

Joint Industry Board of the Electrical Industry

1st Year 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 4/9/2025 (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.)
Hourly Rate	\$ 18.50	18.50	\$ 19.25	19.25	\$ 19.25	19.25
	<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%	\$ 0.029	0.150%	\$ 0.029
P H B P -- Pension Trust	8.380%	\$ 1.550	8.380%	\$ 1.613	8.380%	\$ 1.613
P H B P -- Medical	12.540%	\$ 2.320	12.540%	\$ 2.414	12.540%	\$ 2.414
P H B P -- Medical	10.811%	\$ 2.000	12.987%	\$ 2.500	15.584%	\$ 3.000
Dental Plan	2.040%	\$ 0.377	2.040%	\$ 0.393	2.540%	\$ 0.489
N . E . B . F .	3.000%	\$ 0.555	3.000%	\$ 0.578	3.000%	\$ 0.578
Annuity	10.811%	\$ 2.000	10.390%	\$ 2.000	12.987%	\$ 2.500
HRA	14.865%	\$ 2.750	14.286%	\$ 2.750	14.286%	\$ 2.750
Employer paid FICA	8.284%	\$ 1.533	8.284%	\$ 1.595	8.284%	\$ 1.595
DSP Percentage	15.500%	\$ 2.868	15.500%	\$ 2.984	15.500%	\$ 2.984
DSP Hourly	13.514%	\$ 2.500	12.987%	\$ 2.500	12.987%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.096	0.520%	\$ 0.100	0.520%	\$ 0.100
Comp. & Dis. Supp.	1.985%	\$ 0.367	1.985%	\$ 0.382	1.985%	\$ 0.382
Total Rate For Benefits	102.399%	\$ 18.944	103.048%	\$ 19.837	108.743%	\$ 20.933
Total Cost Per Hour		\$ 37.444		\$ 39.087		\$ 40.183
Statutory EESISIP	7.605%	\$ 1.407	7.605%	\$ 1.464	7.605%	\$ 1.464
		\$ 38.851		\$ 40.551		\$ 41.647

Joint Industry Board of the Electrical Industry

1st Year 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 4/9/2025 (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.)
OT Rate	\$ 27.75	\$ 27.75	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88
Hourly Rate	\$ 18.50	\$ 18.50	\$ 19.25	\$ 19.25	\$ 19.25	\$ 19.25
	<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%	\$ 0.029	0.150%	\$ 0.029
P H B P -- Pension Trust	8.380%	\$ 1.550	8.380%	\$ 1.613	8.380%	\$ 1.613
P H B P -- Medical	12.540%	\$ 2.320	12.540%	\$ 2.414	12.540%	\$ 2.414
P H B P -- Medical	10.811%	\$ 2.000	12.987%	\$ 2.500	15.584%	\$ 3.000
Dental Plan	2.040%	\$ 0.377	2.040%	\$ 0.393	2.540%	\$ 0.489
N . E . B . F .	3.000%	\$ 0.833	3.000%	\$ 0.866	3.000%	\$ 0.866
Annuity	10.811%	\$ 2.000	10.390%	\$ 2.000	12.987%	\$ 2.500
HRA	14.865%	\$ 2.750	14.286%	\$ 2.750	14.286%	\$ 2.750
Employer paid FICA	8.284%	\$ 2.299	8.284%	\$ 2.392	8.284%	\$ 2.392
DSP Percentage	15.500%	\$ 2.868	15.500%	\$ 2.984	15.500%	\$ 2.984
DSP Hourly	13.514%	\$ 2.500	12.987%	\$ 2.500	12.987%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.096	0.520%	\$ 0.100	0.520%	\$ 0.100
Comp. & Dis. Supp.	1.985%	\$ 0.551	1.985%	\$ 0.573	1.985%	\$ 0.573
Total Rate For Benefits	102.399%	\$ 20.171	103.048%	\$ 21.114	108.743%	\$ 22.210
Total Cost Per Hour		\$ 47.921		\$ 49.989		\$ 51.085
Statutory EESISIP	7.605%	\$ 2.110	7.605%	\$ 2.196	7.605%	\$ 2.196
		\$ 50.032		\$ 52.185		\$ 53.281

