<b>75.079%</b>	<b>\$ 37.239</b>
<b>Total Cost Per Hour</b>	<b>\$ 81.040</b>	<b>\$ 81.040</b>	<b>\$ 81.040</b>	<b>\$ 81.040</b>	<b>\$ 84.570</b>	<b>\$ 84.570</b>	<b>\$ 84.570</b>	<b>\$ 84.570</b>	<b>\$ 86.839</b>	<b>\$ 86.839</b>
Statutory EESISIP	6.625%	\$ 3.127	6.955%	\$ 3.283	6.955%	\$ 3.394	7.735%	\$ 3.775	7.735%	\$ 3.837
	<b>\$ 84.167</b>	<b>\$ 84.323</b>	<b>\$ 87.964</b>	<b>\$ 88.344</b>	<b>\$ 90.676</b>					

**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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
<b>OT Rate</b>	\$ 70.80	\$ 70.80	\$ 70.80	\$ 70.80	\$ 73.20	\$ 73.20	\$ 73.20	\$ 73.20	\$ 74.40	\$ 74.40
<b>Hourly Rate</b>	\$ 47.20	\$ 47.20	\$ 47.20	\$ 47.20	\$ 48.80	\$ 48.80	\$ 48.80	\$ 48.80	\$ 49.60	\$ 49.60
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.118	0.250%	\$ 0.118	0.250%	\$ 0.122	0.250%	\$ 0.122	0.250%	\$ 0.124
Legal Services Plan	0.150%	\$ 0.071	0.150%	\$ 0.071	0.150%	\$ 0.073	0.150%	\$ 0.073	0.150%	\$ 0.074
P H B P -- Pension Trust	5.545%	\$ 2.617	5.545%	\$ 2.617	5.545%	\$ 2.706	5.545%	\$ 2.706	5.545%	\$ 2.750
P H B P -- Medical	15.713%	\$ 7.417	15.713%	\$ 7.417	15.713%	\$ 7.668	15.713%	\$ 7.668	15.713%	\$ 7.794
P H B P -- Medical	2.119%	\$ 1.000	2.119%	\$ 1.000	2.561%	\$ 1.250	2.561%	\$ 1.250	3.024%	\$ 1.500
Dental Plan	2.140%	\$ 1.010	2.140%	\$ 1.010	2.140%	\$ 1.044	2.140%	\$ 1.044	2.140%	\$ 1.061
N . E . B . F .	3.000%	\$ 1.124	3.000%	\$ 1.124	3.000%	\$ 1.196	3.000%	\$ 1.196	3.000%	\$ 1.232
Annuity	2.119%	\$ 1.000	2.119%	\$ 1.000	3.074%	\$ 1.500	3.074%	\$ 1.500	4.032%	\$ 2.000
HRA	3.708%	\$ 1.750	3.708%	\$ 1.750	3.586%	\$ 1.750	3.586%	\$ 1.750	3.528%	\$ 1.750
Employer paid FICA	8.284%	\$ 5.865	8.284%	\$ 5.865	8.284%	\$ 6.064	8.284%	\$ 6.064	8.284%	\$ 6.163
DSP Percentage	15.500%	\$ 7.316	15.500%	\$ 7.316	15.500%	\$ 7.564	15.500%	\$ 7.564	15.500%	\$ 7.688
DSP Hourly	5.297%	\$ 2.500	5.297%	\$ 2.500	5.123%	\$ 2.500	5.123%	\$ 2.500	5.040%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.301	0.637%	\$ 0.301	0.637%	\$ 0.311	0.637%	\$ 0.311	0.637%	\$ 0.316
Educational & Cultural (Safety and Training)	2.000%	\$ 1.416	2.000%	\$ 1.416	2.500%	\$ 1.830	2.500%	\$ 1.830	3.000%	\$ 2.232
Tools and Clothing	0.500%	\$ 0.354	0.500%	\$ 0.354	0.500%	\$ 0.366	0.500%	\$ 0.366	0.500%	\$ 0.372
Comp. & Dis. Supp.	1.985%	\$ 1.405	1.985%	\$ 1.405	1.985%	\$ 1.453	1.985%	\$ 1.453	1.985%	\$ 1.477
