

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.) | 5/01/2024 (at 4:01 p.m.) | 5/01/2024 (at 4:01 p.m.) |
|--|---------------------------|---------------------------|---------------------------|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Hourly Rate | \$ 35.40 | 35.40 | \$ 35.40 | 35.40 | \$ 36.60 | 36.60 | \$ 37.20 | 37.20 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.089 | 0.250% | \$ 0.089 | 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% | \$ 0.056 |
| P H B P -- Pension Trust | 5.545% | \$ 1.963 | 5.545% | \$ 1.963 | 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% | \$ 5.845 |
| P H B P -- Medical | 2.825% | \$ 1.000 | 2.825% | \$ 1.000 | 3.415% | \$ 1.250 | 4.032% | \$ 1.500 |
| Dental Plan | 2.140% | \$ 0.758 | 2.140% | \$ 0.758 | 2.140% | \$ 0.783 | 2.140% | \$ 0.796 |
| N . E . B . F . | 3.000% | \$ 1.062 | 3.000% | \$ 1.062 | 3.000% | \$ 1.098 | 3.000% | \$ 1.116 |
| Annuity | 2.825% | \$ 1.000 | 2.825% | \$ 1.000 | 4.098% | \$ 1.500 | 5.376% | \$ 2.000 |
| HRA | 4.944% | \$ 1.750 | 4.944% | \$ 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% | \$ 3.082 |
| DSP Percentage | 15.500% | \$ 5.487 | 15.500% | \$ 5.487 | 15.500% | \$ 5.673 | 15.500% | \$ 5.766 |
| DSP Hourly | 7.062% | \$ 2.500 | 7.062% | \$ 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% | \$ 0.237 |
| Educational & Cultural (Safety and Training) | 2.000% | \$ 0.708 | 2.000% | \$ 0.708 | 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% | \$ 0.186 |
| Comp. & Dis. Supp. | 1.985% | \$ 0.703 | 1.985% | \$ 0.703 | 1.985% | \$ 0.727 | 1.985% | \$ 0.738 |
| N.E.L.C.A.F | 0.750% | \$ 0.266 | 0.750% | \$ 0.266 | 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% | \$ 0.372 |
| National Electrical Industry Fund | 1.000% | \$ 0.354 | 1.000% | \$ 0.354 | 1.000% | \$ 0.366 | 1.000% | \$ 0.372 |
| Total Rate For Benefits | 76.109% | \$ 26.943 | 76.109% | \$ 26.943 | 78.080% | \$ 28.577 | 80.287% | \$ 29.867 |
| Total Cost Per Hour | | \$ 62.343 | | \$ 62.343 | | \$ 65.177 | | \$ 67.067 |
| Statutory EESISIP | 6.625% | \$ 2.345 | 6.955% | \$ 2.462 | 6.955% | \$ 2.546 | 6.955% | \$ 2.587 |
| | | \$ 64.688 | | \$ 64.805 | | \$ 67.723 | | \$ 69.654 |

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.) | 5/01/2024 (at 4:01 p.m.) | 5/01/2024 (at 4:01 p.m.) |
|---|---------------------------|---------------------------|---------------------------|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| OT Rate | \$ 53.10 | \$ 53.10 | \$ 53.10 | \$ 53.10 | \$ 54.90 | \$ 54.90 | \$ 55.80 | \$ 55.80 |
| Hourly Rate | \$ 35.40 | \$ 35.40 | \$ 35.40 | \$ 35.40 | \$ 36.60 | \$ 36.60 | \$ 37.20 | \$ 37.20 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.089 | 0.250% | \$ 0.089 | 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% | \$ 0.056 |
| P H B P -- Pension Trust | 5.545% | \$ 1.963 | 5.545% | \$ 1.963 | 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% | \$ 5.845 |
| P H B P -- Medical | 2.825% | \$ 1.000 | 2.825% | \$ 1.000 | 3.415% | \$ 1.250 | 4.032% | \$ 1.500 |
| Dental Plan | 2.140% | \$ 0.758 | 2.140% | \$ 0.758 | 2.140% | \$ 0.783 | 2.140% | \$ 0.796 |
| N . E . B . F . | 3.000% | \$ 1.593 | 3.000% | \$ 1.593 | 3.000% | \$ 1.647 | 3.000% | \$ 1.674 |
| Annuity | 2.825% | \$ 1.000 | 2.825% | \$ 1.000 | 4.098% | \$ 1.500 | 5.376% | \$ 2.000 |
| HRA | 4.944% | \$ 1.750 | 4.944% | \$ 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% | \$ 4.622 |
| DSP Percentage | 15.500% | \$ 5.487 | 15.500% | \$ 5.487 | 15.500% | \$ 5.673 | 15.500% | \$ 5.766 |
| DSP Hourly | 7.062% | \$ 2.500 | 7.062% | \$ 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% | \$ 0.237 |
| Educational & Cultural (Safety and Training) | 2.000% | \$ 1.062 | 2.000% | \$ 1.062 | 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% | \$ 0.279 |
| Comp. & Dis. Supp. | 1.985% | \$ 1.054 | 1.985% | \$ 1.054 | 1.985% | \$ 1.090 | 1.985% | \$ 1.108 |
| N.E.L.C.A.F | 0.750% | \$ 0.398 | 0.750% | \$ 0.398 | 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% | \$ 0.558 |
| National Electrical Industry Fund | 1.000% | \$ 0.531 | 1.000% | \$ 0.531 | 1.000% | \$ 0.549 | 1.000% | \$ 0.558 |
| Total Rate For Benefits | 76.109% | \$ 30.221 | 76.109% | \$ 30.221 | 78.080% | \$ 32.058 | 80.287% | \$ 33.497 |
| Total Cost Per Hour | | \$ 83.321 | | \$ 83.321 | | \$ 86.958 | | \$ 89.297 |
| Statutory EESISIP | 6.625% | \$ 3.518 | 6.955% | \$ 3.693 | 6.955% | \$ 3.818 | 6.955% | \$ 3.881 |
| | | \$ 86.838 | | \$ 87.014 | | \$ 90.776 | | \$ 93.178 |

