Joint Industry Board of the Electrical Industry

Full Benefit Package for 1st and 2nd year M Journeypersons for those accepted in to the Program after 5/10/2007

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

	4/13/2022 (at 4:01 p.m.)	4/13/2022 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)
Hourly Rate	$ 26.75	26.75	$ 26.75	26.75	$ 26.75	26.75	$ 26.75	26.75	$ 27.50	27.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	$ 0.040	0.150%	$ 0.040	0.150%	$ 0.040	0.150%	$ 0.040	0.150%	$ 0.041
P H B P -- Pension Trust	8.380%	$ 2.242	8.380%	$ 2.242	8.380%	$ 2.242	8.380%	$ 2.242	8.380%	$ 2.305
P H B P -- Medical	14.540%	$ 3.889	14.540%	$ 3.889	14.540%	$ 3.889	14.540%	$ 3.889	14.540%	$ 3.999
P H B P -- Medical	3.738%	$ 1.000	3.738%	$ 1.000	4.673%	$ 1.250	4.673%	$ 1.250	5.455%	$ 1.500
Dental Plan	2.040%	$ 0.546	2.040%	$ 0.546	2.040%	$ 0.546	2.040%	$ 0.546	2.040%	$ 0.561
N .E .B .F .	3.000%	$ 0.803	3.000%	$ 0.803	3.000%	$ 0.803	3.000%	$ 0.803	3.000%	$ 0.825
Annuity	7.477%	$ 2.000	7.477%	$ 2.000	11.215%	$ 3.000	11.215%	$ 3.000	10.909%	$ 3.000
HRA	14.953%	$ 4.000	14.953%	$ 4.000	14.953%	$ 4.000	14.953%	$ 4.000	14.545%	$ 4.000
DSP (401(k) Plan) - FICA	7.650%	$ 2.046	7.650%	$ 2.046	7.650%	$ 2.046	7.650%	$ 2.046	7.650%	$ 2.104
DSP Percentage	15.500%	$ 4.146	15.500%	$ 4.146	15.500%	$ 4.146	15.500%	$ 4.146	15.500%	$ 4.263
DSP Hourly	5.607%	$ 1.500	5.607%	$ 1.500	5.607%	$ 1.500	5.607%	$ 1.500	5.455%	$ 1.500
Educational & Cultural	0.520%	$ 0.139	0.520%	$ 0.139	0.520%	$ 0.139	0.520%	$ 0.139	0.520%	$ 0.143
Comp. & Dis. Supp.	1.985%	$ 0.531	1.985%	$ 0.531	1.985%	$ 0.531	1.985%	$ 0.531	1.985%	$ 0.546
Total Rate for Benefits	**85.541%**	**$ 22.882**	**85.541%**	**$ 22.882**	**90.214%**	**$ 24.132**	**90.214%**	**$ 24.132**	**90.129%**	**$ 24.785**
Total Cost Per Hour		**$ 49.632**		**$ 49.632**		**$ 50.882**		**$ 50.882**		**$ 52.285**
Statutory EESISP	6.505%	$ 1.740	6.835%	$ 1.828	6.835%	$ 1.828	7.605%	$ 2.034	7.605%	$ 2.091
		$ 51.372		**$ 51.461**		**$ 52.711**		**$ 52.916**		**$ 54.377**

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1st and 2nd year M Journeypersons OT for those accepted in to the Program after 5/10/2007

