

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 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>	
Hourly Rate	\$ 27.50	27.50	
	<u>New%Contr</u>	<u>Dollar Equiv</u>	
Legal Services Plan	0.150%	\$ 0.041	
P H B P -- Pension Trust	8.380%	\$ 2.305	
P H B P -- Medical	14.540%	\$ 3.999	
P H B P -- Medical	7.273%	\$ 2.000	
Dental Plan	2.040%	\$ 0.561	
N .E .B .F .	3.000%	\$ 0.825	
NEIB	0.000%	\$ -	
Annuity	10.909%	\$ 3.000	
HRA	18.182%	\$ 5.000	
DSP (401(k) Plan) - FICA	7.650%	\$ 2.104	
DSP Percentage	15.500%	\$ 4.263	
DSP Hourly	5.455%	\$ 1.500	
Educational & Cultural	0.520%	\$ 0.143	
Comp. & Dis. Supp.	1.985%	\$ 0.546	
Total Rate for Benefits	95.583%	\$ 26.285	
Total Cost Per Hour		\$ 53.785	
Statutory EESIS	7.605%	\$ 2.091	
		\$ 55.877	

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 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	4/09/2025(at 4:01 p.m.) - 05/31/2025	4/09/2025(at 4:01 p.m.) - 05/31/2025
OT Rate	\$ 41.25	\$ 41.25
Hourly Rate	\$ 27.50	27.50
	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.041
P H B P -- Pension Trust	8.380%	\$ 2.305
P H B P -- Medical	14.540%	\$ 3.999
P H B P -- Medical	7.273%	\$ 2.000
Dental Plan	2.040%	\$ 0.561
N .E .B .F .	3.000%	\$ 1.238
NEIB	0.000%	\$ -
Annuity	10.909%	\$ 3.000
HRA	18.182%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.156
DSP Percentage	15.500%	\$ 4.263
DSP Hourly	5.455%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.143
Comp. & Dis. Supp.	1.985%	\$ 0.819
Total Rate for Benefits	95.583%	\$ 28.023
Total Cost Per Hour		\$ 69.273
Statutory EESIS	7.605%	\$ 3.137
		\$ 72.410

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 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>
Hourly Rate	\$ 32.00	32.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.048
P H B P -- Pension Trust	8.380%	\$ 2.682
P H B P -- Medical	14.540%	\$ 4.653
P H B P -- Medical	6.250%	\$ 2.000
Dental Plan	2.040%	\$ 0.653
N .E .B .F .	3.000%	\$ 0.960
NEIB	0.000%	\$ -
Annuity	9.375%	\$ 3.000
HRA	15.625%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.448
DSP Percentage	15.500%	\$ 4.960
DSP Hourly	4.688%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.166
Comp. & Dis. Supp.	1.985%	\$ 0.635
Total Rate for Benefits	89.703%	\$ 28.705
Total Cost Per Hour		\$ 60.705
Statutory EESISIP	7.605%	\$ 2.434
		\$ 63.138

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 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>
OT Rate	\$ 48.00	\$ 48.00
Hourly Rate	\$ 32.00	32.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.048
P H B P -- Pension Trust	8.380%	\$ 2.682
P H B P -- Medical	14.540%	\$ 4.653
P H B P -- Medical	6.250%	\$ 2.000
Dental Plan	2.040%	\$ 0.653
N .E .B .F .	3.000%	\$ 1.440
NEIB	0.000%	\$ -
Annuity	9.375%	\$ 3.000
HRA	15.625%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.672
DSP Percentage	15.500%	\$ 4.960
DSP Hourly	4.688%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.166
Comp. & Dis. Supp.	1.985%	\$ 0.953
Total Rate for Benefits	89.703%	\$ 30.726
Total Cost Per Hour		\$ 78.726
Statutory EESIS	7.605%	\$ 3.650
		\$ 82.377

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 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	\$ 27.50	27.50	\$ 27.50	27.50	\$ 27.50	27.50	\$ 27.50	27.50
	<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>
Legal Services Plan	0.150%	\$ 0.041	0.150%	\$ 0.041	0.150%	\$ 0.041	0.150%	\$ 0.041
P H B P -- Pension Trust	8.380%	\$ 2.305	8.380%	\$ 2.305	8.380%	\$ 2.305	8.380%	\$ 2.305
P H B P -- Medical	14.540%	\$ 3.999	14.540%	\$ 3.999	14.540%	\$ 3.999	14.540%	\$ 3.999
P H B P -- Medical	7.273%	\$ 2.000	9.091%	\$ 2.500	10.909%	\$ 3.000	10.909%	\$ 3.000
Dental Plan	2.040%	\$ 0.561	2.040%	\$ 0.561	2.540%	\$ 0.699	2.540%	\$ 0.699
N .E .B .F .	3.000%	\$ 0.825	3.000%	\$ 0.825	3.000%	\$ 0.825	3.000%	\$ 0.825
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.818%	\$ 0.500
Annuity	10.909%	\$ 3.000	10.909%	\$ 3.000	10.909%	\$ 3.000	10.909%	\$ 3.000
HRA	18.182%	\$ 5.000	18.182%	\$ 5.000	18.182%	\$ 5.000	18.182%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.104	7.650%	\$ 2.104	7.650%	\$ 2.104	7.650%	\$ 2.104
DSP Percentage	15.500%	\$ 4.263	15.500%	\$ 4.263	15.500%	\$ 4.263	15.500%	\$ 4.263
DSP Hourly	5.455%	\$ 1.500	5.455%	\$ 1.500	5.455%	\$ 1.500	5.455%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.143	0.520%	\$ 0.143	0.520%	\$ 0.143	0.520%	\$ 0.143
Comp. & Dis. Supp.	1.985%	\$ 0.546	1.985%	\$ 0.546	1.985%	\$ 0.546	1.985%	\$ 0.546
Total Rate for Benefits	95.583%	\$ 26.285	97.401%	\$ 26.785	99.720%	\$ 27.423	101.538%	\$ 27.923
Total Cost Per Hour		\$ 53.785		\$ 54.285		\$ 54.923		\$ 55.423
Statutory EESISIP	7.605%	\$ 2.091	7.605%	\$ 2.091	7.605%	\$ 2.091	7.605%	\$ 2.091
		\$ 55.877		\$ 56.377		\$ 57.014		\$ 57.514

