

**Joint Industry Board of the Electrical Industry**

**1st Year 1st Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07  
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/9/2025 (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	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00
	<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>
Legal Services Plan	0.150%	\$ 0.027	0.150%	\$ 0.027	0.150%	\$ 0.027	0.150%	\$ 0.027	0.150%	\$ 0.027
P H B P -- Pension Trust	8.380%	\$ 1.508	8.380%	\$ 1.508	8.380%	\$ 1.508	8.380%	\$ 1.508	8.380%	\$ 1.508
P H B P -- Medical	12.540%	\$ 2.257	12.540%	\$ 2.257	12.540%	\$ 2.257	12.540%	\$ 2.257	12.540%	\$ 2.257
P H B P -- Medical	5.566%	\$ 1.000	5.566%	\$ 1.000	6.944%	\$ 1.250	6.944%	\$ 1.250	8.333%	\$ 1.500
Dental Plan	2.040%	\$ 0.367	2.040%	\$ 0.367	2.040%	\$ 0.367	2.040%	\$ 0.367	2.040%	\$ 0.367
N . E . B . F .	3.000%	\$ 0.540	3.000%	\$ 0.540	3.000%	\$ 0.540	3.000%	\$ 0.540	3.000%	\$ 0.540
Annuity	5.556%	\$ 1.000	5.556%	\$ 1.000	8.333%	\$ 1.500	8.333%	\$ 1.500	11.111%	\$ 2.000
HRA	9.722%	\$ 1.750	9.722%	\$ 1.750	9.722%	\$ 1.750	9.722%	\$ 1.750	9.722%	\$ 1.750
Employer paid FICA	8.284%	\$ 1.491	8.284%	\$ 1.491	8.284%	\$ 1.491	8.284%	\$ 1.491	8.284%	\$ 1.491
DSP Percentage	15.500%	\$ 2.790	15.500%	\$ 2.790	15.500%	\$ 2.790	15.500%	\$ 2.790	15.500%	\$ 2.790
DSP Hourly	13.889%	\$ 2.500	13.889%	\$ 2.500	13.889%	\$ 2.500	13.889%	\$ 2.500	13.889%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.094	0.520%	\$ 0.094	0.520%	\$ 0.094	0.520%	\$ 0.094	0.520%	\$ 0.094
Comp. & Dis. Supp.	1.985%	\$ 0.357	1.985%	\$ 0.357	1.985%	\$ 0.357	1.985%	\$ 0.357	1.985%	\$ 0.357
<b>Total Rate For Benefits</b>	<b>87.121%</b>	<b>\$ 15.682</b>	<b>87.121%</b>	<b>\$ 15.682</b>	<b>91.288%</b>	<b>\$ 16.432</b>	<b>91.288%</b>	<b>\$ 16.432</b>	<b>95.455%</b>	<b>\$ 17.182</b>
<b>Total Cost Per Hour</b>		<b>\$ 33.682</b>		<b>\$ 33.682</b>		<b>\$ 34.432</b>		<b>\$ 34.432</b>		<b>\$ 35.182</b>
Statutory EESISIP	6.505%	\$ 1.171	6.835%	\$ 1.230	6.835%	\$ 1.230	7.605%	\$ 1.369	7.605%	\$ 1.369
		<b>\$ 34.853</b>		<b>\$ 34.912</b>		<b>\$ 35.662</b>		<b>\$ 35.801</b>		<b>\$ 36.551</b>