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

	4/13/2022 (at 4:01 p.m.)	4/13/2022 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)
OT Rate	$ 40.13	$ 40.13	$ 40.13	$ 40.13	$ 40.13	$ 40.13	$ 40.13	$ 40.13	$ 41.25	$ 41.25
Hourly Rate	$ 26.75	26.75	$ 26.75	26.75	$ 26.75	26.75	$ 26.75	26.75	$ 27.50	27.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	$ 0.040	0.150%	$ 0.040	0.150%	$ 0.040	0.150%	$ 0.040	0.150%	$ 0.041
P H B P -- Pension Trust	8.380%	$ 2.242	8.380%	$ 2.242	8.380%	$ 2.242	8.380%	$ 2.242	8.380%	$ 2.305
P H B P -- Medical	14.540%	$ 3.889	14.540%	$ 3.889	14.540%	$ 3.889	14.540%	$ 3.889	14.540%	$ 3.999
P H B P -- Medical	3.738%	$ 1.000	3.738%	$ 1.000	4.673%	$ 1.250	4.673%	$ 1.250	5.455%	$ 1.500
Dental Plan	2.040%	$ 0.546	2.040%	$ 0.546	2.040%	$ 0.546	2.040%	$ 0.546	2.040%	$ 0.561
N .E .B .F .	3.000%	$ 1.204	3.000%	$ 1.204	3.000%	$ 1.204	3.000%	$ 1.204	3.000%	$ 1.238
Annuity	7.477%	$ 2.000	7.477%	$ 2.000	11.215%	$ 3.000	11.215%	$ 3.000	10.909%	$ 3.000
HRA	14.953%	$ 4.000	14.953%	$ 4.000	14.953%	$ 4.000	14.953%	$ 4.000	14.545%	$ 4.000
DSP (401(k) Plan) - FICA	7.650%	$ 3.070	7.650%	$ 3.070	7.650%	$ 3.070	7.650%	$ 3.070	7.650%	$ 3.156
DSP Percentage	15.500%	$ 4.146	15.500%	$ 4.146	15.500%	$ 4.146	15.500%	$ 4.146	15.500%	$ 4.263
DSP Hourly	5.607%	$ 1.500	5.607%	$ 1.500	5.607%	$ 1.500	5.607%	$ 1.500	5.455%	$ 1.500
Educational & Cultural	0.520%	$ 0.139	0.520%	$ 0.139	0.520%	$ 0.139	0.520%	$ 0.139	0.520%	$ 0.143
Comp. & Dis. Supp.	1.985%	$ 0.796	1.985%	$ 0.796	1.985%	$ 0.796	1.985%	$ 0.796	1.985%	$ 0.819
Total Rate for Benefits	**85.541%**	**$ 24.572**	**85.541%**	**$ 24.572**	**90.214%**	**$ 25.822**	**90.214%**	**$ 25.822**	**90.129%**	**$ 26.523**
Total Cost Per Hour		**$ 64.697**		**$ 64.697**		**$ 65.947**		**$ 65.947**		**$ 67.773**
Statutory EESISP	6.505%	$ 2.610	6.835%	$ 2.743	6.835%	$ 2.743	7.605%	$ 3.052	7.605%	$ 3.137
		$ 67.307		**$ 67.440**		**$ 68.690**		**$ 68.999**		**$ 70.910**

Joint Industry Board of the Electrical Industry

Full Benefit Package for 3rd and 4th year M Journeypersons for those accepted in to the Program after 5/10/2007

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

	4/13/2022 (at 4:01 p.m.)	4/13/2022 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)
Hourly Rate	$ 31.25	31.25	$ 31.25	31.25	$ 31.25	31.25	$ 31.25	31.25	$ 32.00	32.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	$ 0.047	0.150%	$ 0.047	0.150%	$ 0.047	0.150%	$ 0.047	0.150%	$ 0.048
P H B P -- Pension Trust	8.380%	$ 2.619	8.380%	$ 2.619	8.380%	$ 2.619	8.380%	$ 2.619	8.380%	$ 2.682
P H B P -- Medical	14.540%	$ 4.544	14.540%	$ 4.544	14.540%	$ 4.544	14.540%	$ 4.544	14.540%	$ 4.653
P H B P -- Medical	3.200%	$ 1.000	3.200%	$ 1.000	4.000%	$ 1.250	4.000%	$ 1.250	4.688%	$ 1.500
Dental Plan	2.040%	$ 0.638	2.040%	$ 0.638	2.040%	$ 0.638	2.040%	$ 0.638	2.040%	$ 0.653
N .E .B .F .	3.000%	$ 0.938	3.000%	$ 0.938	3.000%	$ 0.938	3.000%	$ 0.938	3.000%	$ 0.960
Annuity	6.400%	$ 2.000	6.400%	$ 2.000	9.600%	$ 3.000	9.600%	$ 3.000	9.375%	$ 3.000
HRA	12.800%	$ 4.000	12.800%	$ 4.000	12.800%	$ 4.000	12.800%	$ 4.000	12.500%	$ 4.000
DSP (401(k) Plan) - FICA	7.650%	$ 2.391	7.650%	$ 2.391	7.650%	$ 2.391	7.650%	$ 2.391	7.650%	$ 2.448
DSP Percentage	15.500%	$ 4.844	15.500%	$ 4.844	15.500%	$ 4.844	15.500%	$ 4.844	15.500%	$ 4.960
DSP Hourly	4.800%	$ 1.500	4.800%	$ 1.500	4.800%	$ 1.500	4.800%	$ 1.500	4.688%	$ 1.500
Educational & Cultural	0.520%	$ 0.163	0.520%	$ 0.163	0.520%	$ 0.163	0.520%	$ 0.163	0.520%	$ 0.166
Comp. & Dis. Supp.	1.985%	$ 0.620	1.985%	$ 0.620	1.985%	$ 0.620	1.985%	$ 0.620	1.985%	$ 0.635
Total Rate for Benefits	**80.965%**	**$ 25.302**	**80.965%**	**$ 25.302**	**84.965%**	**$ 26.552**	**84.965%**	**$ 26.552**	**85.015%**	**$ 27.205**
Total Cost Per Hour		**$ 56.552**		**$ 56.552**		**$ 57.802**		**$ 57.802**		**$ 59.205**
Statutory EESISP	6.505%	$ 2.033	6.835%	$ 2.136	6.835%	$ 2.136	7.605%	$ 2.377	7.605%	$ 2.434
		$ 58.584		**$ 58.688**		**$ 59.938**		**$ 60.178**		**$ 61.638**