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.) | 5/01/2024 (at 4:01 p.m.) | 5/01/2024 (at 4:01 p.m.) |
|--|---------------------------|---------------------------|---------------------------|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Hourly Rate | \$ 38.35 | 38.35 | \$ 38.35 | 38.35 | \$ 39.65 | 39.65 | \$ 40.30 | 40.30 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.096 | 0.250% | \$ 0.096 | 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% | \$ 0.060 |
| P H B P -- Pension Trust | 5.545% | \$ 2.127 | 5.545% | \$ 2.127 | 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% | \$ 6.332 |
| P H B P -- Medical | 2.608% | \$ 1.000 | 2.608% | \$ 1.000 | 3.153% | \$ 1.250 | 3.722% | \$ 1.500 |
| Dental Plan | 2.140% | \$ 0.821 | 2.140% | \$ 0.821 | 2.140% | \$ 0.849 | 2.140% | \$ 0.862 |
| N . E . B . F . | 3.000% | \$ 1.151 | 3.000% | \$ 1.151 | 3.000% | \$ 1.190 | 3.000% | \$ 1.209 |
| Annuity | 2.608% | \$ 1.000 | 2.608% | \$ 1.000 | 3.783% | \$ 1.500 | 4.963% | \$ 2.000 |
| HRA | 4.563% | \$ 1.750 | 4.563% | \$ 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% | \$ 3.338 |
| DSP Percentage | 15.500% | \$ 5.944 | 15.500% | \$ 5.944 | 15.500% | \$ 6.146 | 15.500% | \$ 6.247 |
| DSP Hourly | 6.519% | \$ 2.500 | 6.519% | \$ 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% | \$ 0.257 |
| Educational & Cultural (Safety and Training) | 2.000% | \$ 0.767 | 2.000% | \$ 0.767 | 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% | \$ 0.202 |
| Comp. & Dis. Supp. | 1.985% | \$ 0.761 | 1.985% | \$ 0.761 | 1.985% | \$ 0.787 | 1.985% | \$ 0.800 |
| N.E.L.C.A.F | 0.750% | \$ 0.288 | 0.750% | \$ 0.288 | 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% | \$ 0.403 |
| National Electrical Industry Fund | 1.000% | \$ 0.384 | 1.000% | \$ 0.384 | 1.000% | \$ 0.397 | 1.000% | \$ 0.403 |
| Total Rate For Benefits | 74.751% | \$ 28.667 | 74.751% | \$ 28.667 | 76.608% | \$ 30.375 | 78.685% | \$ 31.710 |
| Total Cost Per Hour | | \$ 67.017 | | \$ 67.017 | | \$ 70.025 | | \$ 72.010 |
| Statutory EESISIP | 6.625% | \$ 2.541 | 6.955% | \$ 2.667 | 6.955% | \$ 2.758 | 6.955% | \$ 2.803 |
| | | \$ 69.558 | | \$ 69.684 | | \$ 72.783 | | \$ 74.813 |

