

## 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.)**

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 35.40	35.40	\$ 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>
Legal Services Plan	0.150%	\$ 0.053	0.150%	\$ 0.055	0.150%	\$ 0.056
P H B P -- Pension Trust	5.545%	\$ 1.963	5.545%	\$ 2.029	5.545%	\$ 2.063
P H B P -- Medical	15.713%	\$ 5.562	15.713%	\$ 5.751	15.713%	\$ 5.845
P H B P -- Medical	2.825%	\$ 1.000	3.415%	\$ 1.250	4.032%	\$ 1.500
Dental Plan	2.140%	\$ 0.758	2.140%	\$ 0.783	2.140%	\$ 0.796
N .E .B .F .	3.000%	\$ 1.062	3.000%	\$ 1.098	3.000%	\$ 1.116
Annuity	2.825%	\$ 1.000	4.098%	\$ 1.500	5.376%	\$ 2.000
HRA	4.944%	\$ 1.750	4.781%	\$ 1.750	4.704%	\$ 1.750
Employer paid FICA	8.284%	\$ 2.933	8.284%	\$ 3.032	8.284%	\$ 3.082
DSP Percentage	15.500%	\$ 5.487	15.500%	\$ 5.673	15.500%	\$ 5.766
DSP Hourly	7.062%	\$ 2.500	6.831%	\$ 2.500	6.720%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.225	0.637%	\$ 0.233	0.637%	\$ 0.237
Educational & Cultural (Safety and Training)	2.000%	\$ 0.708	2.500%	\$ 0.915	3.000%	\$ 1.116
Tools and Clothing	0.500%	\$ 0.177	0.500%	\$ 0.183	0.500%	\$ 0.186
Comp. & Dis. Supp.	1.985%	\$ 0.703	1.985%	\$ 0.727	1.985%	\$ 0.738
N.E.L.C.A.F	0.750%	\$ 0.266	0.750%	\$ 0.275	0.750%	\$ 0.279
NEAT Trust Fund	1.000%	\$ 0.354	1.000%	\$ 0.366	1.000%	\$ 0.372
National Electrical Industry Fund	1.000%	\$ 0.354	1.000%	\$ 0.366	1.000%	\$ 0.372
<b>Total Rate For Benefits</b>	<b>75.859%</b>	<b>\$ 26.854</b>	<b>77.830%</b>	<b>\$ 28.486</b>	<b>80.037%</b>	<b>\$ 29.774</b>
<b>Total Cost Per Hour</b>		<b>\$ 62.254</b>		<b>\$ 65.086</b>		<b>\$ 66.974</b>

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PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
<b>OT Rate</b>	\$ 53.10	\$ 53.10	\$ 54.90	\$ 54.90	\$ 55.80	\$ 55.80
<b>Hourly Rate</b>	\$ 35.40	\$ 35.40	\$ 36.60	\$ 36.60	\$ 37.20	\$ 37.20
<b>Legal Services Plan</b>	0.150%	\$ 0.053	0.150%	\$ 0.055	0.150%	\$ 0.056
<b>P H B P -- Pension Trust</b>	5.545%	\$ 1.963	5.545%	\$ 2.029	5.545%	\$ 2.063
<b>P H B P -- Medical</b>	15.713%	\$ 5.562	15.713%	\$ 5.751	15.713%	\$ 5.845
<b>P H B P -- Medical</b>	2.825%	\$ 1.000	3.415%	\$ 1.250	4.032%	\$ 1.500
<b>Dental Plan</b>	2.140%	\$ 0.758	2.140%	\$ 0.783	2.140%	\$ 0.796
<b>N .E .B .F .</b>	3.000%	\$ 1.593	3.000%	\$ 1.647	3.000%	\$ 1.674
<b>Annuity</b>	2.825%	\$ 1.000	4.098%	\$ 1.500	5.376%	\$ 2.000
<b>HRA</b>	4.944%	\$ 1.750	4.781%	\$ 1.750	4.704%	\$ 1.750
<b>Employer paid FICA</b>	8.284%	\$ 4.399	8.284%	\$ 4.548	8.284%	\$ 4.622
<b>DSP Percentage</b>	15.500%	\$ 5.487	15.500%	\$ 5.673	15.500%	\$ 5.766
<b>DSP Hourly</b>	7.062%	\$ 2.500	6.831%	\$ 2.500	6.720%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.637%	\$ 0.225	0.637%	\$ 0.233	0.637%	\$ 0.237
<b>Educational &amp; Cultural (Safety and Training)</b>	2.000%	\$ 1.062	2.500%	\$ 1.373	3.000%	\$ 1.674
<b>Tools and Clothing</b>	0.500%	\$ 0.266	0.500%	\$ 0.275	0.500%	\$ 0.279
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 1.054	1.985%	\$ 1.090	1.985%	\$ 1.108
<b>N.E.L.C.A.F</b>	0.750%	\$ 0.398	0.750%	\$ 0.412	0.750%	\$ 0.419
<b>NEAT Trust Fund</b>	1.000%	\$ 0.531	1.000%	\$ 0.549	1.000%	\$ 0.558
<b>National Electrical Industry Fund</b>	1.000%	\$ 0.531	1.000%	\$ 0.549	1.000%	\$ 0.558
<b>Total Rate For Benefits</b>	<b>75.859%</b>	<b>\$ 30.132</b>	<b>77.830%</b>	<b>\$ 31.966</b>	<b>80.037%</b>	<b>\$ 33.404</b>
<b>Total Cost Per Hour</b>		<b>\$ 83.232</b>		<b>\$ 86.866</b>		<b>\$ 89.204</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.)**