N.E.L.C.A.F	0.750%	\$ 0.531	0.750%	\$ 0.531	0.750%	\$ 0.549	0.750%	\$ 0.549	0.750%	\$ 0.558
NEAT Trust Fund	1.000%	\$ 0.708	1.000%	\$ 0.708	1.000%	\$ 0.732	1.000%	\$ 0.732	1.000%	\$ 0.744
National Electrical Industry Fund	1.000%	\$ 0.708	1.000%	\$ 0.708	1.000%	\$ 0.732	1.000%	\$ 0.732	1.000%	\$ 0.744
<b>Total Rate For Benefits</b>	<b>71.696%</b>	<b>\$ 38.211</b>	<b>71.696%</b>	<b>\$ 38.211</b>	<b>73.298%</b>	<b>\$ 40.410</b>	<b>73.298%</b>	<b>\$ 40.410</b>	<b>75.079%</b>	<b>\$ 42.080</b>
<b>Total Cost Per Hour</b>		<b>\$ 109.011</b>		<b>\$ 109.011</b>		<b>\$ 113.610</b>		<b>\$ 113.610</b>		<b>\$ 116.480</b>
Statutory EESISIP	6.625%	\$ 4.691	6.955%	\$ 4.924	6.955%	\$ 5.091	7.735%	\$ 5.662	7.735%	\$ 5.755
		<b>\$ 113.701</b>		<b>\$ 113.935</b>		<b>\$ 118.701</b>		<b>\$ 119.272</b>		<b>\$ 122.235</b>

**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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 50.15	\$ 50.15	\$ 50.15	\$ 50.15	\$ 51.85	\$ 51.85	\$ 51.85	\$ 51.85	\$ 52.70	\$ 52.70
	<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>
JIB	0.250%	\$ 0.125	0.250%	\$ 0.125	0.250%	\$ 0.130	0.250%	\$ 0.130	0.250%	\$ 0.132
Legal Services Plan	0.150%	\$ 0.075	0.150%	\$ 0.075	0.150%	\$ 0.078	0.150%	\$ 0.078	0.150%	\$ 0.079
P H B P -- Pension Trust	5.545%	\$ 2.781	5.545%	\$ 2.781	5.545%	\$ 2.875	5.545%	\$ 2.875	5.545%	\$ 2.922
P H B P -- Medical	15.713%	\$ 7.880	15.713%	\$ 7.880	15.713%	\$ 8.147	15.713%	\$ 8.147	15.713%	\$ 8.281
P H B P -- Medical	1.994%	\$ 1.000	1.994%	\$ 1.000	2.411%	\$ 1.250	2.411%	\$ 1.250	2.846%	\$ 1.500
Dental Plan	2.140%	\$ 1.073	2.140%	\$ 1.073	2.140%	\$ 1.110	2.140%	\$ 1.110	2.140%	\$ 1.128
N . E . B . F .	3.000%	\$ 1.505	3.000%	\$ 1.505	3.000%	\$ 1.556	3.000%	\$ 1.556	3.000%	\$ 1.581
Annuity	1.994%	\$ 1.000	1.994%	\$ 1.000	2.893%	\$ 1.500	2.893%	\$ 1.500	3.795%	\$ 2.000
HRA	3.490%	\$ 1.750	3.490%	\$ 1.750	3.375%	\$ 1.750	3.375%	\$ 1.750	3.321%	\$ 1.750
Employer paid FICA	8.284%	\$ 4.154	8.284%	\$ 4.154	8.284%	\$ 4.295	8.284%	\$ 4.295	8.284%	\$ 4.366
DSP Percentage	15.500%	\$ 7.773	15.500%	\$ 7.773	15.500%	\$ 8.037	15.500%	\$ 8.037	15.500%	\$ 8.169
DSP Hourly	4.985%	\$ 2.500	4.985%	\$ 2.500	4.822%	\$ 2.500	4.822%	\$ 2.500	4.744%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.319	0.637%	\$ 0.319	0.637%	\$ 0.330	0.637%	\$ 0.330	0.637%	\$ 0.336