**Joint Industry Board of the Electrical Industry**

**2nd Year 1st Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07  
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/9/2025 (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	\$ 19.50	19.50	\$ 19.50	19.50	\$ 19.50	19.50	\$ 19.50	19.50	\$ 19.50	19.50
	<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>
Legal Services Plan	0.150%	\$ 0.029	0.150%	\$ 0.029	0.150%	\$ 0.029	0.150%	\$ 0.029	0.150%	\$ 0.029
P H B P -- Pension Trust	8.380%	\$ 1.634	8.380%	\$ 1.634	8.380%	\$ 1.634	8.380%	\$ 1.634	8.380%	\$ 1.634
P H B P -- Medical	12.540%	\$ 2.445	12.540%	\$ 2.445	12.540%	\$ 2.445	12.540%	\$ 2.445	12.540%	\$ 2.445
P H B P -- Medical	5.128%	\$ 1.000	5.128%	\$ 1.000	6.410%	\$ 1.250	6.410%	\$ 1.250	7.692%	\$ 1.500
Dental Plan	2.040%	\$ 0.398	2.040%	\$ 0.398	2.040%	\$ 0.398	2.040%	\$ 0.398	2.040%	\$ 0.398
N . E . B . F .	3.000%	\$ 0.585	3.000%	\$ 0.585	3.000%	\$ 0.585	3.000%	\$ 0.585	3.000%	\$ 0.585
Annuity	5.128%	\$ 1.000	5.128%	\$ 1.000	7.692%	\$ 1.500	7.692%	\$ 1.500	10.256%	\$ 2.000
HRA	8.974%	\$ 1.750	8.974%	\$ 1.750	8.974%	\$ 1.750	8.974%	\$ 1.750	8.974%	\$ 1.750
Employer paid FICA	8.284%	\$ 1.615	8.284%	\$ 1.615	8.284%	\$ 1.615	8.284%	\$ 1.615	8.284%	\$ 1.615
DSP Percentage	15.500%	\$ 3.023	15.500%	\$ 3.023	15.500%	\$ 3.023	15.500%	\$ 3.023	15.500%	\$ 3.023
DSP Hourly	12.821%	\$ 2.500	12.821%	\$ 2.500	12.821%	\$ 2.500	12.821%	\$ 2.500	12.821%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.101	0.520%	\$ 0.101	0.520%	\$ 0.101	0.520%	\$ 0.101	0.520%	\$ 0.101
Comp. & Dis. Supp.	1.985%	\$ 0.387	1.985%	\$ 0.387	1.985%	\$ 0.387	1.985%	\$ 0.387	1.985%	\$ 0.387
<b>Total Rate For Benefits</b>	<b>84.450%</b>	<b>\$ 16.468</b>	<b>84.450%</b>	<b>\$ 16.468</b>	<b>88.296%</b>	<b>\$ 17.218</b>	<b>88.296%</b>	<b>\$ 17.218</b>	<b>92.143%</b>	<b>\$ 17.968</b>
<b>Total Cost Per Hour</b>		<b>\$ 35.968</b>		<b>\$ 35.968</b>		<b>\$ 36.718</b>		<b>\$ 36.718</b>		<b>\$ 37.468</b>
Statutory EESISIP	6.505%	\$ 1.268	6.835%	\$ 1.333	6.835%	\$ 1.333	7.605%	\$ 1.483	7.605%	\$ 1.483
		<b>\$ 37.236</b>		<b>\$ 37.301</b>		<b>\$ 38.051</b>		<b>\$ 38.201</b>		<b>\$ 38.951</b>