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 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	\$ 41.25	\$ 41.25	\$ 41.25	\$ 41.25	\$ 41.25	\$ 41.25	\$ 41.25	\$ 41.25
Hourly Rate	\$ 27.50	\$ 27.50	\$ 27.50	\$ 27.50	\$ 27.50	\$ 27.50	\$ 27.50	\$ 27.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.041	0.150%	\$ 0.041	0.150%	\$ 0.041	0.150%	\$ 0.041
P H B P -- Pension Trust	8.380%	\$ 2.305	8.380%	\$ 2.305	8.380%	\$ 2.305	8.380%	\$ 2.305
P H B P -- Medical	14.540%	\$ 3.999	14.540%	\$ 3.999	14.540%	\$ 3.999	14.540%	\$ 3.999
P H B P -- Medical	7.273%	\$ 2.000	9.091%	\$ 2.500	10.909%	\$ 3.000	10.909%	\$ 3.000
Dental Plan	2.040%	\$ 0.561	2.040%	\$ 0.561	2.540%	\$ 0.699	2.540%	\$ 0.699
N .E .B .F .	3.000%	\$ 1.238	3.000%	\$ 1.238	3.000%	\$ 1.238	3.000%	\$ 1.238
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.818%	\$ 0.500
Annuity	10.909%	\$ 3.000	10.909%	\$ 3.000	10.909%	\$ 3.000	10.909%	\$ 3.000
HRA	18.182%	\$ 5.000	18.182%	\$ 5.000	18.182%	\$ 5.000	18.182%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.156	7.650%	\$ 3.156	7.650%	\$ 3.156	7.650%	\$ 3.156
DSP Percentage	15.500%	\$ 4.263	15.500%	\$ 4.263	15.500%	\$ 4.263	15.500%	\$ 4.263
DSP Hourly	5.455%	\$ 1.500	5.455%	\$ 1.500	5.455%	\$ 1.500	5.455%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.143	0.520%	\$ 0.143	0.520%	\$ 0.143	0.520%	\$ 0.143
Comp. & Dis. Supp.	1.985%	\$ 0.819	1.985%	\$ 0.819	1.985%	\$ 0.819	1.985%	\$ 0.819
Total Rate for Benefits	95.583%	\$ 28.023	97.401%	\$ 28.523	99.720%	\$ 29.160	101.538%	\$ 29.660
Total Cost Per Hour		\$ 69.273		\$ 69.773		\$ 70.410		\$ 70.910
Statutory EESISIP	7.605%	\$ 3.137	7.605%	\$ 3.137	7.605%	\$ 3.137	7.605%	\$ 3.137
		\$ 72.410		\$ 72.910		\$ 73.547		\$ 74.047

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 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	\$ 33.50	33.50	\$ 33.50	33.50	\$ 33.50	33.50	\$ 33.50	33.50
	<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>
Legal Services Plan	0.150%	\$ 0.050	0.150%	\$ 0.050	0.150%	\$ 0.050	0.150%	\$ 0.050
P H B P -- Pension Trust	8.380%	\$ 2.807	8.380%	\$ 2.807	8.380%	\$ 2.807	8.380%	\$ 2.807
P H B P -- Medical	14.540%	\$ 4.871	14.540%	\$ 4.871	14.540%	\$ 4.871	14.540%	\$ 4.871
P H B P -- Medical	5.970%	\$ 2.000	7.463%	\$ 2.500	8.955%	\$ 3.000	8.955%	\$ 3.000
Dental Plan	2.040%	\$ 0.683	2.040%	\$ 0.683	2.540%	\$ 0.851	2.540%	\$ 0.851
N . E . B . F .	3.000%	\$ 1.005	3.000%	\$ 1.005	3.000%	\$ 1.005	3.000%	\$ 1.005
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.493%	\$ 0.500
Annuity	8.955%	\$ 3.000	8.955%	\$ 3.000	8.955%	\$ 3.000	8.955%	\$ 3.000
HRA	14.925%	\$ 5.000	14.925%	\$ 5.000	14.925%	\$ 5.000	14.925%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.563	7.650%	\$ 2.563	7.650%	\$ 2.563	7.650%	\$ 2.563
DSP Percentage	15.500%	\$ 5.193	15.500%	\$ 5.193	15.500%	\$ 5.193	15.500%	\$ 5.193
DSP Hourly	4.478%	\$ 1.500	4.478%	\$ 1.500	4.478%	\$ 1.500	4.478%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.174	0.520%	\$ 0.174	0.520%	\$ 0.174	0.520%	\$ 0.174
Comp. & Dis. Supp.	1.985%	\$ 0.665	1.985%	\$ 0.665	1.985%	\$ 0.665	1.985%	\$ 0.665
Total Rate for Benefits	88.093%	\$ 29.511	89.586%	\$ 30.011	91.578%	\$ 30.679	93.071%	\$ 31.179
Total Cost Per Hour		\$ 63.011		\$ 63.511		\$ 64.179		\$ 64.679
Statutory EESISIP	7.605%	\$ 2.548	7.605%	\$ 2.548	7.605%	\$ 2.548	7.605%	\$ 2.548
		\$ 65.559		\$ 66.059		\$ 66.726		\$ 67.226