Educational & Cultural (Safety and Training)	2.000%	\$ 1.003	2.000%	\$ 1.003	2.500%	\$ 1.296	2.500%	\$ 1.296	3.000%	\$ 1.581
Tools and Clothing	0.500%	\$ 0.251	0.500%	\$ 0.251	0.500%	\$ 0.259	0.500%	\$ 0.259	0.500%	\$ 0.264
Comp. & Dis. Supp.	1.985%	\$ 0.995	1.985%	\$ 0.995	1.985%	\$ 1.029	1.985%	\$ 1.029	1.985%	\$ 1.046
N.E.L.C.A.F	0.750%	\$ 0.376	0.750%	\$ 0.376	0.750%	\$ 0.389	0.750%	\$ 0.389	0.750%	\$ 0.395
NEAT Trust Fund	1.000%	\$ 0.502	1.000%	\$ 0.502	1.000%	\$ 0.519	1.000%	\$ 0.519	1.000%	\$ 0.527
National Electrical Industry Fund	1.000%	\$ 0.502	1.000%	\$ 0.502	1.000%	\$ 0.519	1.000%	\$ 0.519	1.000%	\$ 0.527
<b>Total Rate For Benefits</b>	<b>70.917%</b>	<b>\$ 35.565</b>	<b>70.917%</b>	<b>\$ 35.565</b>	<b>72.454%</b>	<b>\$ 37.568</b>	<b>72.454%</b>	<b>\$ 37.568</b>	<b>74.160%</b>	<b>\$ 39.082</b>
<b>Total Cost Per Hour</b>		<b>\$ 85.715</b>		<b>\$ 85.715</b>		<b>\$ 89.418</b>		<b>\$ 89.418</b>		<b>\$ 91.782</b>
Statutory EESISIP	6.625%	\$ 3.322	6.955%	\$ 3.488	6.955%	\$ 3.606	7.735%	\$ 4.011	7.735%	\$ 4.076
		<b>\$ 89.037</b>		<b>\$ 89.203</b>		<b>\$ 93.024</b>		<b>\$ 93.428</b>		<b>\$ 95.859</b>

**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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
<b>OT Rate</b>	\$ 75.23	\$ 75.23	\$ 75.23	\$ 75.23	\$ 77.78	\$ 77.78	\$ 77.78	\$ 77.78	\$ 79.05	\$ 79.05
<b>Hourly Rate</b>	\$ 50.15	\$ 50.15	\$ 50.15	\$ 50.15	\$ 51.85	\$ 51.85	\$ 51.85	\$ 51.85	\$ 52.70	\$ 52.70
	<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>
JIB	0.250%	\$ 0.125	0.250%	\$ 0.125	0.250%	\$ 0.130	0.250%	\$ 0.130	0.250%	\$ 0.132
Legal Services Plan	0.150%	\$ 0.075	0.150%	\$ 0.075	0.150%	\$ 0.078	0.150%	\$ 0.078	0.150%	\$ 0.079
P H B P -- Pension Trust	5.545%	\$ 2.781	5.545%	\$ 2.781	5.545%	\$ 2.875	5.545%	\$ 2.875	5.545%	\$ 2.922
P H B P -- Medical	15.713%	\$ 7.880	15.713%	\$ 7.880	15.713%	\$ 8.147	15.713%	\$ 8.147	15.713%	\$ 8.281
P H B P -- Medical	1.994%	\$ 1.000	1.994%	\$ 1.000	2.411%	\$ 1.250	2.411%	\$ 1.250	2.846%	\$ 1.500
Dental Plan	2.140%	\$ 1.073	2.140%	\$ 1.073	2.140%	\$ 1.110	2.140%	\$ 1.110	2.140%	\$ 1.128
N . E . B . F .	3.000%	\$ 2.257	3.000%	\$ 2.257	3.000%	\$ 2.333	3.000%	\$ 2.333	3.000%	\$ 2.372
Annuity	1.994%	\$ 1.000	1.994%	\$ 1.000	2.893%	\$ 1.500	2.893%	\$ 1.500	3.795%	\$ 2.000
HRA	3.490%	\$ 1.750	3.490%	\$ 1.750	3.375%	\$ 1.750	3.375%	\$ 1.750	3.321%	\$ 1.750