**Joint Industry Board of the Electrical Industry**

2nd Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07  
**Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/9/2025 (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.)
<b>OT Rate</b>	\$ 29.25	\$ 29.25	\$ 29.25	\$ 29.25	\$ 29.25	\$ 29.25	\$ 29.25	\$ 29.25	\$ 29.25	\$ 29.25
<b>Hourly Rate</b>	\$ 19.50	\$ 19.50	\$ 19.50	\$ 19.50	\$ 19.50	\$ 19.50	\$ 19.50	\$ 19.50	\$ 19.50	\$ 19.50
	<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>
<b>Legal Services Plan</b>	0.150%	\$ 0.029	0.150%	\$ 0.029	0.150%	\$ 0.029	0.150%	\$ 0.029	0.150%	\$ 0.029
<b>P H B P -- Pension Trust</b>	8.380%	\$ 1.634	8.380%	\$ 1.634	8.380%	\$ 1.634	8.380%	\$ 1.634	8.380%	\$ 1.634
<b>P H B P -- Medical</b>	12.540%	\$ 2.445	12.540%	\$ 2.445	12.540%	\$ 2.445	12.540%	\$ 2.445	12.540%	\$ 2.445
<b>P H B P -- Medical</b>	5.128%	\$ 1.000	5.128%	\$ 1.000	6.410%	\$ 1.250	6.410%	\$ 1.250	7.692%	\$ 1.500
<b>Dental Plan</b>	2.040%	\$ 0.398	2.040%	\$ 0.398	2.040%	\$ 0.398	2.040%	\$ 0.398	2.040%	\$ 0.398
<b>N . E . B . F .</b>	3.000%	\$ 0.878	3.000%	\$ 0.878	3.000%	\$ 0.878	3.000%	\$ 0.878	3.000%	\$ 0.878
<b>Annuity</b>	5.128%	\$ 1.000	5.128%	\$ 1.000	7.692%	\$ 1.500	7.692%	\$ 1.500	10.256%	\$ 2.000
<b>HRA</b>	8.974%	\$ 1.750	8.974%	\$ 1.750	8.974%	\$ 1.750	8.974%	\$ 1.750	8.974%	\$ 1.750
<b>Employer paid FICA</b>	8.284%	\$ 2.423	8.284%	\$ 2.423	8.284%	\$ 2.423	8.284%	\$ 2.423	8.284%	\$ 2.423
<b>DSP Percentage</b>	15.500%	\$ 3.023	15.500%	\$ 3.023	15.500%	\$ 3.023	15.500%	\$ 3.023	15.500%	\$ 3.023
<b>DSP Hourly</b>	12.821%	\$ 2.500	12.821%	\$ 2.500	12.821%	\$ 2.500	12.821%	\$ 2.500	12.821%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.520%	\$ 0.101	0.520%	\$ 0.101	0.520%	\$ 0.101	0.520%	\$ 0.101	0.520%	\$ 0.101
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 0.581	1.985%	\$ 0.581	1.985%	\$ 0.581	1.985%	\$ 0.581	1.985%	\$ 0.581
<b>Total Rate For Benefits</b>	<b>84.450%</b>	<b>\$ 17.762</b>	<b>84.450%</b>	<b>\$ 17.762</b>	<b>88.296%</b>	<b>\$ 18.512</b>	<b>88.296%</b>	<b>\$ 18.512</b>	<b>92.143%</b>	<b>\$ 19.262</b>
<b>Total Cost Per Hour</b>		<b>\$ 47.012</b>		<b>\$ 47.012</b>		<b>\$ 47.762</b>		<b>\$ 47.762</b>		<b>\$ 48.512</b>
<b>Statutory EESISIP</b>	6.505%	\$ 1.903	6.835%	\$ 1.999	6.835%	\$ 1.999	7.605%	\$ 2.224	7.605%	\$ 2.224
		<b>\$ 48.914</b>		<b>\$ 49.011</b>		<b>\$ 49.761</b>		<b>\$ 49.986</b>		<b>\$ 50.736</b>