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 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	\$ 50.25	\$ 50.25	\$ 50.25	\$ 50.25	\$ 50.25	\$ 50.25	\$ 50.25	\$ 50.25
Hourly Rate	\$ 33.50	\$ 33.50	\$ 33.50	\$ 33.50	\$ 33.50	\$ 33.50	\$ 33.50	\$ 33.50
	<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>
Legal Services Plan	0.150%	\$ 0.050	0.150%	\$ 0.050	0.150%	\$ 0.050	0.150%	\$ 0.050
P H B P -- Pension Trust	8.380%	\$ 2.807	8.380%	\$ 2.807	8.380%	\$ 2.807	8.380%	\$ 2.807
P H B P -- Medical	14.540%	\$ 4.871	14.540%	\$ 4.871	14.540%	\$ 4.871	14.540%	\$ 4.871
P H B P -- Medical	5.970%	\$ 2.000	7.463%	\$ 2.500	8.955%	\$ 3.000	8.955%	\$ 3.000
Dental Plan	2.040%	\$ 0.683	2.040%	\$ 0.683	2.540%	\$ 0.851	2.540%	\$ 0.851
N .E .B .F .	3.000%	\$ 1.508	3.000%	\$ 1.508	3.000%	\$ 1.508	3.000%	\$ 1.508
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.493%	\$ 0.500
Annuity	8.955%	\$ 3.000	8.955%	\$ 3.000	8.955%	\$ 3.000	8.955%	\$ 3.000
HRA	14.925%	\$ 5.000	14.925%	\$ 5.000	14.925%	\$ 5.000	14.925%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.844	7.650%	\$ 3.844	7.650%	\$ 3.844	7.650%	\$ 3.844
DSP Percentage	15.500%	\$ 5.193	15.500%	\$ 5.193	15.500%	\$ 5.193	15.500%	\$ 5.193
DSP Hourly	4.478%	\$ 1.500	4.478%	\$ 1.500	4.478%	\$ 1.500	4.478%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.174	0.520%	\$ 0.174	0.520%	\$ 0.174	0.520%	\$ 0.174
Comp. & Dis. Supp.	1.985%	\$ 0.997	1.985%	\$ 0.997	1.985%	\$ 0.997	1.985%	\$ 0.997
Total Rate for Benefits	88.093%	\$ 31.628	89.586%	\$ 32.128	91.578%	\$ 32.795	93.071%	\$ 33.295
Total Cost Per Hour		\$ 81.878		\$ 82.378		\$ 83.045		\$ 83.545
Statutory EESISIP	7.605%	\$ 3.822	7.605%	\$ 3.822	7.605%	\$ 3.822	7.605%	\$ 3.822
		\$ 85.699		\$ 86.199		\$ 86.867		\$ 87.367

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 1 Journeypersons

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	6/1/2025	6/1/2025	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	\$ 27.50	27.50	\$ 27.50	27.50	\$ 27.50	27.50	\$ 27.50	27.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.041	0.150%	\$ 0.041	0.150%	\$ 0.041	0.150%	\$ 0.041
P H B P -- Pension Trust	8.380%	\$ 2.305	8.380%	\$ 2.305	8.380%	\$ 2.305	8.380%	\$ 2.305
P H B P -- Medical	14.540%	\$ 3.999	14.540%	\$ 3.999	14.540%	\$ 3.999	14.540%	\$ 3.999
P H B P -- Medical	7.273%	\$ 2.000	9.091%	\$ 2.500	10.909%	\$ 3.000	10.909%	\$ 3.000
Dental Plan	2.040%	\$ 0.561	2.040%	\$ 0.561	2.540%	\$ 0.699	2.540%	\$ 0.699
N .E .B .F .	3.000%	\$ 0.825	3.000%	\$ 0.825	3.000%	\$ 0.825	3.000%	\$ 0.825
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.818%	\$ 0.500
Annuity	10.909%	\$ 3.000	10.909%	\$ 3.000	10.909%	\$ 3.000	10.909%	\$ 3.000
HRA	18.182%	\$ 5.000	18.182%	\$ 5.000	18.182%	\$ 5.000	18.182%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.104	7.650%	\$ 2.104	7.650%	\$ 2.104	7.650%	\$ 2.104
DSP Percentage	15.500%	\$ 4.263	15.500%	\$ 4.263	15.500%	\$ 4.263	15.500%	\$ 4.263
DSP Hourly	5.455%	\$ 1.500	5.455%	\$ 1.500	5.455%	\$ 1.500	5.455%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.143	0.520%	\$ 0.143	0.520%	\$ 0.143	0.520%	\$ 0.143
Comp. & Dis. Supp.	1.985%	\$ 0.546	1.985%	\$ 0.546	1.985%	\$ 0.546	1.985%	\$ 0.546
Total Rate for Benefits	95.583%	\$ 26.285	97.401%	\$ 26.785	99.720%	\$ 27.423	101.538%	\$ 27.923
Total Cost Per Hour		\$ 53.785		\$ 54.285		\$ 54.923		\$ 55.423
Statutory EESISIP	7.605%	\$ 2.091	7.605%	\$ 2.091	7.605%	\$ 2.091	7.605%	\$ 2.091
		\$ 55.877		\$ 56.377		\$ 57.014		\$ 57.514