Employer paid FICA	8.284%	\$ 6.232	8.284%	\$ 6.232	8.284%	\$ 6.443	8.284%	\$ 6.443	8.284%	\$ 6.549
DSP Percentage	15.500%	\$ 7.773	15.500%	\$ 7.773	15.500%	\$ 8.037	15.500%	\$ 8.037	15.500%	\$ 8.169
DSP Hourly	4.985%	\$ 2.500	4.985%	\$ 2.500	4.822%	\$ 2.500	4.822%	\$ 2.500	4.744%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.319	0.637%	\$ 0.319	0.637%	\$ 0.330	0.637%	\$ 0.330	0.637%	\$ 0.336
Educational & Cultural (Safety and Training)	2.000%	\$ 1.505	2.000%	\$ 1.505	2.500%	\$ 1.944	2.500%	\$ 1.944	3.000%	\$ 2.372
Tools and Clothing	0.500%	\$ 0.376	0.500%	\$ 0.376	0.500%	\$ 0.389	0.500%	\$ 0.389	0.500%	\$ 0.395
Comp. & Dis. Supp.	1.985%	\$ 1.493	1.985%	\$ 1.493	1.985%	\$ 1.544	1.985%	\$ 1.544	1.985%	\$ 1.569
N.E.L.C.A.F	0.750%	\$ 0.564	0.750%	\$ 0.564	0.750%	\$ 0.583	0.750%	\$ 0.583	0.750%	\$ 0.593
NEAT Trust Fund	1.000%	\$ 0.752	1.000%	\$ 0.752	1.000%	\$ 0.778	1.000%	\$ 0.778	1.000%	\$ 0.791
National Electrical Industry Fund	1.000%	\$ 0.752	1.000%	\$ 0.752	1.000%	\$ 0.778	1.000%	\$ 0.778	1.000%	\$ 0.791
<b>Total Rate For Benefits</b>	<b>70.917%</b>	<b>\$ 40.208</b>	<b>70.917%</b>	<b>\$ 40.208</b>	<b>72.454%</b>	<b>\$ 42.498</b>	<b>72.454%</b>	<b>\$ 42.498</b>	<b>74.160%</b>	<b>\$ 44.226</b>
<b>Total Cost Per Hour</b>		<b>\$ 115.433</b>		<b>\$ 115.433</b>		<b>\$ 120.273</b>		<b>\$ 120.273</b>		<b>\$ 123.276</b>
Statutory EESISIP	6.625%	\$ 4.984	6.955%	\$ 5.232	6.955%	\$ 5.409	7.735%	\$ 6.016	7.735%	\$ 6.115
		<b>\$ 120.417</b>		<b>\$ 120.665</b>		<b>\$ 125.683</b>		<b>\$ 126.289</b>		<b>\$ 129.390</b>

**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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
<b>Hourly Rate</b>	\$ 53.10	\$ 53.10	\$ 53.10	\$ 53.10	\$ 54.90	\$ 54.90	\$ 54.90	\$ 54.90	\$ 55.80	\$ 55.80
	<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>
JIB	0.250%	\$ 0.133	0.250%	\$ 0.133	0.250%	\$ 0.137	0.250%	\$ 0.137	0.250%	\$ 0.140
Legal Services Plan	0.150%	\$ 0.080	0.150%	\$ 0.080	0.150%	\$ 0.082	0.150%	\$ 0.082	0.150%	\$ 0.084
P H B P -- Pension Trust	5.545%	\$ 2.944	5.545%	\$ 2.944	5.545%	\$ 3.044	5.545%	\$ 3.044	5.545%	\$ 3.094
P H B P -- Medical	15.713%	\$ 8.344	15.713%	\$ 8.344	15.713%	\$ 8.626	15.713%	\$ 8.626	15.713%	\$ 8.768
P H B P -- Medical	1.883%	\$ 1.000	1.883%	\$ 1.000	2.277%	\$ 1.250	2.277%	\$ 1.250	2.688%	\$ 1.500