Joint Industry Board of the Electrical Industry

2nd Year 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 4/9/2025 (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.)
Hourly Rate	\$ 20.50	20.50	\$ 21.25	21.25	\$ 21.25	21.25
	<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%	\$ 0.032	0.150%	\$ 0.032
P H B P -- Pension Trust	8.380%	\$ 1.718	8.380%	\$ 1.781	8.380%	\$ 1.781
P H B P -- Medical	12.540%	\$ 2.571	12.540%	\$ 2.665	12.540%	\$ 2.665
P H B P -- Medical	9.756%	\$ 2.000	11.765%	\$ 2.500	14.118%	\$ 3.000
Dental Plan	2.040%	\$ 0.418	2.040%	\$ 0.434	2.540%	\$ 0.540
N . E . B . F .	3.000%	\$ 0.615	3.000%	\$ 0.638	3.000%	\$ 0.638
Annuity	9.756%	\$ 2.000	9.412%	\$ 2.000	11.765%	\$ 2.500
HRA	13.415%	\$ 2.750	12.941%	\$ 2.750	12.941%	\$ 2.750
Employer paid FICA	8.284%	\$ 1.698	8.284%	\$ 1.760	8.284%	\$ 1.760
DSP Percentage	15.500%	\$ 3.178	15.500%	\$ 3.294	15.500%	\$ 3.294
DSP Hourly	12.195%	\$ 2.500	11.765%	\$ 2.500	11.765%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.107	0.520%	\$ 0.111	0.520%	\$ 0.111
Comp. & Dis. Supp.	1.985%	\$ 0.407	1.985%	\$ 0.422	1.985%	\$ 0.422
Total Rate For Benefits	97.521%	\$ 19.992	98.281%	\$ 20.885	103.487%	\$ 21.991
Total Cost Per Hour		\$ 40.492		\$ 42.135		\$ 43.241
Statutory EESISIP	7.605%	\$ 1.559	7.605%	\$ 1.616	7.605%	\$ 1.616
		\$ 42.051		\$ 43.751		\$ 44.857

Joint Industry Board of the Electrical Industry

2nd Year 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 4/9/2025 (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.)
OT Rate	\$ 30.75	\$ 30.75	\$ 31.88	\$ 31.88	\$ 31.88	\$ 31.88
Hourly Rate	\$ 20.50	\$ 20.50	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25
	<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%	\$ 0.032	0.150%	\$ 0.032
P H B P -- Pension Trust	8.380%	\$ 1.718	8.380%	\$ 1.781	8.380%	\$ 1.781
P H B P -- Medical	12.540%	\$ 2.571	12.540%	\$ 2.665	12.540%	\$ 2.665
P H B P -- Medical	9.756%	\$ 2.000	11.765%	\$ 2.500	14.118%	\$ 3.000
Dental Plan	2.040%	\$ 0.418	2.040%	\$ 0.434	2.540%	\$ 0.540
N . E . B . F .	3.000%	\$ 0.923	3.000%	\$ 0.956	3.000%	\$ 0.956
Annuity	9.756%	\$ 2.000	9.412%	\$ 2.000	11.765%	\$ 2.500
HRA	13.415%	\$ 2.750	12.941%	\$ 2.750	12.941%	\$ 2.750
Employer paid FICA	8.284%	\$ 2.547	8.284%	\$ 2.641	8.284%	\$ 2.641
DSP Percentage	15.500%	\$ 3.178	15.500%	\$ 3.294	15.500%	\$ 3.294
DSP Hourly	12.195%	\$ 2.500	11.765%	\$ 2.500	11.765%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.107	0.520%	\$ 0.111	0.520%	\$ 0.111
Comp. & Dis. Supp.	1.985%	\$ 0.610	1.985%	\$ 0.633	1.985%	\$ 0.633
Total Rate For Benefits	97.521%	\$ 21.352	98.281%	\$ 22.295	103.487%	\$ 23.401
Total Cost Per Hour		\$ 52.102		\$ 54.170		\$ 55.276
Statutory EESISIP	7.605%	\$ 2.339	7.605%	\$ 2.424	7.605%	\$ 2.424
		\$ 54.440		\$ 56.594		\$ 57.700