Joint Industry Board of the Electrical Industry

Full Benefit Package for 3rd and 4th year M Journeypersons OT for those accepted in to the Program after 5/10/2007

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

	4/13/2022 (at 4:01 p.m.)	4/13/2022 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)
OT Rate	$ 46.88	$ 46.88	$ 46.88	$ 46.88	$ 46.88	$ 46.88	$ 46.88	$ 46.88	$ 48.00	$ 48.00
Hourly Rate	$ 31.25	31.25	$ 31.25	31.25	$ 31.25	31.25	$ 31.25	31.25	$ 32.00	32.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	$ 0.047	0.150%	$ 0.047	0.150%	$ 0.047	0.150%	$ 0.047	0.150%	$ 0.048
P H B P -- Pension Trust	8.380%	$ 2.619	8.380%	$ 2.619	8.380%	$ 2.619	8.380%	$ 2.619	8.380%	$ 2.682
P H B P -- Medical	14.540%	$ 4.544	14.540%	$ 4.544	14.540%	$ 4.544	14.540%	$ 4.544	14.540%	$ 4.653
P H B P -- Medical	3.200%	$ 1.000	3.200%	$ 1.000	4.000%	$ 1.250	4.000%	$ 1.250	4.688%	$ 1.500
Dental Plan	2.040%	$ 0.638	2.040%	$ 0.638	2.040%	$ 0.638	2.040%	$ 0.638	2.040%	$ 0.653
N .E .B .F .	3.000%	$ 1.406	3.000%	$ 1.406	3.000%	$ 1.406	3.000%	$ 1.406	3.000%	$ 1.440
Annuity	6.400%	$ 2.000	6.400%	$ 2.000	9.600%	$ 3.000	9.600%	$ 3.000	9.375%	$ 3.000
HRA	12.800%	$ 4.000	12.800%	$ 4.000	12.800%	$ 4.000	12.800%	$ 4.000	12.500%	$ 4.000
DSP (401(k) Plan) - FICA	7.650%	$ 3.586	7.650%	$ 3.586	7.650%	$ 3.586	7.650%	$ 3.586	7.650%	$ 3.672
DSP Percentage	15.500%	$ 4.844	15.500%	$ 4.844	15.500%	$ 4.844	15.500%	$ 4.844	15.500%	$ 4.960
DSP Hourly	4.800%	$ 1.500	4.800%	$ 1.500	4.800%	$ 1.500	4.800%	$ 1.500	4.688%	$ 1.500
Educational & Cultural	0.520%	$ 0.163	0.520%	$ 0.163	0.520%	$ 0.163	0.520%	$ 0.163	0.520%	$ 0.166
Comp. & Dis. Supp.	1.985%	$ 0.930	1.985%	$ 0.930	1.985%	$ 0.930	1.985%	$ 0.930	1.985%	$ 0.953
Total Rate for Benefits	**80.965%**	**$ 27.276**	**80.965%**	**$ 27.276**	**84.965%**	**$ 28.526**	**84.965%**	**$ 28.526**	**85.015%**	**$ 29.226**
Total Cost Per Hour		**$ 74.151**		**$ 74.151**		**$ 75.401**		**$ 75.401**		**$ 77.226**
Statutory EESISP	6.505%	$ 3.049	6.835%	$ 3.204	6.835%	$ 3.204	7.605%	$ 3.565	7.605%	$ 3.650
		$ 77.200		**$ 77.355**		**$ 78.605**		**$ 78.966**		**$ 80.877**