**Joint Industry Board of the Electrical Industry**

**3rd Year 1st Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07  
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/9/2025 (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	\$ 21.50	21.50	\$ 21.50	21.50	\$ 21.50	21.50	\$ 21.50	21.50	\$ 21.50	21.50
	<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>
Legal Services Plan	0.150%	\$ 0.032	0.150%	\$ 0.032	0.150%	\$ 0.032	0.150%	\$ 0.032	0.150%	\$ 0.032
P H B P -- Pension Trust	8.380%	\$ 1.802	8.380%	\$ 1.802	8.380%	\$ 1.802	8.380%	\$ 1.802	8.380%	\$ 1.802
P H B P -- Medical	12.540%	\$ 2.696	12.540%	\$ 2.696	12.540%	\$ 2.696	12.540%	\$ 2.696	12.540%	\$ 2.696
P H B P -- Medical	4.651%	\$ 1.000	4.651%	\$ 1.000	5.814%	\$ 1.250	5.814%	\$ 1.250	6.977%	\$ 1.500
Dental Plan	2.040%	\$ 0.439	2.040%	\$ 0.439	2.040%	\$ 0.439	2.040%	\$ 0.439	2.040%	\$ 0.439
N . E . B . F .	3.000%	\$ 0.645	3.000%	\$ 0.645	3.000%	\$ 0.645	3.000%	\$ 0.645	3.000%	\$ 0.645
Annuity	4.651%	\$ 1.000	4.651%	\$ 1.000	6.977%	\$ 1.500	6.977%	\$ 1.500	9.302%	\$ 2.000
HRA	8.140%	\$ 1.750	8.140%	\$ 1.750	8.140%	\$ 1.750	8.140%	\$ 1.750	8.140%	\$ 1.750
Employer paid FICA	8.284%	\$ 1.781	8.284%	\$ 1.781	8.284%	\$ 1.781	8.284%	\$ 1.781	8.284%	\$ 1.781
DSP Percentage	15.500%	\$ 3.333	15.500%	\$ 3.333	15.500%	\$ 3.333	15.500%	\$ 3.333	15.500%	\$ 3.333
DSP Hourly	11.628%	\$ 2.500	11.628%	\$ 2.500	11.628%	\$ 2.500	11.628%	\$ 2.500	11.628%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.112	0.520%	\$ 0.112	0.520%	\$ 0.112	0.520%	\$ 0.112	0.520%	\$ 0.112
Comp. & Dis. Supp.	1.985%	\$ 0.427	1.985%	\$ 0.427	1.985%	\$ 0.427	1.985%	\$ 0.427	1.985%	\$ 0.427
<b>Total Rate For Benefits</b>	<b>81.469%</b>	<b>\$ 17.516</b>	<b>81.469%</b>	<b>\$ 17.516</b>	<b>84.957%</b>	<b>\$ 18.266</b>	<b>84.957%</b>	<b>\$ 18.266</b>	<b>88.446%</b>	<b>\$ 19.016</b>
<b>Total Cost Per Hour</b>		<b>\$ 39.016</b>		<b>\$ 39.016</b>		<b>\$ 39.766</b>		<b>\$ 39.766</b>		<b>\$ 40.516</b>
Statutory EESISIP	6.505%	\$ 1.399	6.835%	\$ 1.470	6.835%	\$ 1.470	7.605%	\$ 1.635	7.605%	\$ 1.635
		<b>\$ 40.414</b>		<b>\$ 40.485</b>		<b>\$ 41.235</b>		<b>\$ 41.401</b>		<b>\$ 42.151</b>