Joint Industry Board of the Electrical Industry

3rd Year 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 4/9/2025 (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.)
Hourly Rate	\$ 22.50	22.50	\$ 23.25	23.25	\$ 23.25	23.25
	<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%	\$ 0.034	0.150%	\$ 0.035	0.150%	\$ 0.035
P H B P -- Pension Trust	8.380%	\$ 1.886	8.380%	\$ 1.948	8.380%	\$ 1.948
P H B P -- Medical	12.540%	\$ 2.822	12.540%	\$ 2.916	12.540%	\$ 2.916
P H B P -- Medical	8.889%	\$ 2.000	10.753%	\$ 2.500	12.903%	\$ 3.000
Dental Plan	2.040%	\$ 0.459	2.040%	\$ 0.474	2.540%	\$ 0.591
N . E . B . F .	3.000%	\$ 0.675	3.000%	\$ 0.698	3.000%	\$ 0.698
Annuity	8.889%	\$ 2.000	8.602%	\$ 2.000	10.753%	\$ 2.500
HRA	12.222%	\$ 2.750	11.828%	\$ 2.750	11.828%	\$ 2.750
Employer paid FICA	8.284%	\$ 1.864	8.284%	\$ 1.926	8.284%	\$ 1.926
DSP Percentage	15.500%	\$ 3.488	15.500%	\$ 3.604	15.500%	\$ 3.604
DSP Hourly	11.111%	\$ 2.500	10.753%	\$ 2.500	10.753%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.117	0.520%	\$ 0.121	0.520%	\$ 0.121
Comp. & Dis. Supp.	1.985%	\$ 0.447	1.985%	\$ 0.462	1.985%	\$ 0.462
Total Rate For Benefits	93.510%	\$ 21.040	94.334%	\$ 21.933	99.136%	\$ 23.049
Total Cost Per Hour		\$ 43.540		\$ 45.183		\$ 46.299
Statutory EESISIP	7.605%	\$ 1.711	7.605%	\$ 1.768	7.605%	\$ 1.768
		\$ 45.251		\$ 46.951		\$ 48.067

Joint Industry Board of the Electrical Industry

3rd Year 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 4/9/2025 (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.)
OT Rate	\$ 33.75	\$ 33.75	\$ 34.88	\$ 34.88	\$ 34.88	\$ 34.88
Hourly Rate	\$ 22.50	\$ 22.50	\$ 23.25	\$ 23.25	\$ 23.25	\$ 23.25
	<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%	\$ 0.034	0.150%	\$ 0.035	0.150%	\$ 0.035
P H B P -- Pension Trust	8.380%	\$ 1.886	8.380%	\$ 1.948	8.380%	\$ 1.948
P H B P -- Medical	12.540%	\$ 2.822	12.540%	\$ 2.916	12.540%	\$ 2.916
P H B P -- Medical	8.889%	\$ 2.000	10.753%	\$ 2.500	12.903%	\$ 3.000
Dental Plan	2.040%	\$ 0.459	2.040%	\$ 0.474	2.540%	\$ 0.591
N . E . B . F .	3.000%	\$ 1.013	3.000%	\$ 1.046	3.000%	\$ 1.046
Annuity	8.889%	\$ 2.000	8.602%	\$ 2.000	10.753%	\$ 2.500
HRA	12.222%	\$ 2.750	11.828%	\$ 2.750	11.828%	\$ 2.750
Employer paid FICA	8.284%	\$ 2.796	8.284%	\$ 2.889	8.284%	\$ 2.889
DSP Percentage	15.500%	\$ 3.488	15.500%	\$ 3.604	15.500%	\$ 3.604
DSP Hourly	11.111%	\$ 2.500	10.753%	\$ 2.500	10.753%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.117	0.520%	\$ 0.121	0.520%	\$ 0.121
Comp. & Dis. Supp.	1.985%	\$ 0.670	1.985%	\$ 0.692	1.985%	\$ 0.692
Total Rate For Benefits	93.510%	\$ 22.533	94.334%	\$ 23.475	99.136%	\$ 24.592
Total Cost Per Hour		\$ 56.283		\$ 58.350		\$ 59.467
Statutory EESISIP	7.605%	\$ 2.567	7.605%	\$ 2.652	7.605%	\$ 2.652
		\$ 58.849		\$ 61.003		\$ 62.119