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 38.35	38.35	\$ 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>
Legal Services Plan	0.150%	\$ 0.058	0.150%	\$ 0.059	0.150%	\$ 0.060
P H B P -- Pension Trust	5.545%	\$ 2.127	5.545%	\$ 2.199	5.545%	\$ 2.235
P H B P -- Medical	15.713%	\$ 6.026	15.713%	\$ 6.230	15.713%	\$ 6.332
P H B P -- Medical	2.608%	\$ 1.000	3.153%	\$ 1.250	3.722%	\$ 1.500
Dental Plan	2.140%	\$ 0.821	2.140%	\$ 0.849	2.140%	\$ 0.862
N . E . B . F .	3.000%	\$ 1.151	3.000%	\$ 1.190	3.000%	\$ 1.209
Annuity	2.608%	\$ 1.000	3.783%	\$ 1.500	4.963%	\$ 2.000
HRA	4.563%	\$ 1.750	4.414%	\$ 1.750	4.342%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.177	8.284%	\$ 3.285	8.284%	\$ 3.338
DSP Percentage	15.500%	\$ 5.944	15.500%	\$ 6.146	15.500%	\$ 6.247
DSP Hourly	6.519%	\$ 2.500	6.305%	\$ 2.500	6.203%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.244	0.637%	\$ 0.253	0.637%	\$ 0.257
Educational & Cultural (Safety and Training)	2.000%	\$ 0.767	2.500%	\$ 0.991	3.000%	\$ 1.209
Tools and Clothing	0.500%	\$ 0.192	0.500%	\$ 0.198	0.500%	\$ 0.202
Comp. & Dis. Supp.	1.985%	\$ 0.761	1.985%	\$ 0.787	1.985%	\$ 0.800
N.E.L.C.A.F	0.750%	\$ 0.288	0.750%	\$ 0.297	0.750%	\$ 0.302
NEAT Trust Fund	1.000%	\$ 0.384	1.000%	\$ 0.397	1.000%	\$ 0.403
National Electrical Industry Fund	1.000%	\$ 0.384	1.000%	\$ 0.397	1.000%	\$ 0.403
<b>Total Rate For Benefits</b>	<b>74.501%</b>	<b>\$ 28.571</b>	<b>76.358%</b>	<b>\$ 30.276</b>	<b>78.435%</b>	<b>\$ 31.609</b>
<b>Total Cost Per Hour</b>		<b>\$ 66.921</b>		<b>\$ 69.926</b>		<b>\$ 71.909</b>

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PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 57.53	\$ 57.53	\$ 59.48	\$ 59.48	\$ 60.45	\$ 60.45
Hourly Rate	\$ 38.35	\$ 38.35	\$ 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>
Legal Services Plan	0.150%	\$ 0.058	0.150%	\$ 0.059	0.150%	\$ 0.060
P H B P -- Pension Trust	5.545%	\$ 2.127	5.545%	\$ 2.199	5.545%	\$ 2.235
P H B P -- Medical	15.713%	\$ 6.026	15.713%	\$ 6.230	15.713%	\$ 6.332
P H B P -- Medical	2.608%	\$ 1.000	3.153%	\$ 1.250	3.722%	\$ 1.500
Dental Plan	2.140%	\$ 0.821	2.140%	\$ 0.849	2.140%	\$ 0.862
N .E .B .F .	3.000%	\$ 1.726	3.000%	\$ 1.784	3.000%	\$ 1.814
Annuity	2.608%	\$ 1.000	3.783%	\$ 1.500	4.963%	\$ 2.000
HRA	4.563%	\$ 1.750	4.414%	\$ 1.750	4.342%	\$ 1.750
Employer paid FICA	8.284%	\$ 4.765	8.284%	\$ 4.927	8.284%	\$ 5.008
DSP Percentage	15.500%	\$ 5.944	15.500%	\$ 6.146	15.500%	\$ 6.247
DSP Hourly	6.519%	\$ 2.500	6.305%	\$ 2.500	6.203%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.244	0.637%	\$ 0.253	0.637%	\$ 0.257
Educational & Cultural (Safety and Training)	2.000%	\$ 1.151	2.500%	\$ 1.487	3.000%	\$ 1.814
Tools and Clothing	0.500%	\$ 0.288	0.500%	\$ 0.297	0.500%	\$ 0.302
Comp. & Dis. Supp.	1.985%	\$ 1.142	1.985%	\$ 1.181	1.985%	\$ 1.200
N.E.L.C.A.F	0.750%	\$ 0.431	0.750%	\$ 0.446	0.750%	\$ 0.453
NEAT Trust Fund	1.000%	\$ 0.575	1.000%	\$ 0.595	1.000%	\$ 0.605
National Electrical Industry Fund	1.000%	\$ 0.575	1.000%	\$ 0.595	1.000%	\$ 0.605
<b>Total Rate For Benefits</b>	<b>74.501%</b>	<b>\$ 32.122</b>	<b>76.358%</b>	<b>\$ 34.047</b>	<b>78.435%</b>	<b>\$ 35.542</b>
<b>Total Cost Per Hour</b>		<b>\$ 89.647</b>		<b>\$ 93.522</b>		<b>\$ 95.992</b>