**Joint Industry Board of the Electrical Industry**

**4th Year 1st Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07  
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	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	\$ 23.50	23.50	\$ 23.50	23.50	\$ 23.50	23.50	\$ 23.50	23.50	\$ 23.50	23.50
	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%	\$ 0.035	0.150%	\$ 0.035	0.150%	\$ 0.035	0.150%	\$ 0.035	0.150%	\$ 0.035
P H B P -- Pension Trust	8.380%	\$ 1.969	8.380%	\$ 1.969	8.380%	\$ 1.969	8.380%	\$ 1.969	8.380%	\$ 1.969
P H B P -- Medical	12.540%	\$ 2.947	12.540%	\$ 2.947	12.540%	\$ 2.947	12.540%	\$ 2.947	12.540%	\$ 2.947
P H B P -- Medical	4.255%	\$ 1.000	4.255%	\$ 1.000	5.319%	\$ 1.250	5.319%	\$ 1.250	6.383%	\$ 1.500
Dental Plan	2.040%	\$ 0.479	2.040%	\$ 0.479	2.040%	\$ 0.479	2.040%	\$ 0.479	2.040%	\$ 0.479
N . E . B . F .	3.000%	\$ 0.705	3.000%	\$ 0.705	3.000%	\$ 0.705	3.000%	\$ 0.705	3.000%	\$ 0.705
Annuity	4.255%	\$ 1.000	4.255%	\$ 1.000	6.383%	\$ 1.500	6.383%	\$ 1.500	8.511%	\$ 2.000
HRA	7.447%	\$ 1.750	7.447%	\$ 1.750	7.447%	\$ 1.750	7.447%	\$ 1.750	7.447%	\$ 1.750
Employer paid FICA	8.284%	\$ 1.947	8.284%	\$ 1.947	8.284%	\$ 1.947	8.284%	\$ 1.947	8.284%	\$ 1.947
DSP Percentage	15.500%	\$ 3.643	15.500%	\$ 3.643	15.500%	\$ 3.643	15.500%	\$ 3.643	15.500%	\$ 3.643
DSP Hourly	10.638%	\$ 2.500	10.638%	\$ 2.500	10.638%	\$ 2.500	10.638%	\$ 2.500	10.638%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.122	0.520%	\$ 0.122	0.520%	\$ 0.122	0.520%	\$ 0.122	0.520%	\$ 0.122
Comp. & Dis. Supp.	1.985%	\$ 0.466	1.985%	\$ 0.466	1.985%	\$ 0.466	1.985%	\$ 0.466	1.985%	\$ 0.466
<b>Total Rate For Benefits</b>	<b>78.995%</b>	<b>\$ 18.564</b>	<b>78.995%</b>	<b>\$ 18.564</b>	<b>82.186%</b>	<b>\$ 19.314</b>	<b>82.186%</b>	<b>\$ 19.314</b>	<b>85.378%</b>	<b>\$ 20.064</b>
<b>Total Cost Per Hour</b>		<b>\$ 42.064</b>		<b>\$ 42.064</b>		<b>\$ 42.814</b>		<b>\$ 42.814</b>		<b>\$ 43.564</b>
Statutory EESISIP	6.505%	\$ 1.529	6.835%	\$ 1.606	6.835%	\$ 1.606	7.605%	\$ 1.787	7.605%	\$ 1.787
		<b>\$ 43.592</b>		<b>\$ 43.670</b>		<b>\$ 44.420</b>		<b>\$ 44.601</b>		<b>\$ 45.351</b>





**Joint Industry Board of the Electrical Industry**

**1st Year 2nd Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07  
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	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50
	<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>
Legal Services Plan	0.150%	\$ 0.028	0.150%	\$ 0.028	0.150%	\$ 0.028	0.150%	\$ 0.028	0.150%	\$ 0.028
P H B P -- Pension Trust	8.380%	\$ 1.550	8.380%	\$ 1.550	8.380%	\$ 1.550	8.380%	\$ 1.550	8.380%	\$ 1.550
P H B P -- Medical	12.540%	\$ 2.320	12.540%	\$ 2.320	12.540%	\$ 2.320	12.540%	\$ 2.320	12.540%	\$ 2.320
P H B P -- Medical	5.405%	\$ 1.000	5.405%	\$ 1.000	6.757%	\$ 1.250	6.757%	\$ 1.250	8.108%	\$ 1.500
Dental Plan	2.040%	\$ 0.377	2.040%	\$ 0.377	2.040%	\$ 0.377	2.040%	\$ 0.377	2.040%	\$ 0.377
N . E . B . F .	3.000%	\$ 0.555	3.000%	\$ 0.555	3.000%	\$ 0.555	3.000%	\$ 0.555	3.000%	\$ 0.555
Annuity	5.405%	\$ 1.000	5.405%	\$ 1.000	8.108%	\$ 1.500	8.108%	\$ 1.500	10.811%	\$ 2.000
HRA	9.459%	\$ 1.750	9.459%	\$ 1.750	9.459%	\$ 1.750	9.459%	\$ 1.750	9.459%	\$ 1.750
Employer paid FICA	8.284%	\$ 1.533	8.284%	\$ 1.533	8.284%	\$ 1.533	8.284%	\$ 1.533	8.284%	\$ 1.533
DSP Percentage	15.500%	\$ 2.868	15.500%	\$ 2.868	15.500%	\$ 2.868	15.500%	\$ 2.868	15.500%	\$ 2.868
DSP Hourly	13.514%	\$ 2.500	13.514%	\$ 2.500	13.514%	\$ 2.500	13.514%	\$ 2.500	13.514%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.096	0.520%	\$ 0.096	0.520%	\$ 0.096	0.520%	\$ 0.096	0.520%	\$ 0.096
Comp. & Dis. Supp.	1.985%	\$ 0.367	1.985%	\$ 0.367	1.985%	\$ 0.367	1.985%	\$ 0.367	1.985%	\$ 0.367
<b>Total Rate For Benefits</b>	<b>86.183%</b>	<b>\$ 15.944</b>	<b>86.183%</b>	<b>\$ 15.944</b>	<b>90.237%</b>	<b>\$ 16.694</b>	<b>90.237%</b>	<b>\$ 16.694</b>	<b>94.291%</b>	<b>\$ 17.444</b>
<b>Total Cost Per Hour</b>		<b>\$ 34.444</b>		<b>\$ 34.444</b>		<b>\$ 35.194</b>		<b>\$ 35.194</b>		<b>\$ 35.944</b>
Statutory EESISIP	6.505%	\$ 1.203	6.835%	\$ 1.264	6.835%	\$ 1.264	7.605%	\$ 1.407	7.605%	\$ 1.407
		<b>\$ 35.647</b>		<b>\$ 35.708</b>		<b>\$ 36.458</b>		<b>\$ 36.601</b>		<b>\$ 37.351</b>



