

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED PACKAGE

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.)

PREVAILING RATE CHART	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	1/1/2026(at 4:01 p.m.)	1/1/2026(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.)	1/6/2028(at 4:01 p.m.)	1/6/2028(at 4:01 p.m.)
Hourly Rate	\$ 62.00	62.00	\$ 62.00	62.00	\$ 64.00	64.00	\$ 64.00	64.00	\$ 64.00	64.00
	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%	\$ 0.093	0.150%	\$ 0.093	0.150%	\$ 0.096	0.150%	\$ 0.096	0.150%	\$ 0.096
Job Security Fund	0.300%	\$ 0.186	0.300%	\$ 0.186	0.300%	\$ 0.192	0.300%	\$ 0.192	0.300%	\$ 0.192
Apprentice	1.550%	\$ 0.961	1.550%	\$ 0.961	1.550%	\$ 0.992	2.050%	\$ 1.312	2.050%	\$ 1.312
P H B P -- Pension Trust	13.390%	\$ 8.302	13.390%	\$ 8.302	13.390%	\$ 8.570	13.390%	\$ 8.570	13.390%	\$ 8.570
P H B P -- Medical	26.060%	\$ 16.157	26.060%	\$ 16.157	26.060%	\$ 16.678	26.060%	\$ 16.678	26.060%	\$ 16.678
P H B P -- Medical	16.129%	\$ 10.000	16.129%	\$ 10.000	17.188%	\$ 11.000	17.188%	\$ 11.000	17.188%	\$ 11.000
Dental Plan	3.140%	\$ 1.947	3.140%	\$ 1.947	3.140%	\$ 2.010	4.140%	\$ 2.650	4.140%	\$ 2.650
N . E . B . F .	3.000%	\$ 1.860	3.000%	\$ 1.860	3.000%	\$ 1.920	3.000%	\$ 1.920	3.000%	\$ 1.920
NEIB	0.000%	\$ -	0.806%	\$ 0.500	0.781%	\$ 0.500	0.781%	\$ 0.500	1.563%	\$ 1.000
Annuity	11.290%	\$ 7.000	11.290%	\$ 7.000	11.719%	\$ 7.500	14.063%	\$ 9.000	14.063%	\$ 9.000
HRA	11.290%	\$ 7.000	11.290%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.743	7.650%	\$ 4.743	7.650%	\$ 4.896	7.650%	\$ 4.896	7.650%	\$ 4.896
DSP Percentage	16.500%	\$ 10.230	16.500%	\$ 10.230	16.500%	\$ 10.560	16.500%	\$ 10.560	16.500%	\$ 10.560
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.035	1.670%	\$ 1.035	1.670%	\$ 1.069	1.670%	\$ 1.069	1.670%	\$ 1.069
Comp. & Dis. Supp.	1.985%	\$ 1.231	1.985%	\$ 1.231	1.985%	\$ 1.270	1.985%	\$ 1.270	1.985%	\$ 1.270
Total Rate For Benefits	114.105%	\$ 70.745	114.911%	\$ 71.245	116.020%	\$ 74.253	119.864%	\$ 76.713	120.645%	\$ 77.213
Total Cost Per Hour		\$ 132.745		\$ 133.245		\$ 138.253		\$ 140.713		\$ 141.213

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED PACKAGE 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.)

PREVAILING RATE CHART	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	1/1/2026(at 4:01 p.m.)	1/1/2026(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.)	1/6/2028(at 4:01 p.m.)	1/6/2028(at 4:01 p.m.)
OT Rate	\$ 93.00	\$ 93.00	\$ 93.00	\$ 93.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00
Hourly Rate	\$ 62.00	\$ 62.00	\$ 62.00	\$ 62.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00
	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%	\$ 0.093	0.150%	\$ 0.093	0.150%	\$ 0.096	0.150%	\$ 0.096	0.150%	\$ 0.096
Job Security Fund	0.300%	\$ 0.186	0.300%	\$ 0.186	0.300%	\$ 0.192	0.300%	\$ 0.192	0.300%	\$ 0.192
Apprentice	1.550%	\$ 0.961	1.550%	\$ 0.961	1.550%	\$ 0.992	2.050%	\$ 1.312	2.050%	\$ 1.312
P H B P -- Pension Trust	13.390%	\$ 8.302	13.390%	\$ 8.302	13.390%	\$ 8.570	13.390%	\$ 8.570	13.390%	\$ 8.570
P H B P -- Medical	26.060%	\$ 16.157	26.060%	\$ 16.157	26.060%	\$ 16.678	26.060%	\$ 16.678	26.060%	\$ 16.678
P H B P -- Medical	16.129%	\$ 10.000	16.129%	\$ 10.000	17.188%	\$ 11.000	17.188%	\$ 11.000	17.188%	\$ 11.000
Dental Plan	3.140%	\$ 1.947	3.140%	\$ 1.947	3.140%	\$ 2.010	4.140%	\$ 2.650	4.140%	\$ 2.650
N . E . B . F .	3.000%	\$ 2.790	3.000%	\$ 2.790	3.000%	\$ 2.880	3.000%	\$ 2.880	3.000%	\$ 2.880
NEIB	0.000%	\$ -	0.806%	\$ 0.500	0.781%	\$ 0.500	0.781%	\$ 0.500	1.563%	\$ 1.000
Annuity	11.290%	\$ 7.000	11.290%	\$ 7.000	11.719%	\$ 7.500	14.063%	\$ 9.000	14.063%	\$ 9.000
HRA	11.290%	\$ 7.000	11.290%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 7.115	7.650%	\$ 7.115	7.650%	\$ 7.344	7.650%	\$ 7.344	7.650%	\$ 7.344
DSP Percentage	16.500%	\$ 10.230	16.500%	\$ 10.230	16.500%	\$ 10.560	16.500%	\$ 10.560	16.500%	\$ 10.560
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.035	1.670%	\$ 1.035	1.670%	\$ 1.069	1.670%	\$ 1.069	1.670%	\$ 1.069
Comp. & Dis. Supp.	1.985%	\$ 1.846	1.985%	\$ 1.846	1.985%	\$ 1.906	1.985%	\$ 1.906	1.985%	\$ 1.906
Total Rate For Benefits	114.105%	\$ 74.662	114.911%	\$ 75.162	116.020%	\$ 78.296	119.864%	\$ 80.756	120.645%	\$ 81.256
Total Cost Per Hour		\$ 167.662		\$ 168.162		\$ 174.296		\$ 176.756		\$ 177.256