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|---|---------------------------|---------------------------|---------------------------|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| OT Rate | \$ 57.53 | \$ 57.53 | \$ 57.53 | \$ 57.53 | \$ 59.48 | \$ 59.48 | \$ 60.45 | \$ 60.45 |
| Hourly Rate | \$ 38.35 | \$ 38.35 | \$ 38.35 | \$ 38.35 | \$ 39.65 | \$ 39.65 | \$ 40.30 | \$ 40.30 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.096 | 0.250% | \$ 0.096 | 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% | \$ 0.060 |
| P H B P -- Pension Trust | 5.545% | \$ 2.127 | 5.545% | \$ 2.127 | 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% | \$ 6.332 |
| P H B P -- Medical | 2.608% | \$ 1.000 | 2.608% | \$ 1.000 | 3.153% | \$ 1.250 | 3.722% | \$ 1.500 |
| Dental Plan | 2.140% | \$ 0.821 | 2.140% | \$ 0.821 | 2.140% | \$ 0.849 | 2.140% | \$ 0.862 |
| N . E . B . F . | 3.000% | \$ 1.726 | 3.000% | \$ 1.726 | 3.000% | \$ 1.784 | 3.000% | \$ 1.814 |
| Annuity | 2.608% | \$ 1.000 | 2.608% | \$ 1.000 | 3.783% | \$ 1.500 | 4.963% | \$ 2.000 |
| HRA | 4.563% | \$ 1.750 | 4.563% | \$ 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% | \$ 5.008 |
| DSP Percentage | 15.500% | \$ 5.944 | 15.500% | \$ 5.944 | 15.500% | \$ 6.146 | 15.500% | \$ 6.247 |
| DSP Hourly | 6.519% | \$ 2.500 | 6.519% | \$ 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% | \$ 0.257 |
| Educational & Cultural (Safety and Training) | 2.000% | \$ 1.151 | 2.000% | \$ 1.151 | 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% | \$ 0.302 |
| Comp. & Dis. Supp. | 1.985% | \$ 1.142 | 1.985% | \$ 1.142 | 1.985% | \$ 1.181 | 1.985% | \$ 1.200 |
| N.E.L.C.A.F | 0.750% | \$ 0.431 | 0.750% | \$ 0.431 | 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% | \$ 0.605 |
| National Electrical Industry Fund | 1.000% | \$ 0.575 | 1.000% | \$ 0.575 | 1.000% | \$ 0.595 | 1.000% | \$ 0.605 |
| Total Rate For Benefits | 74.751% | \$ 32.218 | 74.751% | \$ 32.218 | 76.608% | \$ 34.146 | 78.685% | \$ 35.643 |
| Total Cost Per Hour | | \$ 89.743 | | \$ 89.743 | | \$ 93.621 | | \$ 96.093 |
| Statutory EESISIP | 6.625% | \$ 3.811 | 6.955% | \$ 4.001 | 6.955% | \$ 4.136 | 6.955% | \$ 4.204 |
| | | \$ 93.554 | | \$ 93.744 | | \$ 97.757 | | \$ 100.297 |

Joint Industry Board of the Electrical Industry

3rd Period Outside Utility Apprentice Wage and Benefits

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| | 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.) | 5/01/2024 (at 4:01 p.m.) | 5/01/2024 (at 4:01 p.m.) |
|--|---------------------------|---------------------------|---------------------------|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Hourly Rate | \$ 41.30 | 41.30 | \$ 41.30 | 41.30 | \$ 42.70 | 42.70 | \$ 43.40 | 43.40 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.103 | 0.250% | \$ 0.103 | 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% | \$ 0.065 |
| P H B P -- Pension Trust | 5.545% | \$ 2.290 | 5.545% | \$ 2.290 | 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% | \$ 6.819 |
| P H B P -- Medical | 2.421% | \$ 1.000 | 2.421% | \$ 1.000 | 2.927% | \$ 1.250 | 3.456% | \$ 1.500 |
| Dental Plan | 2.140% | \$ 0.884 | 2.140% | \$ 0.884 | 2.140% | \$ 0.914 | 2.140% | \$ 0.929 |
| N . E . B . F . | 3.000% | \$ 1.239 | 3.000% | \$ 1.239 | 3.000% | \$ 1.281 | 3.000% | \$ 1.302 |
| Annuity | 2.421% | \$ 1.000 | 2.421% | \$ 1.000 | 3.513% | \$ 1.500 | 4.608% | \$ 2.000 |
| HRA | 4.237% | \$ 1.750 | 4.237% | \$ 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% | \$ 3.595 |
| DSP Percentage | 15.500% | \$ 6.402 | 15.500% | \$ 6.402 | 15.500% | \$ 6.619 | 15.500% | \$ 6.727 |
| DSP Hourly | 6.053% | \$ 2.500 | 6.053% | \$ 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% | \$ 0.276 |
| Educational & Cultural (Safety and Training) | 2.000% | \$ 0.826 | 2.000% | \$ 0.826 | 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% | \$ 0.217 |
| Comp. & Dis. Supp. | 1.985% | \$ 0.820 | 1.985% | \$ 0.820 | 1.985% | \$ 0.848 | 1.985% | \$ 0.861 |
| N.E.L.C.A.F | 0.750% | \$ 0.310 | 0.750% | \$ 0.310 | 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% | \$ 0.434 |
| National Electrical Industry Fund | 1.000% | \$ 0.413 | 1.000% | \$ 0.413 | 1.000% | \$ 0.427 | 1.000% | \$ 0.434 |
| Total Rate For Benefits | 73.587% | \$ 30.392 | 73.587% | \$ 30.392 | 75.347% | \$ 32.173 | 77.311% | \$ 33.553 |
| Total Cost Per Hour | | \$ 71.692 | | \$ 71.692 | | \$ 74.873 | | \$ 76.953 |
| Statutory EESISIP | 6.625% | \$ 2.736 | 6.955% | \$ 2.872 | 6.955% | \$ 2.970 | 6.955% | \$ 3.018 |
| | | \$ 74.428 | | \$ 74.564 | | \$ 77.843 | | \$ 79.972 |