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 1 Journeypersons OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	6/1/2025	6/1/2025	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	\$ 41.25	\$ 41.25	\$ 41.25	\$ 41.25	\$ 41.25	\$ 41.25	\$ 41.25	\$ 41.25
Hourly Rate	\$ 27.50	\$ 27.50	\$ 27.50	\$ 27.50	\$ 27.50	\$ 27.50	\$ 27.50	\$ 27.50
	<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>
Legal Services Plan	0.150%	\$ 0.041	0.150%	\$ 0.041	0.150%	\$ 0.041	0.150%	\$ 0.041
P H B P -- Pension Trust	8.380%	\$ 2.305	8.380%	\$ 2.305	8.380%	\$ 2.305	8.380%	\$ 2.305
P H B P -- Medical	14.540%	\$ 3.999	14.540%	\$ 3.999	14.540%	\$ 3.999	14.540%	\$ 3.999
P H B P -- Medical	7.273%	\$ 2.000	9.091%	\$ 2.500	10.909%	\$ 3.000	10.909%	\$ 3.000
Dental Plan	2.040%	\$ 0.561	2.040%	\$ 0.561	2.540%	\$ 0.699	2.540%	\$ 0.699
N .E .B .F .	3.000%	\$ 1.238	3.000%	\$ 1.238	3.000%	\$ 1.238	3.000%	\$ 1.238
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.818%	\$ 0.500
Annuity	10.909%	\$ 3.000	10.909%	\$ 3.000	10.909%	\$ 3.000	10.909%	\$ 3.000
HRA	18.182%	\$ 5.000	18.182%	\$ 5.000	18.182%	\$ 5.000	18.182%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.156	7.650%	\$ 3.156	7.650%	\$ 3.156	7.650%	\$ 3.156
DSP Percentage	15.500%	\$ 4.263	15.500%	\$ 4.263	15.500%	\$ 4.263	15.500%	\$ 4.263
DSP Hourly	5.455%	\$ 1.500	5.455%	\$ 1.500	5.455%	\$ 1.500	5.455%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.143	0.520%	\$ 0.143	0.520%	\$ 0.143	0.520%	\$ 0.143
Comp. & Dis. Supp.	1.985%	\$ 0.819	1.985%	\$ 0.819	1.985%	\$ 0.819	1.985%	\$ 0.819
Total Rate for Benefits	95.583%	\$ 28.023	97.401%	\$ 28.523	99.720%	\$ 29.160	101.538%	\$ 29.660
Total Cost Per Hour		\$ 69.273		\$ 69.773		\$ 70.410		\$ 70.910
Statutory EESISIP	7.605%	\$ 3.137	7.605%	\$ 3.137	7.605%	\$ 3.137	7.605%	\$ 3.137
		\$ 72.410		\$ 72.910		\$ 73.547		\$ 74.047

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 2 Journeypersons

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	6/1/2025	6/1/2025	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	\$ 28.50	28.50	\$ 28.50	28.50	\$ 28.50	28.50	\$ 28.50	28.50
	<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>
Legal Services Plan	0.150%	\$ 0.043	0.150%	\$ 0.043	0.150%	\$ 0.043	0.150%	\$ 0.043
P H B P -- Pension Trust	8.380%	\$ 2.388	8.380%	\$ 2.388	8.380%	\$ 2.388	8.380%	\$ 2.388
P H B P -- Medical	14.540%	\$ 4.144	14.540%	\$ 4.144	14.540%	\$ 4.144	14.540%	\$ 4.144
P H B P -- Medical	7.018%	\$ 2.000	8.772%	\$ 2.500	10.526%	\$ 3.000	10.526%	\$ 3.000
Dental Plan	2.040%	\$ 0.581	2.040%	\$ 0.581	2.540%	\$ 0.724	2.540%	\$ 0.724
N.E.B.F.	3.000%	\$ 0.855	3.000%	\$ 0.855	3.000%	\$ 0.855	3.000%	\$ 0.855
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.754%	\$ 0.500
Annuity	10.526%	\$ 3.000	10.526%	\$ 3.000	10.526%	\$ 3.000	10.526%	\$ 3.000
HRA	17.544%	\$ 5.000	17.544%	\$ 5.000	17.544%	\$ 5.000	17.544%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.180	7.650%	\$ 2.180	7.650%	\$ 2.180	7.650%	\$ 2.180
DSP Percentage	15.500%	\$ 4.418	15.500%	\$ 4.418	15.500%	\$ 4.418	15.500%	\$ 4.418
DSP Hourly	5.263%	\$ 1.500	5.263%	\$ 1.500	5.263%	\$ 1.500	5.263%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.148	0.520%	\$ 0.148	0.520%	\$ 0.148	0.520%	\$ 0.148
Comp. & Dis. Supp.	1.985%	\$ 0.566	1.985%	\$ 0.566	1.985%	\$ 0.566	1.985%	\$ 0.566
Total Rate for Benefits	94.116%	\$ 26.823	95.870%	\$ 27.323	98.125%	\$ 27.966	99.879%	\$ 28.466
Total Cost Per Hour		\$ 55.323		\$ 55.823		\$ 56.466		\$ 56.966
Statutory EESISIP	7.605%	\$ 2.167	7.605%	\$ 2.167	7.605%	\$ 2.167	7.605%	\$ 2.167
		\$ 57.490		\$ 57.990		\$ 58.633		\$ 59.133