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

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 41.30	41.30	\$ 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>
Legal Services Plan	0.150%	\$ 0.062	0.150%	\$ 0.064	0.150%	\$ 0.065
P H B P -- Pension Trust	5.545%	\$ 2.290	5.545%	\$ 2.368	5.545%	\$ 2.407
P H B P -- Medical	15.713%	\$ 6.489	15.713%	\$ 6.709	15.713%	\$ 6.819
P H B P -- Medical	2.421%	\$ 1.000	2.927%	\$ 1.250	3.456%	\$ 1.500
Dental Plan	2.140%	\$ 0.884	2.140%	\$ 0.914	2.140%	\$ 0.929
N .E .B .F .	3.000%	\$ 1.239	3.000%	\$ 1.281	3.000%	\$ 1.302
Annuity	2.421%	\$ 1.000	3.513%	\$ 1.500	4.608%	\$ 2.000
HRA	4.237%	\$ 1.750	4.098%	\$ 1.750	4.032%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.421	8.284%	\$ 3.537	8.284%	\$ 3.595
DSP Percentage	15.500%	\$ 6.402	15.500%	\$ 6.619	15.500%	\$ 6.727
DSP Hourly	6.053%	\$ 2.500	5.855%	\$ 2.500	5.760%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.263	0.637%	\$ 0.272	0.637%	\$ 0.276
Educational & Cultural (Safety and Training)	2.000%	\$ 0.826	2.500%	\$ 1.068	3.000%	\$ 1.302
Tools and Clothing	0.500%	\$ 0.207	0.500%	\$ 0.214	0.500%	\$ 0.217
Comp. & Dis. Supp.	1.985%	\$ 0.820	1.985%	\$ 0.848	1.985%	\$ 0.861
N.E.L.C.A.F	0.750%	\$ 0.310	0.750%	\$ 0.320	0.750%	\$ 0.326
NEAT Trust Fund	1.000%	\$ 0.413	1.000%	\$ 0.427	1.000%	\$ 0.434
National Electrical Industry Fund	1.000%	\$ 0.413	1.000%	\$ 0.427	1.000%	\$ 0.434
<b>Total Rate For Benefits</b>	<b>73.337%</b>	<b>\$ 30.288</b>	<b>75.097%</b>	<b>\$ 32.067</b>	<b>77.061%</b>	<b>\$ 33.445</b>
<b>Total Cost Per Hour</b>		<b>\$ 71.588</b>		<b>\$ 74.767</b>		<b>\$ 76.845</b>

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### 3rd Period Outside Utility Apprentice Wage and Benefits