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|---|---------------------------|---------------------------|---------------------------|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| OT Rate | \$ 61.95 | \$ 61.95 | \$ 61.95 | \$ 61.95 | \$ 64.05 | \$ 64.05 | \$ 65.10 | \$ 65.10 |
| Hourly Rate | \$ 41.30 | \$ 41.30 | \$ 41.30 | \$ 41.30 | \$ 42.70 | \$ 42.70 | \$ 43.40 | \$ 43.40 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.103 | 0.250% | \$ 0.103 | 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% | \$ 0.065 |
| P H B P -- Pension Trust | 5.545% | \$ 2.290 | 5.545% | \$ 2.290 | 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% | \$ 6.819 |
| P H B P -- Medical | 2.421% | \$ 1.000 | 2.421% | \$ 1.000 | 2.927% | \$ 1.250 | 3.456% | \$ 1.500 |
| Dental Plan | 2.140% | \$ 0.884 | 2.140% | \$ 0.884 | 2.140% | \$ 0.914 | 2.140% | \$ 0.929 |
| N . E . B . F . | 3.000% | \$ 1.859 | 3.000% | \$ 1.859 | 3.000% | \$ 1.922 | 3.000% | \$ 1.953 |
| Annuity | 2.421% | \$ 1.000 | 2.421% | \$ 1.000 | 3.513% | \$ 1.500 | 4.608% | \$ 2.000 |
| HRA | 4.237% | \$ 1.750 | 4.237% | \$ 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% | \$ 5.393 |
| DSP Percentage | 15.500% | \$ 6.402 | 15.500% | \$ 6.402 | 15.500% | \$ 6.619 | 15.500% | \$ 6.727 |
| DSP Hourly | 6.053% | \$ 2.500 | 6.053% | \$ 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% | \$ 0.276 |
| Educational & Cultural (Safety and Training) | 2.000% | \$ 1.239 | 2.000% | \$ 1.239 | 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% | \$ 0.326 |
| Comp. & Dis. Supp. | 1.985% | \$ 1.230 | 1.985% | \$ 1.230 | 1.985% | \$ 1.271 | 1.985% | \$ 1.292 |
| N.E.L.C.A.F | 0.750% | \$ 0.465 | 0.750% | \$ 0.465 | 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% | \$ 0.651 |
| National Electrical Industry Fund | 1.000% | \$ 0.620 | 1.000% | \$ 0.620 | 1.000% | \$ 0.641 | 1.000% | \$ 0.651 |
| Total Rate For Benefits | 73.587% | \$ 34.216 | 73.587% | \$ 34.216 | 75.347% | \$ 36.234 | 77.311% | \$ 37.789 |
| Total Cost Per Hour | | \$ 96.166 | | \$ 96.166 | | \$ 100.284 | | \$ 102.889 |
| Statutory EESISIP | 6.625% | \$ 4.104 | 6.955% | \$ 4.309 | 6.955% | \$ 4.455 | 6.955% | \$ 4.528 |
| | | \$ 100.270 | | \$ 100.474 | | \$ 104.739 | | \$ 107.416 |

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.) | 5/01/2024 (at 4:01 p.m.) | 5/01/2024 (at 4:01 p.m.) |
|--|---------------------------|---------------------------|---------------------------|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Hourly Rate | \$ 44.25 | 44.25 | \$ 44.25 | 44.25 | \$ 45.75 | 45.75 | \$ 46.50 | 46.50 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.111 | 0.250% | \$ 0.111 | 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% | \$ 0.070 |
| P H B P -- Pension Trust | 5.545% | \$ 2.454 | 5.545% | \$ 2.454 | 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% | \$ 7.307 |
| P H B P -- Medical | 2.260% | \$ 1.000 | 2.260% | \$ 1.000 | 2.732% | \$ 1.250 | 3.226% | \$ 1.500 |
| Dental Plan | 2.140% | \$ 0.947 | 2.140% | \$ 0.947 | 2.140% | \$ 0.979 | 2.140% | \$ 0.995 |
| N . E . B . F . | 3.000% | \$ 1.328 | 3.000% | \$ 1.328 | 3.000% | \$ 1.373 | 3.000% | \$ 1.395 |
| Annuity | 2.260% | \$ 1.000 | 2.260% | \$ 1.000 | 3.279% | \$ 1.500 | 4.301% | \$ 2.000 |
| HRA | 3.955% | \$ 1.750 | 3.955% | \$ 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% | \$ 3.852 |
| DSP Percentage | 15.500% | \$ 6.859 | 15.500% | \$ 6.859 | 15.500% | \$ 7.091 | 15.500% | \$ 7.208 |
| DSP Hourly | 5.650% | \$ 2.500 | 5.650% | \$ 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% | \$ 0.296 |
| Educational & Cultural (Safety and Training) | 2.000% | \$ 0.885 | 2.000% | \$ 0.885 | 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% | \$ 0.233 |
| Comp. & Dis. Supp. | 1.985% | \$ 0.878 | 1.985% | \$ 0.878 | 1.985% | \$ 0.908 | 1.985% | \$ 0.923 |
| N.E.L.C.A.F | 0.750% | \$ 0.332 | 0.750% | \$ 0.332 | 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% | \$ 0.465 |
| National Electrical Industry Fund | 1.000% | \$ 0.443 | 1.000% | \$ 0.443 | 1.000% | \$ 0.458 | 1.000% | \$ 0.465 |
| Total Rate For Benefits | 72.578% | \$ 32.116 | 72.578% | \$ 32.116 | 74.255% | \$ 33.971 | 76.121% | \$ 35.396 |
| Total Cost Per Hour | | \$ 76.366 | | \$ 76.366 | | \$ 79.721 | | \$ 81.896 |
| Statutory EESISIP | 6.625% | \$ 2.932 | 6.955% | \$ 3.078 | 6.955% | \$ 3.182 | 6.955% | \$ 3.234 |
| | | \$ 79.297 | | \$ 79.443 | | \$ 82.903 | | \$ 85.130 |