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1-12 month 5th year Apprentice/MIJ for those accepted in to the Program after 5/10/2007

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

	4/13/2022 (at 4:01 p.m.)	4/13/2022 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)
Hourly Rate	$ 26.75	26.75	$ 26.75	26.75	$ 26.75	26.75	$ 26.75	26.75	$ 27.50	27.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	$ 0.040	0.150%	$ 0.040	0.150%	$ 0.040	0.150%	$ 0.040	0.150%	$ 0.041
P H B P -- Pension Trust	8.380%	$ 2.242	8.380%	$ 2.242	8.380%	$ 2.242	8.380%	$ 2.242	8.380%	$ 2.305
P H B P -- Medical	14.540%	$ 3.889	14.540%	$ 3.889	14.540%	$ 3.889	14.540%	$ 3.889	14.540%	$ 3.999
P H B P -- Medical	3.738%	$ 1.000	3.738%	$ 1.000	4.673%	$ 1.250	4.673%	$ 1.250	5.455%	$ 1.500
Dental Plan	2.040%	$ 0.546	2.040%	$ 0.546	2.040%	$ 0.546	2.040%	$ 0.546	2.040%	$ 0.561
N .E .B .F .	3.000%	$ 0.803	3.000%	$ 0.803	3.000%	$ 0.803	3.000%	$ 0.803	3.000%	$ 0.825
Annuity	7.477%	$ 2.000	7.477%	$ 2.000	11.215%	$ 3.000	11.215%	$ 3.000	10.909%	$ 3.000
HRA	14.953%	$ 4.000	14.953%	$ 4.000	14.953%	$ 4.000	14.953%	$ 4.000	14.545%	$ 4.000
DSP (401(k) Plan) - FICA	7.650%	$ 2.046	7.650%	$ 2.046	7.650%	$ 2.046	7.650%	$ 2.046	7.650%	$ 2.104
DSP Percentage	15.500%	$ 4.146	15.500%	$ 4.146	15.500%	$ 4.146	15.500%	$ 4.146	15.500%	$ 4.263
DSP Hourly	5.607%	$ 1.500	5.607%	$ 1.500	5.607%	$ 1.500	5.607%	$ 1.500	5.455%	$ 1.500
Educational & Cultural	0.520%	$ 0.139	0.520%	$ 0.139	0.520%	$ 0.139	0.520%	$ 0.139	0.520%	$ 0.143
Comp. & Dis. Supp.	1.985%	$ 0.531	1.985%	$ 0.531	1.985%	$ 0.531	1.985%	$ 0.531	1.985%	$ 0.546
Total Rate for Benefits	**85.541%**	**$ 22.882**	**85.541%**	**$ 22.882**	**90.214%**	**$ 24.132**	**90.214%**	**$ 24.132**	**90.129%**	**$ 24.785**
Total Cost Per Hour		**$ 49.632**		**$ 49.632**		**$ 50.882**		**$ 50.882**		**$ 52.285**
Statutory EESISP	6.505%	$ 1.740	6.835%	$ 1.828	6.835%	$ 1.828	7.605%	$ 2.034	7.605%	$ 2.091
		$ 51.372		**$ 51.461**		**$ 52.711**		**$ 52.916**		**$ 54.377**

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1-12 month 5th year Apprentice/MIJ OT for those accepted in to the Program after 5/10/2007