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PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 61.95	\$ 61.95	\$ 64.05	\$ 64.05	\$ 65.10	\$ 65.10
Hourly Rate	\$ 41.30	\$ 41.30	\$ 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>
Legal Services Plan	0.150%	\$ 0.062	0.150%	\$ 0.064	0.150%	\$ 0.065
P H B P -- Pension Trust	5.545%	\$ 2.290	5.545%	\$ 2.368	5.545%	\$ 2.407
P H B P -- Medical	15.713%	\$ 6.489	15.713%	\$ 6.709	15.713%	\$ 6.819
P H B P -- Medical	2.421%	\$ 1.000	2.927%	\$ 1.250	3.456%	\$ 1.500
Dental Plan	2.140%	\$ 0.884	2.140%	\$ 0.914	2.140%	\$ 0.929
N .E .B .F .	3.000%	\$ 1.859	3.000%	\$ 1.922	3.000%	\$ 1.953
Annuity	2.421%	\$ 1.000	3.513%	\$ 1.500	4.608%	\$ 2.000
HRA	4.237%	\$ 1.750	4.098%	\$ 1.750	4.032%	\$ 1.750
Employer paid FICA	8.284%	\$ 5.132	8.284%	\$ 5.306	8.284%	\$ 5.393
DSP Percentage	15.500%	\$ 6.402	15.500%	\$ 6.619	15.500%	\$ 6.727
DSP Hourly	6.053%	\$ 2.500	5.855%	\$ 2.500	5.760%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.263	0.637%	\$ 0.272	0.637%	\$ 0.276
Educational & Cultural (Safety and Training)	2.000%	\$ 1.239	2.500%	\$ 1.601	3.000%	\$ 1.953
Tools and Clothing	0.500%	\$ 0.310	0.500%	\$ 0.320	0.500%	\$ 0.326
Comp. & Dis. Supp.	1.985%	\$ 1.230	1.985%	\$ 1.271	1.985%	\$ 1.292
N.E.L.C.A.F	0.750%	\$ 0.465	0.750%	\$ 0.480	0.750%	\$ 0.488
NEAT Trust Fund	1.000%	\$ 0.620	1.000%	\$ 0.641	1.000%	\$ 0.651
National Electrical Industry Fund	1.000%	\$ 0.620	1.000%	\$ 0.641	1.000%	\$ 0.651
<b>Total Rate For Benefits</b>	<b>73.337%</b>	<b>\$ 34.112</b>	<b>75.097%</b>	<b>\$ 36.127</b>	<b>77.061%</b>	<b>\$ 37.680</b>
<b>Total Cost Per Hour</b>		<b>\$ 96.062</b>		<b>\$ 100.177</b>		<b>\$ 102.780</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.)**

<b>PREVAILING RATE CHART</b>	<b>05/04/2022 (at 4:01 p.m.)</b>	<b>05/04/2022 (at 4:01 p.m.)</b>	<b>05/03/2023 (at 4:01 p.m.)</b>	<b>05/03/2023 (at 4:01 p.m.)</b>	<b>5/01/2024 (at 4:01 p.m.)</b>	<b>5/01/2024 (at 4:01 p.m.)</b>
Hourly Rate	\$ 44.25	44.25	\$ 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>
Legal Services Plan	0.150%	\$ 0.066	0.150%	\$ 0.069	0.150%	\$ 0.070
P H B P -- Pension Trust	5.545%	\$ 2.454	5.545%	\$ 2.537	5.545%	\$ 2.578
P H B P -- Medical	15.713%	\$ 6.953	15.713%	\$ 7.189	15.713%	\$ 7.307
P H B P -- Medical	2.260%	\$ 1.000	2.732%	\$ 1.250	3.226%	\$ 1.500
Dental Plan	2.140%	\$ 0.947	2.140%	\$ 0.979	2.140%	\$ 0.995
N .E .B .F .	3.000%	\$ 1.328	3.000%	\$ 1.373	3.000%	\$ 1.395
Annuity	2.260%	\$ 1.000	3.279%	\$ 1.500	4.301%	\$ 2.000
HRA	3.955%	\$ 1.750	3.825%	\$ 1.750	3.763%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.666	8.284%	\$ 3.790	8.284%	\$ 3.852
DSP Percentage	15.500%	\$ 6.859	15.500%	\$ 7.091	15.500%	\$ 7.208
DSP Hourly	5.650%	\$ 2.500	5.464%	\$ 2.500	5.376%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.282	0.637%	\$ 0.291	0.637%	\$ 0.296
Educational & Cultural (Safety and Training)	2.000%	\$ 0.885	2.500%	\$ 1.144	3.000%	\$ 1.395
Tools and Clothing	0.500%	\$ 0.221	0.500%	\$ 0.229	0.500%	\$ 0.233
Comp. & Dis. Supp.	1.985%	\$ 0.878	1.985%	\$ 0.908	1.985%	\$ 0.923
N.E.L.C.A.F	0.750%	\$ 0.332	0.750%	\$ 0.343	0.750%	\$ 0.349
NEAT Trust Fund	1.000%	\$ 0.443	1.000%	\$ 0.458	1.000%	\$ 0.465
National Electrical Industry Fund	1.000%	\$ 0.443	1.000%	\$ 0.458	1.000%	\$ 0.465
<b>Total Rate For Benefits</b>	<b>72.328%</b>	<b>\$ 32.005</b>	<b>74.005%</b>	<b>\$ 33.857</b>	<b>75.871%</b>	<b>\$ 35.280</b>
<b>Total Cost Per Hour</b>		<b>\$ 76.255</b>		<b>\$ 79.607</b>		<b>\$ 81.780</b>