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.) | 5/01/2024 (at 4:01 p.m.) | 5/01/2024 (at 4:01 p.m.) |
|---|---------------------------|---------------------------|---------------------------|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| OT Rate | \$ 66.38 | \$ 66.38 | \$ 66.38 | \$ 66.38 | \$ 68.63 | \$ 68.63 | \$ 69.75 | \$ 69.75 |
| Hourly Rate | \$ 44.25 | \$ 44.25 | \$ 44.25 | \$ 44.25 | \$ 45.75 | \$ 45.75 | \$ 46.50 | \$ 46.50 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.111 | 0.250% | \$ 0.111 | 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% | \$ 0.070 |
| P H B P -- Pension Trust | 5.545% | \$ 2.454 | 5.545% | \$ 2.454 | 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% | \$ 7.307 |
| P H B P -- Medical | 2.260% | \$ 1.000 | 2.260% | \$ 1.000 | 2.732% | \$ 1.250 | 3.226% | \$ 1.500 |
| Dental Plan | 2.140% | \$ 0.947 | 2.140% | \$ 0.947 | 2.140% | \$ 0.979 | 2.140% | \$ 0.995 |
| N . E . B . F . | 3.000% | \$ 1.991 | 3.000% | \$ 1.991 | 3.000% | \$ 2.059 | 3.000% | \$ 2.093 |
| Annuity | 2.260% | \$ 1.000 | 2.260% | \$ 1.000 | 3.279% | \$ 1.500 | 4.301% | \$ 2.000 |
| HRA | 3.955% | \$ 1.750 | 3.955% | \$ 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% | \$ 5.778 |
| DSP Percentage | 15.500% | \$ 6.859 | 15.500% | \$ 6.859 | 15.500% | \$ 7.091 | 15.500% | \$ 7.208 |
| DSP Hourly | 5.650% | \$ 2.500 | 5.650% | \$ 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% | \$ 0.296 |
| Educational & Cultural (Safety and Training) | 2.000% | \$ 1.328 | 2.000% | \$ 1.328 | 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% | \$ 0.349 |
| Comp. & Dis. Supp. | 1.985% | \$ 1.318 | 1.985% | \$ 1.318 | 1.985% | \$ 1.362 | 1.985% | \$ 1.385 |
| N.E.L.C.A.F | 0.750% | \$ 0.498 | 0.750% | \$ 0.498 | 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% | \$ 0.698 |
| National Electrical Industry Fund | 1.000% | \$ 0.664 | 1.000% | \$ 0.664 | 1.000% | \$ 0.686 | 1.000% | \$ 0.698 |
| Total Rate For Benefits | 72.578% | \$ 36.213 | 72.578% | \$ 36.213 | 74.255% | \$ 38.322 | 76.121% | \$ 39.934 |
| Total Cost Per Hour | | \$ 102.588 | | \$ 102.588 | | \$ 106.947 | | \$ 109.684 |
| Statutory EESISIP | 6.625% | \$ 4.397 | 6.955% | \$ 4.616 | 6.955% | \$ 4.773 | 6.955% | \$ 4.851 |
| | | \$ 106.986 | | \$ 107.205 | | \$ 111.720 | | \$ 114.535 |

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.) | 5/01/2024 (at 4:01 p.m.) | 5/01/2024 (at 4:01 p.m.) |
|--|---------------------------|---------------------------|---------------------------|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Hourly Rate | \$ 47.20 | 47.20 | \$ 47.20 | 47.20 | \$ 48.80 | 48.80 | \$ 49.60 | 49.60 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.118 | 0.250% | \$ 0.118 | 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% | \$ 0.074 |
| P H B P -- Pension Trust | 5.545% | \$ 2.617 | 5.545% | \$ 2.617 | 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% | \$ 7.794 |
| P H B P -- Medical | 2.119% | \$ 1.000 | 2.119% | \$ 1.000 | 2.561% | \$ 1.250 | 3.024% | \$ 1.500 |
| Dental Plan | 2.140% | \$ 1.010 | 2.140% | \$ 1.010 | 2.140% | \$ 1.044 | 2.140% | \$ 1.061 |
| N . E . B . F . | 3.000% | \$ 1.416 | 3.000% | \$ 1.416 | 3.000% | \$ 1.464 | 3.000% | \$ 1.488 |
| Annuity | 2.119% | \$ 1.000 | 2.119% | \$ 1.000 | 3.074% | \$ 1.500 | 4.032% | \$ 2.000 |
| HRA | 3.708% | \$ 1.750 | 3.708% | \$ 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% | \$ 4.109 |
| DSP Percentage | 15.500% | \$ 7.316 | 15.500% | \$ 7.316 | 15.500% | \$ 7.564 | 15.500% | \$ 7.688 |
| DSP Hourly | 5.297% | \$ 2.500 | 5.297% | \$ 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% | \$ 0.316 |
| Educational & Cultural (Safety and Training) | 2.000% | \$ 0.944 | 2.000% | \$ 0.944 | 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% | \$ 0.248 |
| Comp. & Dis. Supp. | 1.985% | \$ 0.937 | 1.985% | \$ 0.937 | 1.985% | \$ 0.969 | 1.985% | \$ 0.985 |
| N.E.L.C.A.F | 0.750% | \$ 0.354 | 0.750% | \$ 0.354 | 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% | \$ 0.496 |
| National Electrical Industry Fund | 1.000% | \$ 0.472 | 1.000% | \$ 0.472 | 1.000% | \$ 0.488 | 1.000% | \$ 0.496 |
| Total Rate For Benefits | 71.696% | \$ 33.840 | 71.696% | \$ 33.840 | 73.298% | \$ 35.770 | 75.079% | \$ 37.239 |
| Total Cost Per Hour | | \$ 81.040 | | \$ 81.040 | | \$ 84.570 | | \$ 86.839 |
| Statutory EESISIP | 6.625% | \$ 3.127 | 6.955% | \$ 3.283 | 6.955% | \$ 3.394 | 6.955% | \$ 3.450 |
| | | \$ 84.167 | | \$ 84.323 | | \$ 87.964 | | \$ 90.289 |