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 2 Journeypersons OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	6/1/2025	6/1/2025	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	\$ 42.75	\$ 42.75	\$ 42.75	\$ 42.75	\$ 42.75	\$ 42.75	\$ 42.75	\$ 42.75
Hourly Rate	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50
	<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>
Legal Services Plan	0.150%	\$ 0.043	0.150%	\$ 0.043	0.150%	\$ 0.043	0.150%	\$ 0.043
P H B P -- Pension Trust	8.380%	\$ 2.388	8.380%	\$ 2.388	8.380%	\$ 2.388	8.380%	\$ 2.388
P H B P -- Medical	14.540%	\$ 4.144	14.540%	\$ 4.144	14.540%	\$ 4.144	14.540%	\$ 4.144
P H B P -- Medical	7.018%	\$ 2.000	8.772%	\$ 2.500	10.526%	\$ 3.000	10.526%	\$ 3.000
Dental Plan	2.040%	\$ 0.581	2.040%	\$ 0.581	2.540%	\$ 0.724	2.540%	\$ 0.724
N .E .B .F .	3.000%	\$ 1.283	3.000%	\$ 1.283	3.000%	\$ 1.283	3.000%	\$ 1.283
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.754%	\$ 0.500
Annuity	10.526%	\$ 3.000	10.526%	\$ 3.000	10.526%	\$ 3.000	10.526%	\$ 3.000
HRA	17.544%	\$ 5.000	17.544%	\$ 5.000	17.544%	\$ 5.000	17.544%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.270	7.650%	\$ 3.270	7.650%	\$ 3.270	7.650%	\$ 3.270
DSP Percentage	15.500%	\$ 4.418	15.500%	\$ 4.418	15.500%	\$ 4.418	15.500%	\$ 4.418
DSP Hourly	5.263%	\$ 1.500	5.263%	\$ 1.500	5.263%	\$ 1.500	5.263%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.148	0.520%	\$ 0.148	0.520%	\$ 0.148	0.520%	\$ 0.148
Comp. & Dis. Supp.	1.985%	\$ 0.849	1.985%	\$ 0.849	1.985%	\$ 0.849	1.985%	\$ 0.849
Total Rate for Benefits	94.116%	\$ 28.624	95.870%	\$ 29.124	98.125%	\$ 29.766	99.879%	\$ 30.266
Total Cost Per Hour		\$ 71.374		\$ 71.874		\$ 72.516		\$ 73.016
Statutory EESISIP	7.605%	\$ 3.251	7.605%	\$ 3.251	7.605%	\$ 3.251	7.605%	\$ 3.251
		\$ 74.625		\$ 75.125		\$ 75.767		\$ 76.267

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 3 Journeypersons

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	6/1/2025	6/1/2025	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	\$ 30.50	30.50	\$ 30.50	30.50	\$ 30.50	30.50	\$ 30.50	30.50
	<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>
Legal Services Plan	0.150%	\$ 0.046	0.150%	\$ 0.046	0.150%	\$ 0.046	0.150%	\$ 0.046
P H B P -- Pension Trust	8.380%	\$ 2.556	8.380%	\$ 2.556	8.380%	\$ 2.556	8.380%	\$ 2.556
P H B P -- Medical	14.540%	\$ 4.435	14.540%	\$ 4.435	14.540%	\$ 4.435	14.540%	\$ 4.435
P H B P -- Medical	6.557%	\$ 2.000	8.197%	\$ 2.500	9.836%	\$ 3.000	9.836%	\$ 3.000
Dental Plan	2.040%	\$ 0.622	2.040%	\$ 0.622	2.540%	\$ 0.775	2.540%	\$ 0.775
N .E .B .F .	3.000%	\$ 0.915	3.000%	\$ 0.915	3.000%	\$ 0.915	3.000%	\$ 0.915
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.639%	\$ 0.500
Annuity	9.836%	\$ 3.000	9.836%	\$ 3.000	9.836%	\$ 3.000	9.836%	\$ 3.000
HRA	16.393%	\$ 5.000	16.393%	\$ 5.000	16.393%	\$ 5.000	16.393%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.333	7.650%	\$ 2.333	7.650%	\$ 2.333	7.650%	\$ 2.333
DSP Percentage	15.500%	\$ 4.728	15.500%	\$ 4.728	15.500%	\$ 4.728	15.500%	\$ 4.728
DSP Hourly	4.918%	\$ 1.500	4.918%	\$ 1.500	4.918%	\$ 1.500	4.918%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.159	0.520%	\$ 0.159	0.520%	\$ 0.159	0.520%	\$ 0.159
Comp. & Dis. Supp.	1.985%	\$ 0.605	1.985%	\$ 0.605	1.985%	\$ 0.605	1.985%	\$ 0.605
Total Rate for Benefits	91.470%	\$ 27.898	93.109%	\$ 28.398	95.249%	\$ 29.051	96.888%	\$ 29.551
Total Cost Per Hour		\$ 58.398		\$ 58.898		\$ 59.551		\$ 60.051
Statutory EESISIP	7.605%	\$ 2.320	7.605%	\$ 2.320	7.605%	\$ 2.320	7.605%	\$ 2.320
		\$ 60.718		\$ 61.218		\$ 61.870		\$ 62.370

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 3 Journeypersons OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	6/1/2025	6/1/2025	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	\$ 45.75	\$ 45.75	\$ 45.75	\$ 45.75	\$ 45.75	\$ 45.75	\$ 45.75	\$ 45.75
Hourly Rate	\$ 30.50	\$ 30.50	\$ 30.50	\$ 30.50	\$ 30.50	\$ 30.50	\$ 30.50	\$ 30.50
	<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>
Legal Services Plan	0.150%	\$ 0.046	0.150%	\$ 0.046	0.150%	\$ 0.046	0.150%	\$ 0.046
P H B P -- Pension Trust	8.380%	\$ 2.556	8.380%	\$ 2.556	8.380%	\$ 2.556	8.380%	\$ 2.556
P H B P -- Medical	14.540%	\$ 4.435	14.540%	\$ 4.435	14.540%	\$ 4.435	14.540%	\$ 4.435
P H B P -- Medical	6.557%	\$ 2.000	8.197%	\$ 2.500	9.836%	\$ 3.000	9.836%	\$ 3.000
Dental Plan	2.040%	\$ 0.622	2.040%	\$ 0.622	2.540%	\$ 0.775	2.540%	\$ 0.775
N .E .B .F .	3.000%	\$ 1.373	3.000%	\$ 1.373	3.000%	\$ 1.373	3.000%	\$ 1.373
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.639%	\$ 0.500
Annuity	9.836%	\$ 3.000	9.836%	\$ 3.000	9.836%	\$ 3.000	9.836%	\$ 3.000
HRA	16.393%	\$ 5.000	16.393%	\$ 5.000	16.393%	\$ 5.000	16.393%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.500	7.650%	\$ 3.500	7.650%	\$ 3.500	7.650%	\$ 3.500
DSP Percentage	15.500%	\$ 4.728	15.500%	\$ 4.728	15.500%	\$ 4.728	15.500%	\$ 4.728
DSP Hourly	4.918%	\$ 1.500	4.918%	\$ 1.500	4.918%	\$ 1.500	4.918%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.159	0.520%	\$ 0.159	0.520%	\$ 0.159	0.520%	\$ 0.159
Comp. & Dis. Supp.	1.985%	\$ 0.908	1.985%	\$ 0.908	1.985%	\$ 0.908	1.985%	\$ 0.908
Total Rate for Benefits	91.470%	\$ 29.825	93.109%	\$ 30.325	95.249%	\$ 30.978	96.888%	\$ 31.478
Total Cost Per Hour		\$ 75.575		\$ 76.075		\$ 76.728		\$ 77.228
Statutory EESISIP	7.605%	\$ 3.479	7.605%	\$ 3.479	7.605%	\$ 3.479	7.605%	\$ 3.479
		\$ 79.054		\$ 79.554		\$ 80.207		\$ 80.707