**Joint Industry Board of the Electrical Industry**

**2nd Year 2nd Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07  
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	\$ 20.50	20.50	\$ 20.50	20.50	\$ 20.50	20.50	\$ 20.50	20.50	\$ 20.50	20.50
	<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>
Legal Services Plan	0.150%	\$ 0.031	0.150%	\$ 0.031	0.150%	\$ 0.031	0.150%	\$ 0.031	0.150%	\$ 0.031
P H B P -- Pension Trust	8.380%	\$ 1.718	8.380%	\$ 1.718	8.380%	\$ 1.718	8.380%	\$ 1.718	8.380%	\$ 1.718
P H B P -- Medical	12.540%	\$ 2.571	12.540%	\$ 2.571	12.540%	\$ 2.571	12.540%	\$ 2.571	12.540%	\$ 2.571
P H B P -- Medical	4.878%	\$ 1.000	4.878%	\$ 1.000	6.098%	\$ 1.250	6.098%	\$ 1.250	7.317%	\$ 1.500
Dental Plan	2.040%	\$ 0.418	2.040%	\$ 0.418	2.040%	\$ 0.418	2.040%	\$ 0.418	2.040%	\$ 0.418
N . E . B . F .	3.000%	\$ 0.615	3.000%	\$ 0.615	3.000%	\$ 0.615	3.000%	\$ 0.615	3.000%	\$ 0.615
Annuity	4.878%	\$ 1.000	4.878%	\$ 1.000	7.317%	\$ 1.500	7.317%	\$ 1.500	9.756%	\$ 2.000
HRA	8.537%	\$ 1.750	8.537%	\$ 1.750	8.537%	\$ 1.750	8.537%	\$ 1.750	8.537%	\$ 1.750
Employer paid FICA	8.284%	\$ 1.698	8.284%	\$ 1.698	8.284%	\$ 1.698	8.284%	\$ 1.698	8.284%	\$ 1.698
DSP Percentage	15.500%	\$ 3.178	15.500%	\$ 3.178	15.500%	\$ 3.178	15.500%	\$ 3.178	15.500%	\$ 3.178
DSP Hourly	12.195%	\$ 2.500	12.195%	\$ 2.500	12.195%	\$ 2.500	12.195%	\$ 2.500	12.195%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.107	0.520%	\$ 0.107	0.520%	\$ 0.107	0.520%	\$ 0.107	0.520%	\$ 0.107
Comp. & Dis. Supp.	1.985%	\$ 0.407	1.985%	\$ 0.407	1.985%	\$ 0.407	1.985%	\$ 0.407	1.985%	\$ 0.407
<b>Total Rate For Benefits</b>	<b>82.887%</b>	<b>\$ 16.992</b>	<b>82.887%</b>	<b>\$ 16.992</b>	<b>86.545%</b>	<b>\$ 17.742</b>	<b>86.545%</b>	<b>\$ 17.742</b>	<b>90.204%</b>	<b>\$ 18.492</b>
<b>Total Cost Per Hour</b>		<b>\$ 37.492</b>		<b>\$ 37.492</b>		<b>\$ 38.242</b>		<b>\$ 38.242</b>		<b>\$ 38.992</b>
Statutory EESISIP	6.505%	\$ 1.334	6.835%	\$ 1.401	6.835%	\$ 1.401	7.605%	\$ 1.559	7.605%	\$ 1.559
		<b>\$ 38.825</b>		<b>\$ 38.893</b>		<b>\$ 39.643</b>		<b>\$ 39.801</b>		<b>\$ 40.551</b>