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.) | 5/01/2024 (at 4:01 p.m.) | 5/01/2024 (at 4:01 p.m.) |
|---|---------------------------|---------------------------|---------------------------|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| OT Rate | \$ 70.80 | \$ 70.80 | \$ 70.80 | \$ 70.80 | \$ 73.20 | \$ 73.20 | \$ 74.40 | \$ 74.40 |
| Hourly Rate | \$ 47.20 | \$ 47.20 | \$ 47.20 | \$ 47.20 | \$ 48.80 | \$ 48.80 | \$ 49.60 | \$ 49.60 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.118 | 0.250% | \$ 0.118 | 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% | \$ 0.074 |
| P H B P -- Pension Trust | 5.545% | \$ 2.617 | 5.545% | \$ 2.617 | 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% | \$ 7.794 |
| P H B P -- Medical | 2.119% | \$ 1.000 | 2.119% | \$ 1.000 | 2.561% | \$ 1.250 | 3.024% | \$ 1.500 |
| Dental Plan | 2.140% | \$ 1.010 | 2.140% | \$ 1.010 | 2.140% | \$ 1.044 | 2.140% | \$ 1.061 |
| N . E . B . F . | 3.000% | \$ 2.124 | 3.000% | \$ 2.124 | 3.000% | \$ 2.196 | 3.000% | \$ 2.232 |
| Annuity | 2.119% | \$ 1.000 | 2.119% | \$ 1.000 | 3.074% | \$ 1.500 | 4.032% | \$ 2.000 |
| HRA | 3.708% | \$ 1.750 | 3.708% | \$ 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% | \$ 6.163 |
| DSP Percentage | 15.500% | \$ 7.316 | 15.500% | \$ 7.316 | 15.500% | \$ 7.564 | 15.500% | \$ 7.688 |
| DSP Hourly | 5.297% | \$ 2.500 | 5.297% | \$ 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% | \$ 0.316 |
| Educational & Cultural (Safety and Training) | 2.000% | \$ 1.416 | 2.000% | \$ 1.416 | 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% | \$ 0.372 |
| Comp. & Dis. Supp. | 1.985% | \$ 1.405 | 1.985% | \$ 1.405 | 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% | \$ 0.558 |
| NEAT Trust Fund | 1.000% | \$ 0.708 | 1.000% | \$ 0.708 | 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% | \$ 0.744 |
| Total Rate For Benefits | 71.696% | \$ 38.211 | 71.696% | \$ 38.211 | 73.298% | \$ 40.410 | 75.079% | \$ 42.080 |
| Total Cost Per Hour | | \$ 109.011 | | \$ 109.011 | | \$ 113.610 | | \$ 116.480 |
| Statutory EESISIP | 6.625% | \$ 4.691 | 6.955% | \$ 4.924 | 6.955% | \$ 5.091 | 6.955% | \$ 5.175 |
| | | \$ 113.701 | | \$ 113.935 | | \$ 118.701 | | \$ 121.654 |

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.) | 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 | \$ 52.70 | \$ 52.70 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.125 | 0.250% | \$ 0.125 | 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% | \$ 0.079 |
| P H B P -- Pension Trust | 5.545% | \$ 2.781 | 5.545% | \$ 2.781 | 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% | \$ 8.281 |
| P H B P -- Medical | 1.994% | \$ 1.000 | 1.994% | \$ 1.000 | 2.411% | \$ 1.250 | 2.846% | \$ 1.500 |
| Dental Plan | 2.140% | \$ 1.073 | 2.140% | \$ 1.073 | 2.140% | \$ 1.110 | 2.140% | \$ 1.128 |
| N . E . B . F . | 3.000% | \$ 1.505 | 3.000% | \$ 1.505 | 3.000% | \$ 1.566 | 3.000% | \$ 1.581 |
| Annuity | 1.994% | \$ 1.000 | 1.994% | \$ 1.000 | 2.893% | \$ 1.500 | 3.795% | \$ 2.000 |
| HRA | 3.490% | \$ 1.750 | 3.490% | \$ 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% | \$ 4.366 |
| DSP Percentage | 15.500% | \$ 7.773 | 15.500% | \$ 7.773 | 15.500% | \$ 8.037 | 15.500% | \$ 8.169 |
| DSP Hourly | 4.985% | \$ 2.500 | 4.985% | \$ 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% | \$ 0.336 |
| Educational & Cultural (Safety and Training) | 2.000% | \$ 1.003 | 2.000% | \$ 1.003 | 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% | \$ 0.264 |
| Comp. & Dis. Supp. | 1.985% | \$ 0.995 | 1.985% | \$ 0.995 | 1.985% | \$ 1.029 | 1.985% | \$ 1.046 |
| N.E.L.C.A.F | 0.750% | \$ 0.376 | 0.750% | \$ 0.376 | 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% | \$ 0.527 |
| National Electrical Industry Fund | 1.000% | \$ 0.502 | 1.000% | \$ 0.502 | 1.000% | \$ 0.519 | 1.000% | \$ 0.527 |
| Total Rate For Benefits | 70.917% | \$ 35.565 | 70.917% | \$ 35.565 | 72.454% | \$ 37.568 | 74.160% | \$ 39.082 |
| Total Cost Per Hour | | \$ 85.715 | | \$ 85.715 | | \$ 89.418 | | \$ 91.782 |
| Statutory EESISIP | 6.625% | \$ 3.322 | 6.955% | \$ 3.488 | 6.955% | \$ 3.606 | 6.955% | \$ 3.665 |
| | | \$ 89.037 | | \$ 89.203 | | \$ 93.024 | | \$ 95.448 |