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 4 Journeypersons

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	6/1/2025	6/1/2025	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	\$ 33.50	33.50	\$ 33.50	33.50	\$ 33.50	33.50	\$ 33.50	33.50
	<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>
Legal Services Plan	0.150%	\$ 0.050	0.150%	\$ 0.050	0.150%	\$ 0.050	0.150%	\$ 0.050
P H B P -- Pension Trust	8.380%	\$ 2.807	8.380%	\$ 2.807	8.380%	\$ 2.807	8.380%	\$ 2.807
P H B P -- Medical	14.540%	\$ 4.871	14.540%	\$ 4.871	14.540%	\$ 4.871	14.540%	\$ 4.871
P H B P -- Medical	5.970%	\$ 2.000	7.463%	\$ 2.500	8.955%	\$ 3.000	8.955%	\$ 3.000
Dental Plan	2.040%	\$ 0.683	2.040%	\$ 0.683	2.540%	\$ 0.851	2.540%	\$ 0.851
N .E .B .F .	3.000%	\$ 1.005	3.000%	\$ 1.005	3.000%	\$ 1.005	3.000%	\$ 1.005
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.493%	\$ 0.500
Annuity	8.955%	\$ 3.000	8.955%	\$ 3.000	8.955%	\$ 3.000	8.955%	\$ 3.000
HRA	14.925%	\$ 5.000	14.925%	\$ 5.000	14.925%	\$ 5.000	14.925%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.563	7.650%	\$ 2.563	7.650%	\$ 2.563	7.650%	\$ 2.563
DSP Percentage	15.500%	\$ 5.193	15.500%	\$ 5.193	15.500%	\$ 5.193	15.500%	\$ 5.193
DSP Hourly	4.478%	\$ 1.500	4.478%	\$ 1.500	4.478%	\$ 1.500	4.478%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.174	0.520%	\$ 0.174	0.520%	\$ 0.174	0.520%	\$ 0.174
Comp. & Dis. Supp.	1.985%	\$ 0.665	1.985%	\$ 0.665	1.985%	\$ 0.665	1.985%	\$ 0.665
Total Rate for Benefits	88.093%	\$ 29.511	89.586%	\$ 30.011	91.578%	\$ 30.679	93.071%	\$ 31.179
Total Cost Per Hour		\$ 63.011		\$ 63.511		\$ 64.179		\$ 64.679
Statutory EESISIP	7.605%	\$ 2.548	7.605%	\$ 2.548	7.605%	\$ 2.548	7.605%	\$ 2.548
		\$ 65.559		\$ 66.059		\$ 66.726		\$ 67.226

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 4 Journeypersons OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	6/1/2025	6/1/2025	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	\$ 50.25	\$ 50.25	\$ 50.25	\$ 50.25	\$ 50.25	\$ 50.25	\$ 50.25	\$ 50.25
Hourly Rate	\$ 33.50	\$ 33.50	\$ 33.50	\$ 33.50	\$ 33.50	\$ 33.50	\$ 33.50	\$ 33.50
	<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>
Legal Services Plan	0.150%	\$ 0.050	0.150%	\$ 0.050	0.150%	\$ 0.050	0.150%	\$ 0.050
P H B P -- Pension Trust	8.380%	\$ 2.807	8.380%	\$ 2.807	8.380%	\$ 2.807	8.380%	\$ 2.807
P H B P -- Medical	14.540%	\$ 4.871	14.540%	\$ 4.871	14.540%	\$ 4.871	14.540%	\$ 4.871
P H B P -- Medical	5.970%	\$ 2.000	7.463%	\$ 2.500	8.955%	\$ 3.000	8.955%	\$ 3.000
Dental Plan	2.040%	\$ 0.683	2.040%	\$ 0.683	2.540%	\$ 0.851	2.540%	\$ 0.851
N .E .B .F .	3.000%	\$ 1.508	3.000%	\$ 1.508	3.000%	\$ 1.508	3.000%	\$ 1.508
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.493%	\$ 0.500
Annuity	8.955%	\$ 3.000	8.955%	\$ 3.000	8.955%	\$ 3.000	8.955%	\$ 3.000
HRA	14.925%	\$ 5.000	14.925%	\$ 5.000	14.925%	\$ 5.000	14.925%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.844	7.650%	\$ 3.844	7.650%	\$ 3.844	7.650%	\$ 3.844
DSP Percentage	15.500%	\$ 5.193	15.500%	\$ 5.193	15.500%	\$ 5.193	15.500%	\$ 5.193
DSP Hourly	4.478%	\$ 1.500	4.478%	\$ 1.500	4.478%	\$ 1.500	4.478%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.174	0.520%	\$ 0.174	0.520%	\$ 0.174	0.520%	\$ 0.174
Comp. & Dis. Supp.	1.985%	\$ 0.997	1.985%	\$ 0.997	1.985%	\$ 0.997	1.985%	\$ 0.997
Total Rate for Benefits	88.093%	\$ 31.628	89.586%	\$ 32.128	91.578%	\$ 32.795	93.071%	\$ 33.295
Total Cost Per Hour		\$ 81.878		\$ 82.378		\$ 83.045		\$ 83.545
Statutory EESISIP	7.605%	\$ 3.822	7.605%	\$ 3.822	7.605%	\$ 3.822	7.605%	\$ 3.822
		\$ 85.699		\$ 86.199		\$ 86.867		\$ 87.367