## Joint Industry Board of the Electrical Industry

### 4th Period Outside Utility Apprentice Wage and Benefits

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PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 66.38	\$ 66.38	\$ 68.63	\$ 68.63	\$ 69.75	\$ 69.75
Hourly Rate	\$ 44.25	\$ 44.25	\$ 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>
Legal Services Plan	0.150%	\$ 0.066	0.150%	\$ 0.069	0.150%	\$ 0.070
P H B P -- Pension Trust	5.545%	\$ 2.454	5.545%	\$ 2.537	5.545%	\$ 2.578
P H B P -- Medical	15.713%	\$ 6.953	15.713%	\$ 7.189	15.713%	\$ 7.307
P H B P -- Medical	2.260%	\$ 1.000	2.732%	\$ 1.250	3.226%	\$ 1.500
Dental Plan	2.140%	\$ 0.947	2.140%	\$ 0.979	2.140%	\$ 0.995
N .E .B .F .	3.000%	\$ 1.991	3.000%	\$ 2.059	3.000%	\$ 2.093
Annuity	2.260%	\$ 1.000	3.279%	\$ 1.500	4.301%	\$ 2.000
HRA	3.955%	\$ 1.750	3.825%	\$ 1.750	3.763%	\$ 1.750
Employer paid FICA	8.284%	\$ 5.499	8.284%	\$ 5.685	8.284%	\$ 5.778
DSP Percentage	15.500%	\$ 6.859	15.500%	\$ 7.091	15.500%	\$ 7.208
DSP Hourly	5.650%	\$ 2.500	5.464%	\$ 2.500	5.376%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.282	0.637%	\$ 0.291	0.637%	\$ 0.296
Educational & Cultural (Safety and Training)	2.000%	\$ 1.328	2.500%	\$ 1.716	3.000%	\$ 2.093
Tools and Clothing	0.500%	\$ 0.332	0.500%	\$ 0.343	0.500%	\$ 0.349
Comp. & Dis. Supp.	1.985%	\$ 1.318	1.985%	\$ 1.362	1.985%	\$ 1.385
N.E.L.C.A.F	0.750%	\$ 0.498	0.750%	\$ 0.515	0.750%	\$ 0.523
NEAT Trust Fund	1.000%	\$ 0.664	1.000%	\$ 0.686	1.000%	\$ 0.698
National Electrical Industry Fund	1.000%	\$ 0.664	1.000%	\$ 0.686	1.000%	\$ 0.698
<b>Total Rate For Benefits</b>	<b>72.328%</b>	<b>\$ 36.103</b>	<b>74.005%</b>	<b>\$ 38.208</b>	<b>75.871%</b>	<b>\$ 39.818</b>
<b>Total Cost Per Hour</b>		<b>\$ 102.478</b>		<b>\$ 106.833</b>		<b>\$ 109.568</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.)**

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 47.20	47.20	\$ 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>
Legal Services Plan	0.150%	\$ 0.071	0.150%	\$ 0.073	0.150%	\$ 0.074
P H B P -- Pension Trust	5.545%	\$ 2.617	5.545%	\$ 2.706	5.545%	\$ 2.750
P H B P -- Medical	15.713%	\$ 7.417	15.713%	\$ 7.668	15.713%	\$ 7.794
P H B P -- Medical	2.119%	\$ 1.000	2.561%	\$ 1.250	3.024%	\$ 1.500
Dental Plan	2.140%	\$ 1.010	2.140%	\$ 1.044	2.140%	\$ 1.061
N . E . B . F .	3.000%	\$ 1.416	3.000%	\$ 1.464	3.000%	\$ 1.488
Annuity	2.119%	\$ 1.000	3.074%	\$ 1.500	4.032%	\$ 2.000
HRA	3.708%	\$ 1.750	3.586%	\$ 1.750	3.528%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.910	8.284%	\$ 4.043	8.284%	\$ 4.109
DSP Percentage	15.500%	\$ 7.316	15.500%	\$ 7.564	15.500%	\$ 7.688
DSP Hourly	5.297%	\$ 2.500	5.123%	\$ 2.500	5.040%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.301	0.637%	\$ 0.311	0.637%	\$ 0.316
Educational & Cultural (Safety and Training)	2.000%	\$ 0.944	2.500%	\$ 1.220	3.000%	\$ 1.488
Tools and Clothing	0.500%	\$ 0.236	0.500%	\$ 0.244	0.500%	\$ 0.248
Comp. & Dis. Supp.	1.985%	\$ 0.937	1.985%	\$ 0.969	1.985%	\$ 0.985
N.E.L.C.A.F	0.750%	\$ 0.354	0.750%	\$ 0.366	0.750%	\$ 0.372
NEAT Trust Fund	1.000%	\$ 0.472	1.000%	\$ 0.488	1.000%	\$ 0.496
National Electrical Industry Fund	1.000%	\$ 0.472	1.000%	\$ 0.488	1.000%	\$ 0.496
<b>Total Rate For Benefits</b>	<b>71.446%</b>	<b>\$ 33.722</b>	<b>73.048%</b>	<b>\$ 35.648</b>	<b>74.829%</b>	<b>\$ 37.115</b>
<b>Total Cost Per Hour</b>		<b>\$ 80.922</b>		<b>\$ 84.448</b>		<b>\$ 86.715</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.)**