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.) | 5/01/2024 (at 4:01 p.m.) | 5/01/2024 (at 4:01 p.m.) |
|---|---------------------------|---------------------------|---------------------------|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| OT Rate | \$ 75.23 | \$ 75.23 | \$ 75.23 | \$ 75.23 | \$ 77.78 | \$ 77.78 | \$ 79.05 | \$ 79.05 |
| Hourly Rate | \$ 50.15 | \$ 50.15 | \$ 50.15 | \$ 50.15 | \$ 51.85 | \$ 51.85 | \$ 52.70 | \$ 52.70 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.125 | 0.250% | \$ 0.125 | 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% | \$ 0.079 |
| P H B P -- Pension Trust | 5.545% | \$ 2.781 | 5.545% | \$ 2.781 | 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% | \$ 8.281 |
| P H B P -- Medical | 1.994% | \$ 1.000 | 1.994% | \$ 1.000 | 2.411% | \$ 1.250 | 2.846% | \$ 1.500 |
| Dental Plan | 2.140% | \$ 1.073 | 2.140% | \$ 1.073 | 2.140% | \$ 1.110 | 2.140% | \$ 1.128 |
| N . E . B . F . | 3.000% | \$ 2.257 | 3.000% | \$ 2.257 | 3.000% | \$ 2.333 | 3.000% | \$ 2.372 |
| Annuity | 1.994% | \$ 1.000 | 1.994% | \$ 1.000 | 2.893% | \$ 1.500 | 3.795% | \$ 2.000 |
| HRA | 3.490% | \$ 1.750 | 3.490% | \$ 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% | \$ 6.549 |
| DSP Percentage | 15.500% | \$ 7.773 | 15.500% | \$ 7.773 | 15.500% | \$ 8.037 | 15.500% | \$ 8.169 |
| DSP Hourly | 4.985% | \$ 2.500 | 4.985% | \$ 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% | \$ 0.336 |
| Educational & Cultural (Safety and Training) | 2.000% | \$ 1.505 | 2.000% | \$ 1.505 | 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% | \$ 0.395 |
| Comp. & Dis. Supp. | 1.985% | \$ 1.493 | 1.985% | \$ 1.493 | 1.985% | \$ 1.544 | 1.985% | \$ 1.569 |
| N.E.L.C.A.F | 0.750% | \$ 0.564 | 0.750% | \$ 0.564 | 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% | \$ 0.791 |
| National Electrical Industry Fund | 1.000% | \$ 0.752 | 1.000% | \$ 0.752 | 1.000% | \$ 0.778 | 1.000% | \$ 0.791 |
| Total Rate For Benefits | 70.917% | \$ 40.208 | 70.917% | \$ 40.208 | 72.454% | \$ 42.498 | 74.160% | \$ 44.226 |
| Total Cost Per Hour | | \$ 115.433 | | \$ 115.433 | | \$ 120.273 | | \$ 123.276 |
| Statutory EESISIP | 6.625% | \$ 4.984 | 6.955% | \$ 5.232 | 6.955% | \$ 5.409 | 6.955% | \$ 5.498 |
| | | \$ 120.417 | | \$ 120.665 | | \$ 125.683 | | \$ 128.773 |