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 5 Journeypersons

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	6/1/2025	6/1/2025	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	\$ 36.50	36.50	\$ 36.50	36.50	\$ 36.50	36.50	\$ 36.50	36.50
	<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>
Legal Services Plan	0.150%	\$ 0.055	0.150%	\$ 0.055	0.150%	\$ 0.055	0.150%	\$ 0.055
P H B P -- Pension Trust	8.380%	\$ 3.059	8.380%	\$ 3.059	8.380%	\$ 3.059	8.380%	\$ 3.059
P H B P -- Medical	14.540%	\$ 5.307	14.540%	\$ 5.307	14.540%	\$ 5.307	14.540%	\$ 5.307
P H B P -- Medical	5.479%	\$ 2.000	6.849%	\$ 2.500	8.219%	\$ 3.000	8.219%	\$ 3.000
Dental Plan	2.040%	\$ 0.745	2.040%	\$ 0.745	2.540%	\$ 0.927	2.540%	\$ 0.927
N .E .B .F .	3.000%	\$ 1.095	3.000%	\$ 1.095	3.000%	\$ 1.095	3.000%	\$ 1.095
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.370%	\$ 0.500
Annuity	8.219%	\$ 3.000	8.219%	\$ 3.000	8.219%	\$ 3.000	8.219%	\$ 3.000
HRA	13.699%	\$ 5.000	13.699%	\$ 5.000	13.699%	\$ 5.000	13.699%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.792	7.650%	\$ 2.792	7.650%	\$ 2.792	7.650%	\$ 2.792
DSP Percentage	15.500%	\$ 5.658	15.500%	\$ 5.658	15.500%	\$ 5.658	15.500%	\$ 5.658
DSP Hourly	4.110%	\$ 1.500	4.110%	\$ 1.500	4.110%	\$ 1.500	4.110%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.190	0.520%	\$ 0.190	0.520%	\$ 0.190	0.520%	\$ 0.190
Comp. & Dis. Supp.	1.985%	\$ 0.725	1.985%	\$ 0.725	1.985%	\$ 0.725	1.985%	\$ 0.725
Total Rate for Benefits	85.272%	\$ 31.124	86.642%	\$ 31.624	88.512%	\$ 32.307	89.881%	\$ 32.807
Total Cost Per Hour		\$ 67.624		\$ 68.124		\$ 68.807		\$ 69.307
Statutory EESISIP	7.605%	\$ 2.776	7.605%	\$ 2.776	7.605%	\$ 2.776	7.605%	\$ 2.776
		\$ 70.400		\$ 70.900		\$ 71.583		\$ 72.083

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 5 Journeypersons OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	6/1/2025	6/1/2025	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	\$ 54.75	\$ 54.75	\$ 54.75	\$ 54.75	\$ 54.75	\$ 54.75	\$ 54.75	\$ 54.75
Hourly Rate	\$ 36.50	\$ 36.50	\$ 36.50	\$ 36.50	\$ 36.50	\$ 36.50	\$ 36.50	\$ 36.50
	<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>
Legal Services Plan	0.150%	\$ 0.055	0.150%	\$ 0.055	0.150%	\$ 0.055	0.150%	\$ 0.055
P H B P -- Pension Trust	8.380%	\$ 3.059	8.380%	\$ 3.059	8.380%	\$ 3.059	8.380%	\$ 3.059
P H B P -- Medical	14.540%	\$ 5.307	14.540%	\$ 5.307	14.540%	\$ 5.307	14.540%	\$ 5.307
P H B P -- Medical	5.479%	\$ 2.000	6.849%	\$ 2.500	8.219%	\$ 3.000	8.219%	\$ 3.000
Dental Plan	2.040%	\$ 0.745	2.040%	\$ 0.745	2.540%	\$ 0.927	2.540%	\$ 0.927
N .E .B .F .	3.000%	\$ 1.643	3.000%	\$ 1.643	3.000%	\$ 1.643	3.000%	\$ 1.643
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.370%	\$ 0.500
Annuity	8.219%	\$ 3.000	8.219%	\$ 3.000	8.219%	\$ 3.000	8.219%	\$ 3.000
HRA	13.699%	\$ 5.000	13.699%	\$ 5.000	13.699%	\$ 5.000	13.699%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.188	7.650%	\$ 4.188	7.650%	\$ 4.188	7.650%	\$ 4.188
DSP Percentage	15.500%	\$ 5.658	15.500%	\$ 5.658	15.500%	\$ 5.658	15.500%	\$ 5.658
DSP Hourly	4.110%	\$ 1.500	4.110%	\$ 1.500	4.110%	\$ 1.500	4.110%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.190	0.520%	\$ 0.190	0.520%	\$ 0.190	0.520%	\$ 0.190
Comp. & Dis. Supp.	1.985%	\$ 1.087	1.985%	\$ 1.087	1.985%	\$ 1.087	1.985%	\$ 1.087
Total Rate for Benefits	85.272%	\$ 33.430	86.642%	\$ 33.930	88.512%	\$ 34.613	89.881%	\$ 35.113
Total Cost Per Hour		\$ 88.180		\$ 88.680		\$ 89.363		\$ 89.863
Statutory EESISIP	7.605%	\$ 4.164	7.605%	\$ 4.164	7.605%	\$ 4.164	7.605%	\$ 4.164
		\$ 92.344		\$ 92.844		\$ 93.526		\$ 94.026