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

	4/13/2022 (at 4:01 p.m.)	4/13/2022 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)
OT Rate	$ 40.13	$ 40.13	$ 40.13	$ 40.13	$ 40.13	$ 40.13	$ 40.13	$ 40.13	$ 41.25	$ 41.25
Hourly Rate	$ 26.75	26.75	$ 26.75	26.75	$ 26.75	26.75	$ 26.75	26.75	$ 27.50	27.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	$ 0.040	0.150%	$ 0.040	0.150%	$ 0.040	0.150%	$ 0.040	0.150%	$ 0.041
P H B P -- Pension Trust	8.380%	$ 2.242	8.380%	$ 2.242	8.380%	$ 2.242	8.380%	$ 2.242	8.380%	$ 2.305
P H B P -- Medical	14.540%	$ 3.889	14.540%	$ 3.889	14.540%	$ 3.889	14.540%	$ 3.889	14.540%	$ 3.999
P H B P -- Medical	3.738%	$ 1.000	3.738%	$ 1.000	4.673%	$ 1.250	4.673%	$ 1.250	5.455%	$ 1.500
Dental Plan	2.040%	$ 0.546	2.040%	$ 0.546	2.040%	$ 0.546	2.040%	$ 0.546	2.040%	$ 0.561
N .E .B .F .	3.000%	$ 1.204	3.000%	$ 1.204	3.000%	$ 1.204	3.000%	$ 1.204	3.000%	$ 1.238
Annuity	7.477%	$ 2.000	7.477%	$ 2.000	11.215%	$ 3.000	11.215%	$ 3.000	10.909%	$ 3.000
HRA	14.953%	$ 4.000	14.953%	$ 4.000	14.953%	$ 4.000	14.953%	$ 4.000	14.545%	$ 4.000
DSP (401(k) Plan) - FICA	7.650%	$ 3.070	7.650%	$ 3.070	7.650%	$ 3.070	7.650%	$ 3.070	7.650%	$ 3.156
DSP Percentage	15.500%	$ 4.146	15.500%	$ 4.146	15.500%	$ 4.146	15.500%	$ 4.146	15.500%	$ 4.263
DSP Hourly	5.607%	$ 1.500	5.607%	$ 1.500	5.607%	$ 1.500	5.607%	$ 1.500	5.455%	$ 1.500
Educational & Cultural	0.520%	$ 0.139	0.520%	$ 0.139	0.520%	$ 0.139	0.520%	$ 0.139	0.520%	$ 0.143
Comp. & Dis. Supp.	1.985%	$ 0.796	1.985%	$ 0.796	1.985%	$ 0.796	1.985%	$ 0.796	1.985%	$ 0.819
Total Rate for Benefits	**85.541%**	**$ 24.572**	**85.541%**	**$ 24.572**	**90.214%**	**$ 25.822**	**90.214%**	**$ 25.822**	**90.129%**	**$ 26.523**
Total Cost Per Hour		**$ 64.697**		**$ 64.697**		**$ 65.947**		**$ 65.947**		**$ 67.773**
Statutory EESISP	6.505%	$ 2.610	6.835%	$ 2.743	6.835%	$ 2.743	7.605%	$ 3.052	7.605%	$ 3.137
		$ 67.307		**$ 67.440**		**$ 68.690**		**$ 68.999**		**$ 70.910**

Joint Industry Board of the Electrical Industry

Full Benefit Package for 13-18 month 5th year Apprentice/MIJ for those accepted in to the Program after 5/10/2007

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

	4/13/2022 (at 4:01 p.m.)	4/13/2022 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)
Hourly Rate	$ 31.25	31.25	$ 31.25	31.25	$ 31.25	31.25	$ 31.25	31.25	$ 32.00	32.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	$ 0.047	0.150%	$ 0.047	0.150%	$ 0.047	0.150%	$ 0.047	0.150%	$ 0.048
P H B P -- Pension Trust	8.380%	$ 2.619	8.380%	$ 2.619	8.380%	$ 2.619	8.380%	$ 2.619	8.380%	$ 2.682
P H B P -- Medical	14.540%	$ 4.544	14.540%	$ 4.544	14.540%	$ 4.544	14.540%	$ 4.544	14.540%	$ 4.653
P H B P -- Medical	3.200%	$ 1.000	3.200%	$ 1.000	4.000%	$ 1.250	4.000%	$ 1.250	4.688%	$ 1.500
Dental Plan	2.040%	$ 0.638	2.040%	$ 0.638	2.040%	$ 0.638	2.040%	$ 0.638	2.040%	$ 0.653
N .E .B .F .	3.000%	$ 0.938	3.000%	$ 0.938	3.000%	$ 0.938	3.000%	$ 0.938	3.000%	$ 0.960
Annuity	6.400%	$ 2.000	6.400%	$ 2.000	9.600%	$ 3.000	9.600%	$ 3.000	9.375%	$ 3.000
HRA	12.800%	$ 4.000	12.800%	$ 4.000	12.800%	$ 4.000	12.800%	$ 4.000	12.500%	$ 4.000
DSP (401(k) Plan) - FICA	7.650%	$ 2.391	7.650%	$ 2.391	7.650%	$ 2.391	7.650%	$ 2.391	7.650%	$ 2.448
DSP Percentage	15.500%	$ 4.844	15.500%	$ 4.844	15.500%	$ 4.844	15.500%	$ 4.844	15.500%	$ 4.960
DSP Hourly	4.800%	$ 1.500	4.800%	$ 1.500	4.800%	$ 1.500	4.800%	$ 1.500	4.688%	$ 1.500
Educational & Cultural	0.520%	$ 0.163	0.520%	$ 0.163	0.520%	$ 0.163	0.520%	$ 0.163	0.520%	$ 0.166
Comp. & Dis. Supp.	1.985%	$ 0.620	1.985%	$ 0.620	1.985%	$ 0.620	1.985%	$ 0.620	1.985%	$ 0.635
Total Rate for Benefits	**80.965%**	**$ 25.302**	**80.965%**	**$ 25.302**	**84.965%**	**$ 26.552**	**84.965%**	**$ 26.552**	**85.015%**	**$ 27.205**
Total Cost Per Hour		**$ 56.552**		**$ 56.552**		**$ 57.802**		**$ 57.802**		**$ 59.205**
Statutory EESISP	6.505%	$ 2.033	6.835%	$ 2.136	6.835%	$ 2.136	7.605%	$ 2.377	7.605%	$ 2.434
		$ 58.584		**$ 58.688**		**$ 59.938**		**$ 60.178**		**$ 61.638**