<b>PREVAILING RATE CHART</b>	<b>05/04/2022 (at 4:01 p.m.)</b>	<b>05/04/2022 (at 4:01 p.m.)</b>	<b>05/03/2023 (at 4:01 p.m.)</b>	<b>05/03/2023 (at 4:01 p.m.)</b>	<b>5/01/2024 (at 4:01 p.m.)</b>	<b>5/01/2024 (at 4:01 p.m.)</b>
<b>OT Rate</b>	\$ 70.80	\$ 70.80	\$ 73.20	\$ 73.20	\$ 74.40	\$ 74.40
<b>Hourly Rate</b>	\$ 47.20	\$ 47.20	\$ 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>
<b>Legal Services Plan</b>	0.150%	\$ 0.071	0.150%	\$ 0.073	0.150%	\$ 0.074
<b>P H B P -- Pension Trust</b>	5.545%	\$ 2.617	5.545%	\$ 2.706	5.545%	\$ 2.750
<b>P H B P -- Medical</b>	15.713%	\$ 7.417	15.713%	\$ 7.668	15.713%	\$ 7.794
<b>P H B P -- Medical</b>	2.119%	\$ 1.000	2.561%	\$ 1.250	3.024%	\$ 1.500
<b>Dental Plan</b>	2.140%	\$ 1.010	2.140%	\$ 1.044	2.140%	\$ 1.061
<b>N .E .B .F .</b>	3.000%	\$ 2.124	3.000%	\$ 2.196	3.000%	\$ 2.232
<b>Annuity</b>	2.119%	\$ 1.000	3.074%	\$ 1.500	4.032%	\$ 2.000
<b>HRA</b>	3.708%	\$ 1.750	3.586%	\$ 1.750	3.528%	\$ 1.750
<b>Employer paid FICA</b>	8.284%	\$ 5.865	8.284%	\$ 6.064	8.284%	\$ 6.163
<b>DSP Percentage</b>	15.500%	\$ 7.316	15.500%	\$ 7.564	15.500%	\$ 7.688
<b>DSP Hourly</b>	5.297%	\$ 2.500	5.123%	\$ 2.500	5.040%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.637%	\$ 0.301	0.637%	\$ 0.311	0.637%	\$ 0.316
<b>Educational &amp; Cultural (Safety and Training)</b>	2.000%	\$ 1.416	2.500%	\$ 1.830	3.000%	\$ 2.232
<b>Tools and Clothing</b>	0.500%	\$ 0.354	0.500%	\$ 0.366	0.500%	\$ 0.372
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 1.405	1.985%	\$ 1.453	1.985%	\$ 1.477
<b>N.E.L.C.A.F</b>	0.750%	\$ 0.531	0.750%	\$ 0.549	0.750%	\$ 0.558
<b>NEAT Trust Fund</b>	1.000%	\$ 0.708	1.000%	\$ 0.732	1.000%	\$ 0.744
<b>National Electrical Industry Fund</b>	1.000%	\$ 0.708	1.000%	\$ 0.732	1.000%	\$ 0.744
<b>Total Rate For Benefits</b>	<b>71.446%</b>	<b>\$ 38.093</b>	<b>73.048%</b>	<b>\$ 40.288</b>	<b>74.829%</b>	<b>\$ 41.956</b>
<b>Total Cost Per Hour</b>		<b>\$ 108.893</b>		<b>\$ 113.488</b>		<b>\$ 116.356</b>