**Joint Industry Board of the Electrical Industry**

**4th Year 2nd Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07  
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	\$ 25.50	25.50	\$ 25.50	25.50	\$ 25.50	25.50	\$ 25.50	25.50	\$ 25.50	25.50
	<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>
Legal Services Plan	0.150%	\$ 0.038	0.150%	\$ 0.038	0.150%	\$ 0.038	0.150%	\$ 0.038	0.150%	\$ 0.038
P H B P -- Pension Trust	8.380%	\$ 2.137	8.380%	\$ 2.137	8.380%	\$ 2.137	8.380%	\$ 2.137	8.380%	\$ 2.137
P H B P -- Medical	12.540%	\$ 3.198	12.540%	\$ 3.198	12.540%	\$ 3.198	12.540%	\$ 3.198	12.540%	\$ 3.198
P H B P -- Medical	3.922%	\$ 1.000	3.922%	\$ 1.000	4.902%	\$ 1.250	4.902%	\$ 1.250	5.882%	\$ 1.500
Dental Plan	2.040%	\$ 0.520	2.040%	\$ 0.520	2.040%	\$ 0.520	2.040%	\$ 0.520	2.040%	\$ 0.520
N . E . B . F .	3.000%	\$ 0.765	3.000%	\$ 0.765	3.000%	\$ 0.765	3.000%	\$ 0.765	3.000%	\$ 0.765
Annuity	3.922%	\$ 1.000	3.922%	\$ 1.000	5.882%	\$ 1.500	5.882%	\$ 1.500	7.843%	\$ 2.000
HRA	6.863%	\$ 1.750	6.863%	\$ 1.750	6.863%	\$ 1.750	6.863%	\$ 1.750	6.863%	\$ 1.750
Employer paid FICA	8.284%	\$ 2.112	8.284%	\$ 2.112	8.284%	\$ 2.112	8.284%	\$ 2.112	8.284%	\$ 2.112
DSP Percentage	15.500%	\$ 3.953	15.500%	\$ 3.953	15.500%	\$ 3.953	15.500%	\$ 3.953	15.500%	\$ 3.953
DSP Hourly	9.804%	\$ 2.500	9.804%	\$ 2.500	9.804%	\$ 2.500	9.804%	\$ 2.500	9.804%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.133	0.520%	\$ 0.133	0.520%	\$ 0.133	0.520%	\$ 0.133	0.520%	\$ 0.133
Comp. & Dis. Supp.	1.985%	\$ 0.506	1.985%	\$ 0.506	1.985%	\$ 0.506	1.985%	\$ 0.506	1.985%	\$ 0.506
<b>Total Rate For Benefits</b>	<b>76.909%</b>	<b>\$ 19.612</b>	<b>76.909%</b>	<b>\$ 19.612</b>	<b>79.850%</b>	<b>\$ 20.362</b>	<b>79.850%</b>	<b>\$ 20.362</b>	<b>82.791%</b>	<b>\$ 21.112</b>
<b>Total Cost Per Hour</b>		<b>\$ 45.112</b>		<b>\$ 45.112</b>		<b>\$ 45.862</b>		<b>\$ 45.862</b>		<b>\$ 46.612</b>
Statutory EESISIP	6.505%	\$ 1.659	6.835%	\$ 1.743	6.835%	\$ 1.743	7.605%	\$ 1.939	7.605%	\$ 1.939
		<b>\$ 46.771</b>		<b>\$ 46.855</b>		<b>\$ 47.605</b>		<b>\$ 47.801</b>		<b>\$ 48.551</b>