Joint Industry Board of the Electrical Industry

4th Year 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 4/9/2025 (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.)
Hourly Rate	\$ 25.50	25.50	\$ 26.25	26.25	\$ 26.25	26.25
	<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%	\$ 0.039	0.150%	\$ 0.039
P H B P -- Pension Trust	8.380%	\$ 2.137	8.380%	\$ 2.200	8.380%	\$ 2.200
P H B P -- Medical	12.540%	\$ 3.198	12.540%	\$ 3.292	12.540%	\$ 3.292
P H B P -- Medical	7.843%	\$ 2.000	9.524%	\$ 2.500	11.429%	\$ 3.000
Dental Plan	2.040%	\$ 0.520	2.040%	\$ 0.536	2.540%	\$ 0.667
N . E . B . F .	3.000%	\$ 0.765	3.000%	\$ 0.788	3.000%	\$ 0.788
Annuity	7.843%	\$ 2.000	7.619%	\$ 2.000	9.524%	\$ 2.500
HRA	10.784%	\$ 2.750	10.476%	\$ 2.750	10.476%	\$ 2.750
Employer paid FICA	8.284%	\$ 2.112	8.284%	\$ 2.175	8.284%	\$ 2.175
DSP Percentage	15.500%	\$ 3.953	15.500%	\$ 4.069	15.500%	\$ 4.069
DSP Hourly	9.804%	\$ 2.500	9.524%	\$ 2.500	9.524%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.133	0.520%	\$ 0.137	0.520%	\$ 0.137
Comp. & Dis. Supp.	1.985%	\$ 0.506	1.985%	\$ 0.521	1.985%	\$ 0.521
Total Rate For Benefits	88.674%	\$ 22.612	89.542%	\$ 23.505	93.851%	\$ 24.636
Total Cost Per Hour		\$ 48.112		\$ 49.755		\$ 50.886
Statutory EESISIP	7.605%	\$ 1.939	7.605%	\$ 1.996	7.605%	\$ 1.996
		\$ 50.051		\$ 51.751		\$ 52.882

Joint Industry Board of the Electrical Industry

4th Year 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 4/9/2025 (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.)
OT Rate	\$ 38.25	\$ 38.25	\$ 39.38	\$ 39.38	\$ 39.38	\$ 39.38
Hourly Rate	\$ 25.50	\$ 25.50	\$ 26.25	\$ 26.25	\$ 26.25	\$ 26.25
	<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%	\$ 0.039	0.150%	\$ 0.039
P H B P -- Pension Trust	8.380%	\$ 2.137	8.380%	\$ 2.200	8.380%	\$ 2.200
P H B P -- Medical	12.540%	\$ 3.198	12.540%	\$ 3.292	12.540%	\$ 3.292
P H B P -- Medical	7.843%	\$ 2.000	9.524%	\$ 2.500	11.429%	\$ 3.000
Dental Plan	2.040%	\$ 0.520	2.040%	\$ 0.536	2.540%	\$ 0.667
N . E . B . F .	3.000%	\$ 1.148	3.000%	\$ 1.181	3.000%	\$ 1.181
Annuity	7.843%	\$ 2.000	7.619%	\$ 2.000	9.524%	\$ 2.500
HRA	10.784%	\$ 2.750	10.476%	\$ 2.750	10.476%	\$ 2.750
Employer paid FICA	8.284%	\$ 3.169	8.284%	\$ 3.262	8.284%	\$ 3.262
DSP Percentage	15.500%	\$ 3.953	15.500%	\$ 4.069	15.500%	\$ 4.069
DSP Hourly	9.804%	\$ 2.500	9.524%	\$ 2.500	9.524%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.133	0.520%	\$ 0.137	0.520%	\$ 0.137
Comp. & Dis. Supp.	1.985%	\$ 0.759	1.985%	\$ 0.782	1.985%	\$ 0.782
Total Rate For Benefits	88.674%	\$ 24.304	89.542%	\$ 25.246	93.851%	\$ 26.378
Total Cost Per Hour		\$ 62.554		\$ 64.621		\$ 65.753
Statutory EESISIP	7.605%	\$ 2.909	7.605%	\$ 2.994	7.605%	\$ 2.994
		\$ 65.462		\$ 67.616		\$ 68.747