## Joint Industry Board of the Electrical Industry

### 6th Period Outside Utility Apprentices 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.)**

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (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	\$ 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>
Legal Services Plan	0.150%	\$ 0.075	0.150%	\$ 0.078	0.150%	\$ 0.079
P H B P -- Pension Trust	5.545%	\$ 2.781	5.545%	\$ 2.875	5.545%	\$ 2.922
P H B P -- Medical	15.713%	\$ 7.880	15.713%	\$ 8.147	15.713%	\$ 8.281
P H B P -- Medical	1.994%	\$ 1.000	2.411%	\$ 1.250	2.846%	\$ 1.500
Dental Plan	2.140%	\$ 1.073	2.140%	\$ 1.110	2.140%	\$ 1.128
N .E .B .F .	3.000%	\$ 1.505	3.000%	\$ 1.556	3.000%	\$ 1.581
Annuity	1.994%	\$ 1.000	2.893%	\$ 1.500	3.795%	\$ 2.000
HRA	3.490%	\$ 1.750	3.375%	\$ 1.750	3.321%	\$ 1.750
Employer paid FICA	8.284%	\$ 4.154	8.284%	\$ 4.295	8.284%	\$ 4.366
DSP Percentage	15.500%	\$ 7.773	15.500%	\$ 8.037	15.500%	\$ 8.169
DSP Hourly	4.985%	\$ 2.500	4.822%	\$ 2.500	4.744%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.319	0.637%	\$ 0.330	0.637%	\$ 0.336
Educational & Cultural (Safety and Training)	2.000%	\$ 1.003	2.500%	\$ 1.296	3.000%	\$ 1.581
Tools and Clothing	0.500%	\$ 0.251	0.500%	\$ 0.259	0.500%	\$ 0.264
Comp. & Dis. Supp.	1.985%	\$ 0.995	1.985%	\$ 1.029	1.985%	\$ 1.046
N.E.L.C.A.F	0.750%	\$ 0.376	0.750%	\$ 0.389	0.750%	\$ 0.395
NEAT Trust Fund	1.000%	\$ 0.502	1.000%	\$ 0.519	1.000%	\$ 0.527
National Electrical Industry Fund	1.000%	\$ 0.502	1.000%	\$ 0.519	1.000%	\$ 0.527
<b>Total Rate For Benefits</b>	<b>70.667%</b>	<b>\$ 35.439</b>	<b>72.204%</b>	<b>\$ 37.438</b>	<b>73.910%</b>	<b>\$ 38.951</b>
<b>Total Cost Per Hour</b>		<b>\$ 85.589</b>		<b>\$ 89.288</b>		<b>\$ 91.651</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.)**

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 75.23	\$ 75.23	\$ 77.78	\$ 77.78	\$ 79.05	\$ 79.05
Hourly Rate	\$ 50.15	\$ 50.15	\$ 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>
Legal Services Plan	0.150%	\$ 0.075	0.150%	\$ 0.078	0.150%	\$ 0.079
P H B P -- Pension Trust	5.545%	\$ 2.781	5.545%	\$ 2.875	5.545%	\$ 2.922
P H B P -- Medical	15.713%	\$ 7.880	15.713%	\$ 8.147	15.713%	\$ 8.281
P H B P -- Medical	1.994%	\$ 1.000	2.411%	\$ 1.250	2.846%	\$ 1.500
Dental Plan	2.140%	\$ 1.073	2.140%	\$ 1.110	2.140%	\$ 1.128
N .E .B .F .	3.000%	\$ 2.257	3.000%	\$ 2.333	3.000%	\$ 2.372
Annuity	1.994%	\$ 1.000	2.893%	\$ 1.500	3.795%	\$ 2.000
HRA	3.490%	\$ 1.750	3.375%	\$ 1.750	3.321%	\$ 1.750
Employer paid FICA	8.284%	\$ 6.232	8.284%	\$ 6.443	8.284%	\$ 6.549
DSP Percentage	15.500%	\$ 7.773	15.500%	\$ 8.037	15.500%	\$ 8.169
DSP Hourly	4.985%	\$ 2.500	4.822%	\$ 2.500	4.744%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.319	0.637%	\$ 0.330	0.637%	\$ 0.336
Educational & Cultural (Safety and Training)	2.000%	\$ 1.505	2.500%	\$ 1.944	3.000%	\$ 2.372
Tools and Clothing	0.500%	\$ 0.376	0.500%	\$ 0.389	0.500%	\$ 0.395
Comp. & Dis. Supp.	1.985%	\$ 1.493	1.985%	\$ 1.544	1.985%	\$ 1.569
N.E.L.C.A.F	0.750%	\$ 0.564	0.750%	\$ 0.583	0.750%	\$ 0.593
NEAT Trust Fund	1.000%	\$ 0.752	1.000%	\$ 0.778	1.000%	\$ 0.791
National Electrical Industry Fund	1.000%	\$ 0.752	1.000%	\$ 0.778	1.000%	\$ 0.791
<b>Total Rate For Benefits</b>	<b>70.667%</b>	<b>\$ 40.083</b>	<b>72.204%</b>	<b>\$ 42.369</b>	<b>73.910%</b>	<b>\$ 44.094</b>
<b>Total Cost Per Hour</b>		<b>\$ 115.308</b>		<b>\$ 120.144</b>		<b>\$ 123.144</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.)**