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 6 Journeypersons

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	6/1/2025	6/1/2025	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	\$ 43.50	43.50	\$ 43.50	43.50	\$ 43.50	43.50	\$ 43.50	43.50
	<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>
Legal Services Plan	0.150%	\$ 0.065	0.150%	\$ 0.065	0.150%	\$ 0.065	0.150%	\$ 0.065
P H B P -- Pension Trust	8.380%	\$ 3.645	8.380%	\$ 3.645	8.380%	\$ 3.645	8.380%	\$ 3.645
P H B P -- Medical	14.540%	\$ 6.325	14.540%	\$ 6.325	14.540%	\$ 6.325	14.540%	\$ 6.325
P H B P -- Medical	4.598%	\$ 2.000	5.747%	\$ 2.500	6.897%	\$ 3.000	6.897%	\$ 3.000
Dental Plan	2.040%	\$ 0.887	2.040%	\$ 0.887	2.540%	\$ 1.105	2.540%	\$ 1.105
N .E .B .F .	3.000%	\$ 1.305	3.000%	\$ 1.305	3.000%	\$ 1.305	3.000%	\$ 1.305
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.149%	\$ 0.500
Annuity	6.897%	\$ 3.000	6.897%	\$ 3.000	6.897%	\$ 3.000	6.897%	\$ 3.000
HRA	11.494%	\$ 5.000	11.494%	\$ 5.000	11.494%	\$ 5.000	11.494%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.328	7.650%	\$ 3.328	7.650%	\$ 3.328	7.650%	\$ 3.328
DSP Percentage	15.500%	\$ 6.743	15.500%	\$ 6.743	15.500%	\$ 6.743	15.500%	\$ 6.743
DSP Hourly	3.448%	\$ 1.500	3.448%	\$ 1.500	3.448%	\$ 1.500	3.448%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.226	0.520%	\$ 0.226	0.520%	\$ 0.226	0.520%	\$ 0.226
Comp. & Dis. Supp.	1.985%	\$ 0.863	1.985%	\$ 0.863	1.985%	\$ 0.863	1.985%	\$ 0.863
Total Rate for Benefits	80.202%	\$ 34.888	81.351%	\$ 35.388	83.001%	\$ 36.105	84.150%	\$ 36.605
Total Cost Per Hour		\$ 78.388		\$ 78.888		\$ 79.605		\$ 80.105
Statutory EESISIP	7.605%	\$ 3.308	7.605%	\$ 3.308	7.605%	\$ 3.308	7.605%	\$ 3.308
		\$ 81.696		\$ 82.196		\$ 82.913		\$ 83.413

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 6 Journeypersons OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

	6/1/2025	6/1/2025	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	\$ 65.25	\$ 65.25	\$ 65.25	\$ 65.25	\$ 65.25	\$ 65.25	\$ 65.25	\$ 65.25
Hourly Rate	\$ 43.50	\$ 43.50	\$ 43.50	\$ 43.50	\$ 43.50	\$ 43.50	\$ 43.50	\$ 43.50
	<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>
Legal Services Plan	0.150%	\$ 0.065	0.150%	\$ 0.065	0.150%	\$ 0.065	0.150%	\$ 0.065
P H B P -- Pension Trust	8.380%	\$ 3.645	8.380%	\$ 3.645	8.380%	\$ 3.645	8.380%	\$ 3.645
P H B P -- Medical	14.540%	\$ 6.325	14.540%	\$ 6.325	14.540%	\$ 6.325	14.540%	\$ 6.325
P H B P -- Medical	4.598%	\$ 2.000	5.747%	\$ 2.500	6.897%	\$ 3.000	6.897%	\$ 3.000
Dental Plan	2.040%	\$ 0.887	2.040%	\$ 0.887	2.540%	\$ 1.105	2.540%	\$ 1.105
N .E .B .F .	3.000%	\$ 1.958	3.000%	\$ 1.958	3.000%	\$ 1.958	3.000%	\$ 1.958
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	1.149%	\$ 0.500
Annuity	6.897%	\$ 3.000	6.897%	\$ 3.000	6.897%	\$ 3.000	6.897%	\$ 3.000
HRA	11.494%	\$ 5.000	11.494%	\$ 5.000	11.494%	\$ 5.000	11.494%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.992	7.650%	\$ 4.992	7.650%	\$ 4.992	7.650%	\$ 4.992
DSP Percentage	15.500%	\$ 6.743	15.500%	\$ 6.743	15.500%	\$ 6.743	15.500%	\$ 6.743
DSP Hourly	3.448%	\$ 1.500	3.448%	\$ 1.500	3.448%	\$ 1.500	3.448%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.226	0.520%	\$ 0.226	0.520%	\$ 0.226	0.520%	\$ 0.226
Comp. & Dis. Supp.	1.985%	\$ 1.295	1.985%	\$ 1.295	1.985%	\$ 1.295	1.985%	\$ 1.295
Total Rate for Benefits	80.202%	\$ 37.636	81.351%	\$ 38.136	83.001%	\$ 38.853	84.150%	\$ 39.353
Total Cost Per Hour		\$ 102.886		\$ 103.386		\$ 104.103		\$ 104.603
Statutory EESISIP	7.605%	\$ 4.962	7.605%	\$ 4.962	7.605%	\$ 4.962	7.605%	\$ 4.962
		\$ 107.848		\$ 108.348		\$ 109.066		\$ 109.566