Joint Industry Board of the Electrical Industry

Full Benefit Package for 13-18 month 5th year Apprentice/MIJ OT for those accepted in to the Program after 5/10/2007

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

	4/13/2022 (at 4:01 p.m.)	4/13/2022 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)
OT Rate	$ 46.88	$ 46.88	$ 46.88	$ 46.88	$ 46.88	$ 46.88	$ 46.88	$ 46.88	$ 48.00	$ 48.00
Hourly Rate	$ 31.25	31.25	$ 31.25	31.25	$ 31.25	31.25	$ 31.25	31.25	$ 32.00	32.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	$ 0.047	0.150%	$ 0.047	0.150%	$ 0.047	0.150%	$ 0.047	0.150%	$ 0.048
P H B P -- Pension Trust	8.380%	$ 2.619	8.380%	$ 2.619	8.380%	$ 2.619	8.380%	$ 2.619	8.380%	$ 2.682
P H B P -- Medical	14.540%	$ 4.544	14.540%	$ 4.544	14.540%	$ 4.544	14.540%	$ 4.544	14.540%	$ 4.653
P H B P -- Medical	3.200%	$ 1.000	3.200%	$ 1.000	4.000%	$ 1.250	4.000%	$ 1.250	4.688%	$ 1.500
Dental Plan	2.040%	$ 0.638	2.040%	$ 0.638	2.040%	$ 0.638	2.040%	$ 0.638	2.040%	$ 0.653
N .E .B .F .	3.000%	$ 1.406	3.000%	$ 1.406	3.000%	$ 1.406	3.000%	$ 1.406	3.000%	$ 1.440
Annuity	6.400%	$ 2.000	6.400%	$ 2.000	9.600%	$ 3.000	9.600%	$ 3.000	9.375%	$ 3.000
HRA	12.800%	$ 4.000	12.800%	$ 4.000	12.800%	$ 4.000	12.800%	$ 4.000	12.500%	$ 4.000
DSP (401(k) Plan) - FICA	7.650%	$ 3.586	7.650%	$ 3.586	7.650%	$ 3.586	7.650%	$ 3.586	7.650%	$ 3.672
DSP Percentage	15.500%	$ 4.844	15.500%	$ 4.844	15.500%	$ 4.844	15.500%	$ 4.844	15.500%	$ 4.960
DSP Hourly	4.800%	$ 1.500	4.800%	$ 1.500	4.800%	$ 1.500	4.800%	$ 1.500	4.688%	$ 1.500
Educational & Cultural	0.520%	$ 0.163	0.520%	$ 0.163	0.520%	$ 0.163	0.520%	$ 0.163	0.520%	$ 0.166
Comp. & Dis. Supp.	1.985%	$ 0.930	1.985%	$ 0.930	1.985%	$ 0.930	1.985%	$ 0.930	1.985%	$ 0.953
Total Rate for Benefits	**80.965%**	**$ 27.276**	**80.965%**	**$ 27.276**	**84.965%**	**$ 28.526**	**84.965%**	**$ 28.526**	**85.015%**	**$ 29.226**
Total Cost Per Hour		**$ 74.151**		**$ 74.151**		**$ 75.401**		**$ 75.401**		**$ 77.226**
Statutory EESISP	6.505%	$ 3.049	6.835%	$ 3.204	6.835%	$ 3.204	7.605%	$ 3.565	7.605%	$ 3.650
		$ 77.200		**$ 77.355**		**$ 78.605**		**$ 78.966**		**$ 80.877**