Dental Plan	2.140%	\$ 1.136	2.140%	\$ 1.136	2.140%	\$ 1.175	2.140%	\$ 1.175	2.140%	\$ 1.194
N . E . B . F .	3.000%	\$ 1.593	3.000%	\$ 1.593	3.000%	\$ 1.647	3.000%	\$ 1.647	3.000%	\$ 1.674
Annuity	1.883%	\$ 1.000	1.883%	\$ 1.000	2.732%	\$ 1.500	2.732%	\$ 1.500	3.584%	\$ 2.000
HRA	3.296%	\$ 1.750	3.296%	\$ 1.750	3.188%	\$ 1.750	3.188%	\$ 1.750	3.136%	\$ 1.750
Employer paid FICA	8.284%	\$ 4.399	8.284%	\$ 4.399	8.284%	\$ 4.548	8.284%	\$ 4.548	8.284%	\$ 4.622
DSP Percentage	15.500%	\$ 8.231	15.500%	\$ 8.231	15.500%	\$ 8.510	15.500%	\$ 8.510	15.500%	\$ 8.649
DSP Hourly	4.708%	\$ 2.500	4.708%	\$ 2.500	4.554%	\$ 2.500	4.554%	\$ 2.500	4.480%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.338	0.637%	\$ 0.338	0.637%	\$ 0.350	0.637%	\$ 0.350	0.637%	\$ 0.355
Educational & Cultural (Safety and Training)	2.000%	\$ 1.062	2.000%	\$ 1.062	2.500%	\$ 1.373	2.500%	\$ 1.373	3.000%	\$ 1.674
Tools and Clothing	0.500%	\$ 0.266	0.500%	\$ 0.266	0.500%	\$ 0.275	0.500%	\$ 0.275	0.500%	\$ 0.279
Comp. & Dis. Supp.	1.985%	\$ 1.054	1.985%	\$ 1.054	1.985%	\$ 1.090	1.985%	\$ 1.090	1.985%	\$ 1.108
N.E.L.C.A.F	0.750%	\$ 0.398	0.750%	\$ 0.398	0.750%	\$ 0.412	0.750%	\$ 0.412	0.750%	\$ 0.419
NEAT Trust Fund	1.000%	\$ 0.531	1.000%	\$ 0.531	1.000%	\$ 0.549	1.000%	\$ 0.549	1.000%	\$ 0.558
National Electrical Industry Fund	1.000%	\$ 0.531	1.000%	\$ 0.531	1.000%	\$ 0.549	1.000%	\$ 0.549	1.000%	\$ 0.558
<b>Total Rate For Benefits</b>	<b>70.224%</b>	<b>\$ 37.289</b>	<b>70.224%</b>	<b>\$ 37.289</b>	<b>71.704%</b>	<b>\$ 39.366</b>	<b>71.704%</b>	<b>\$ 39.366</b>	<b>73.343%</b>	<b>\$ 40.925</b>
<b>Total Cost Per Hour</b>		<b>\$ 90.389</b>		<b>\$ 90.389</b>		<b>\$ 94.266</b>		<b>\$ 94.266</b>		<b>\$ 96.725</b>
Statutory EESISIP	6.625%	\$ 3.518	6.955%	\$ 3.693	6.955%	\$ 3.818	7.735%	\$ 4.247	7.735%	\$ 4.316
		<b>\$ 93.907</b>		<b>\$ 94.082</b>		<b>\$ 98.084</b>		<b>\$ 98.512</b>		<b>\$ 101.041</b>

**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 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	5/03/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
<b>OT Rate</b>	\$ 79.65	\$ 79.65	\$ 79.65	\$ 79.65	\$ 82.35	\$ 82.35	\$ 82.35	\$ 82.35	\$ 83.70	\$ 83.70
<b>Hourly Rate</b>	\$ 53.10	\$ 53.10	\$ 53.10	\$ 53.10	\$ 54.90	\$ 54.90	\$ 54.90	\$ 54.90	\$ 55.80	\$ 55.80
	<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>
JIB	0.250%	\$ 0.133	0.250%	\$ 0.133	0.250%	\$ 0.137	0.250%	\$ 0.137	0.250%	\$ 0.140