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.) | 5/01/2024 (at 4:01 p.m.) | 5/01/2024 (at 4:01 p.m.) |
|--|---------------------------|---------------------------|---------------------------|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Hourly Rate | \$ 53.10 | \$ 53.10 | \$ 53.10 | \$ 53.10 | \$ 54.90 | \$ 54.90 | \$ 55.80 | \$ 55.80 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.133 | 0.250% | \$ 0.133 | 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% | \$ 0.084 |
| P H B P -- Pension Trust | 5.545% | \$ 2.944 | 5.545% | \$ 2.944 | 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% | \$ 8.768 |
| P H B P -- Medical | 1.883% | \$ 1.000 | 1.883% | \$ 1.000 | 2.277% | \$ 1.250 | 2.688% | \$ 1.500 |
| Dental Plan | 2.140% | \$ 1.136 | 2.140% | \$ 1.136 | 2.140% | \$ 1.175 | 2.140% | \$ 1.194 |
| N . E . B . F . | 3.000% | \$ 1.593 | 3.000% | \$ 1.593 | 3.000% | \$ 1.647 | 3.000% | \$ 1.674 |
| Annuity | 1.883% | \$ 1.000 | 1.883% | \$ 1.000 | 2.732% | \$ 1.500 | 3.584% | \$ 2.000 |
| HRA | 3.296% | \$ 1.750 | 3.296% | \$ 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% | \$ 4.622 |
| DSP Percentage | 15.500% | \$ 8.231 | 15.500% | \$ 8.231 | 15.500% | \$ 8.510 | 15.500% | \$ 8.649 |
| DSP Hourly | 4.708% | \$ 2.500 | 4.708% | \$ 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% | \$ 0.355 |
| Educational & Cultural (Safety and Training) | 2.000% | \$ 1.062 | 2.000% | \$ 1.062 | 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% | \$ 0.279 |
| Comp. & Dis. Supp. | 1.985% | \$ 1.054 | 1.985% | \$ 1.054 | 1.985% | \$ 1.090 | 1.985% | \$ 1.108 |
| N.E.L.C.A.F | 0.750% | \$ 0.398 | 0.750% | \$ 0.398 | 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% | \$ 0.558 |
| National Electrical Industry Fund | 1.000% | \$ 0.531 | 1.000% | \$ 0.531 | 1.000% | \$ 0.549 | 1.000% | \$ 0.558 |
| Total Rate For Benefits | 70.224% | \$ 37.289 | 70.224% | \$ 37.289 | 71.704% | \$ 39.366 | 73.343% | \$ 40.925 |
| Total Cost Per Hour | | \$ 90.389 | | \$ 90.389 | | \$ 94.266 | | \$ 96.725 |
| Statutory EESISIP | 6.625% | \$ 3.518 | 6.955% | \$ 3.693 | 6.955% | \$ 3.818 | 6.955% | \$ 3.881 |
| | | \$ 93.907 | | \$ 94.082 | | \$ 98.084 | | \$ 100.606 |

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.) | 5/01/2024 (at 4:01 p.m.) | 5/01/2024 (at 4:01 p.m.) |
|---|---------------------------|---------------------------|---------------------------|---------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| OT Rate | \$ 79.65 | \$ 79.65 | \$ 79.65 | \$ 79.65 | \$ 82.35 | \$ 82.35 | \$ 83.70 | \$ 83.70 |
| Hourly Rate | \$ 53.10 | \$ 53.10 | \$ 53.10 | \$ 53.10 | \$ 54.90 | \$ 54.90 | \$ 55.80 | \$ 55.80 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.133 | 0.250% | \$ 0.133 | 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% | \$ 0.084 |
| P H B P -- Pension Trust | 5.545% | \$ 2.944 | 5.545% | \$ 2.944 | 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% | \$ 8.768 |
| P H B P -- Medical | 1.883% | \$ 1.000 | 1.883% | \$ 1.000 | 2.277% | \$ 1.250 | 2.688% | \$ 1.500 |
| Dental Plan | 2.140% | \$ 1.136 | 2.140% | \$ 1.136 | 2.140% | \$ 1.175 | 2.140% | \$ 1.194 |
| N . E . B . F . | 3.000% | \$ 2.390 | 3.000% | \$ 2.390 | 3.000% | \$ 2.471 | 3.000% | \$ 2.511 |
| Annuity | 1.883% | \$ 1.000 | 1.883% | \$ 1.000 | 2.732% | \$ 1.500 | 3.584% | \$ 2.000 |
| HRA | 3.296% | \$ 1.750 | 3.296% | \$ 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% | \$ 6.934 |
| DSP Percentage | 15.500% | \$ 8.231 | 15.500% | \$ 8.231 | 15.500% | \$ 8.510 | 15.500% | \$ 8.649 |
| DSP Hourly | 4.708% | \$ 2.500 | 4.708% | \$ 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% | \$ 0.355 |
| Educational & Cultural (Safety and Training) | 2.000% | \$ 1.593 | 2.000% | \$ 1.593 | 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% | \$ 0.419 |
| Comp. & Dis. Supp. | 1.985% | \$ 1.581 | 1.985% | \$ 1.581 | 1.985% | \$ 1.635 | 1.985% | \$ 1.661 |
| N.E.L.C.A.F | 0.750% | \$ 0.597 | 0.750% | \$ 0.597 | 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% | \$ 0.837 |
| National Electrical Industry Fund | 1.000% | \$ 0.797 | 1.000% | \$ 0.797 | 1.000% | \$ 0.824 | 1.000% | \$ 0.837 |
| Total Rate For Benefits | 70.224% | \$ 42.206 | 70.224% | \$ 42.206 | 71.704% | \$ 44.586 | 73.343% | \$ 46.371 |
| Total Cost Per Hour | | \$ 121.856 | | \$ 121.856 | | \$ 126.936 | | \$ 130.071 |
| Statutory EESISIP | 6.625% | \$ 5.277 | 6.955% | \$ 5.540 | 6.955% | \$ 5.727 | 6.955% | \$ 5.821 |
| | | \$ 127.133 | | \$ 127.396 | | \$ 132.664 | | \$ 135.892 |