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 53.10	\$ 53.10	\$ 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>
Legal Services Plan	0.150%	\$ 0.080	0.150%	\$ 0.082	0.150%	\$ 0.084
P H B P -- Pension Trust	5.545%	\$ 2.944	5.545%	\$ 3.044	5.545%	\$ 3.094
P H B P -- Medical	15.713%	\$ 8.344	15.713%	\$ 8.626	15.713%	\$ 8.768
P H B P -- Medical	1.883%	\$ 1.000	2.277%	\$ 1.250	2.688%	\$ 1.500
Dental Plan	2.140%	\$ 1.136	2.140%	\$ 1.175	2.140%	\$ 1.194
N .E .B .F .	3.000%	\$ 1.593	3.000%	\$ 1.647	3.000%	\$ 1.674
Annuity	1.883%	\$ 1.000	2.732%	\$ 1.500	3.584%	\$ 2.000
HRA	3.296%	\$ 1.750	3.188%	\$ 1.750	3.136%	\$ 1.750
Employer paid FICA	8.284%	\$ 4.399	8.284%	\$ 4.548	8.284%	\$ 4.622
DSP Percentage	15.500%	\$ 8.231	15.500%	\$ 8.510	15.500%	\$ 8.649
DSP Hourly	4.708%	\$ 2.500	4.554%	\$ 2.500	4.480%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.338	0.637%	\$ 0.350	0.637%	\$ 0.355
Educational & Cultural (Safety and Training)	2.000%	\$ 1.062	2.500%	\$ 1.373	3.000%	\$ 1.674
Tools and Clothing	0.500%	\$ 0.266	0.500%	\$ 0.275	0.500%	\$ 0.279
Comp. & Dis. Supp.	1.985%	\$ 1.054	1.985%	\$ 1.090	1.985%	\$ 1.108
N.E.L.C.A.F	0.750%	\$ 0.398	0.750%	\$ 0.412	0.750%	\$ 0.419
NEAT Trust Fund	1.000%	\$ 0.531	1.000%	\$ 0.549	1.000%	\$ 0.558
National Electrical Industry Fund	1.000%	\$ 0.531	1.000%	\$ 0.549	1.000%	\$ 0.558
<b>Total Rate For Benefits</b>	<b>69.974%</b>	<b>\$ 37.156</b>	<b>71.454%</b>	<b>\$ 39.228</b>	<b>73.093%</b>	<b>\$ 40.786</b>
<b>Total Cost Per Hour</b>		<b>\$ 90.256</b>		<b>\$ 94.128</b>		<b>\$ 96.586</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.)**

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 79.65	\$ 79.65	\$ 82.35	\$ 82.35	\$ 83.70	\$ 83.70
Hourly Rate	\$ 53.10	\$ 53.10	\$ 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>
Legal Services Plan	0.150%	\$ 0.080	0.150%	\$ 0.082	0.150%	\$ 0.084
P H B P -- Pension Trust	5.545%	\$ 2.944	5.545%	\$ 3.044	5.545%	\$ 3.094
P H B P -- Medical	15.713%	\$ 8.344	15.713%	\$ 8.626	15.713%	\$ 8.768
P H B P -- Medical	1.883%	\$ 1.000	2.277%	\$ 1.250	2.688%	\$ 1.500
Dental Plan	2.140%	\$ 1.136	2.140%	\$ 1.175	2.140%	\$ 1.194
N .E .B .F .	3.000%	\$ 2.390	3.000%	\$ 2.471	3.000%	\$ 2.511
Annuity	1.883%	\$ 1.000	2.732%	\$ 1.500	3.584%	\$ 2.000
HRA	3.296%	\$ 1.750	3.188%	\$ 1.750	3.136%	\$ 1.750
Employer paid FICA	8.284%	\$ 6.598	8.284%	\$ 6.822	8.284%	\$ 6.934
DSP Percentage	15.500%	\$ 8.231	15.500%	\$ 8.510	15.500%	\$ 8.649
DSP Hourly	4.708%	\$ 2.500	4.554%	\$ 2.500	4.480%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.338	0.637%	\$ 0.350	0.637%	\$ 0.355
Educational & Cultural (Safety and Training)	2.000%	\$ 1.593	2.500%	\$ 2.059	3.000%	\$ 2.511
Tools and Clothing	0.500%	\$ 0.398	0.500%	\$ 0.412	0.500%	\$ 0.419
Comp. & Dis. Supp.	1.985%	\$ 1.581	1.985%	\$ 1.635	1.985%	\$ 1.661
N.E.L.C.A.F	0.750%	\$ 0.597	0.750%	\$ 0.618	0.750%	\$ 0.628
NEAT Trust Fund	1.000%	\$ 0.797	1.000%	\$ 0.824	1.000%	\$ 0.837
National Electrical Industry Fund	1.000%	\$ 0.797	1.000%	\$ 0.824	1.000%	\$ 0.837
<b>Total Rate For Benefits</b>	<b>69.974%</b>	<b>\$ 42.073</b>	<b>71.454%</b>	<b>\$ 44.449</b>	<b>73.093%</b>	<b>\$ 46.232</b>
<b>Total Cost Per Hour</b>		<b>\$ 121.723</b>		<b>\$ 126.799</b>		<b>\$ 129.932</b>