Legal Services Plan	0.150%	\$ 0.080	0.150%	\$ 0.080	0.150%	\$ 0.082	0.150%	\$ 0.082	0.150%	\$ 0.084
P H B P -- Pension Trust	5.545%	\$ 2.944	5.545%	\$ 2.944	5.545%	\$ 3.044	5.545%	\$ 3.044	5.545%	\$ 3.094
P H B P -- Medical	15.713%	\$ 8.344	15.713%	\$ 8.344	15.713%	\$ 8.626	15.713%	\$ 8.626	15.713%	\$ 8.768
P H B P -- Medical	1.883%	\$ 1.000	1.883%	\$ 1.000	2.277%	\$ 1.250	2.277%	\$ 1.250	2.688%	\$ 1.500
Dental Plan	2.140%	\$ 1.136	2.140%	\$ 1.136	2.140%	\$ 1.175	2.140%	\$ 1.175	2.140%	\$ 1.194
N . E . B . F .	3.000%	\$ 2.390	3.000%	\$ 2.390	3.000%	\$ 2.471	3.000%	\$ 2.471	3.000%	\$ 2.511
Annuity	1.883%	\$ 1.000	1.883%	\$ 1.000	2.732%	\$ 1.500	2.732%	\$ 1.500	3.584%	\$ 2.000
HRA	3.296%	\$ 1.750	3.296%	\$ 1.750	3.188%	\$ 1.750	3.188%	\$ 1.750	3.136%	\$ 1.750
Employer paid FICA	8.284%	\$ 6.598	8.284%	\$ 6.598	8.284%	\$ 6.822	8.284%	\$ 6.822	8.284%	\$ 6.934
DSP Percentage	15.500%	\$ 8.231	15.500%	\$ 8.231	15.500%	\$ 8.510	15.500%	\$ 8.510	15.500%	\$ 8.649
DSP Hourly	4.708%	\$ 2.500	4.708%	\$ 2.500	4.554%	\$ 2.500	4.554%	\$ 2.500	4.480%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.338	0.637%	\$ 0.338	0.637%	\$ 0.350	0.637%	\$ 0.350	0.637%	\$ 0.355
Educational & Cultural (Safety and Training)	2.000%	\$ 1.593	2.000%	\$ 1.593	2.500%	\$ 2.059	2.500%	\$ 2.059	3.000%	\$ 2.511
Tools and Clothing	0.500%	\$ 0.398	0.500%	\$ 0.398	0.500%	\$ 0.412	0.500%	\$ 0.412	0.500%	\$ 0.419
Comp. & Dis. Supp.	1.985%	\$ 1.581	1.985%	\$ 1.581	1.985%	\$ 1.635	1.985%	\$ 1.635	1.985%	\$ 1.661
N.E.L.C.A.F	0.750%	\$ 0.597	0.750%	\$ 0.597	0.750%	\$ 0.618	0.750%	\$ 0.618	0.750%	\$ 0.628
NEAT Trust Fund	1.000%	\$ 0.797	1.000%	\$ 0.797	1.000%	\$ 0.824	1.000%	\$ 0.824	1.000%	\$ 0.837
National Electrical Industry Fund	1.000%	\$ 0.797	1.000%	\$ 0.797	1.000%	\$ 0.824	1.000%	\$ 0.824	1.000%	\$ 0.837
<b>Total Rate For Benefits</b>	<b>70.224%</b>	<b>\$ 42.206</b>	<b>70.224%</b>	<b>\$ 42.206</b>	<b>71.704%</b>	<b>\$ 44.586</b>	<b>71.704%</b>	<b>\$ 44.586</b>	<b>73.343%</b>	<b>\$ 46.371</b>
<b>Total Cost Per Hour</b>		<b>\$ 121.856</b>		<b>\$ 121.856</b>		<b>\$ 126.936</b>		<b>\$ 126.936</b>		<b>\$ 130.071</b>
Statutory EESISIP	6.625%	\$ 5.277	6.955%	\$ 5.540	6.955%	\$ 5.727	7.735%	\$ 6.370	7.735%	\$ 6.474
		<b>\$ 127.133</b>		<b>\$ 127.396</b>		<b>\$ 132.664</b>		<b>\$ 133.306</b>		<b>\$ 136.545</b>