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED SWING SHIFT PACKAGE

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.)

PREVAILING RATE CHART	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	1/1/2026(at 4:01 p.m.)	1/1/2026(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.)	1/6/2028(at 4:01 p.m.)	1/6/2028(at 4:01 p.m.)
Hourly Rate	\$ 72.75	72.75	\$ 72.75	72.75	\$ 75.10	75.10	\$ 75.10	75.10	\$ 75.10	75.10
	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%	\$ 0.109	0.150%	\$ 0.109	0.150%	\$ 0.113	0.150%	\$ 0.113	0.150%	\$ 0.113
Job Security Fund	0.300%	\$ 0.218	0.300%	\$ 0.218	0.300%	\$ 0.225	0.300%	\$ 0.225	0.300%	\$ 0.225
Apprentice	1.550%	\$ 1.128	1.550%	\$ 1.128	1.550%	\$ 1.164	2.050%	\$ 1.540	2.050%	\$ 1.540
P H B P -- Pension Trust	13.390%	\$ 9.741	13.390%	\$ 9.741	13.390%	\$ 10.056	13.390%	\$ 10.056	13.390%	\$ 10.056
P H B P -- Medical	26.060%	\$ 18.959	26.060%	\$ 18.959	26.060%	\$ 19.571	26.060%	\$ 19.571	26.060%	\$ 19.571
P H B P -- Medical	13.746%	\$ 10.000	13.746%	\$ 10.000	14.647%	\$ 11.000	14.647%	\$ 11.000	14.647%	\$ 11.000
Dental Plan	3.140%	\$ 2.284	3.140%	\$ 2.284	3.140%	\$ 2.358	4.140%	\$ 3.109	4.140%	\$ 3.109
N . E . B . F .	3.000%	\$ 2.183	3.000%	\$ 2.183	3.000%	\$ 2.253	3.000%	\$ 2.253	3.000%	\$ 2.253
NEIB	0.000%	\$ -	0.687%	\$ 0.500	0.666%	\$ 0.500	0.666%	\$ 0.500	1.332%	\$ 1.000
Annuity	10.263%	\$ 7.467	10.263%	\$ 7.467	10.652%	\$ 8.000	12.783%	\$ 9.600	12.783%	\$ 9.600
HRA	10.263%	\$ 7.467	10.263%	\$ 7.467	9.942%	\$ 7.467	9.942%	\$ 7.467	9.942%	\$ 7.467
DSP (401(k) Plan) - FICA	7.650%	\$ 5.565	7.650%	\$ 5.565	7.650%	\$ 5.745	7.650%	\$ 5.745	7.650%	\$ 5.745
DSP Percentage	16.500%	\$ 12.004	16.500%	\$ 12.004	16.500%	\$ 12.392	16.500%	\$ 12.392	16.500%	\$ 12.392
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.215	1.670%	\$ 1.215	1.670%	\$ 1.254	1.670%	\$ 1.254	1.670%	\$ 1.254
Comp. & Dis. Supp.	1.985%	\$ 1.444	1.985%	\$ 1.444	1.985%	\$ 1.491	1.985%	\$ 1.491	1.985%	\$ 1.491
Total Rate For Benefits	109.668%	\$ 79.783	110.355%	\$ 80.283	111.303%	\$ 83.588	114.933%	\$ 86.315	115.599%	\$ 86.815
Total Cost Per Hour		\$ 152.533		\$ 153.033		\$ 158.688		\$ 161.415		\$ 161.915

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED SWING SHIFT PACKAGE 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.)

PREVAILING RATE CHART	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	1/1/2026(at 4:01 p.m.)	1/1/2026(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.)	1/6/2028(at 4:01 p.m.)	1/6/2028(at 4:01 p.m.)
OT Rate	\$ 109.13	\$ 109.13	\$ 109.13	\$ 109.13	\$ 112.65	\$ 112.65	\$ 112.65	\$ 112.65	\$ 112.65	\$ 112.65
Hourly Rate	\$ 72.75	\$ 72.75	\$ 72.75	\$ 72.75	\$ 75.10	\$ 75.10	\$ 75.10	\$ 75.10	\$ 75.10	\$ 75.10
	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%	\$ 0.109	0.150%	\$ 0.109	0.150%	\$ 0.113	0.150%	\$ 0.113	0.150%	\$ 0.113
Job Security Fund	0.300%	\$ 0.218	0.300%	\$ 0.218	0.300%	\$ 0.225	0.300%	\$ 0.225	0.300%	\$ 0.225
Apprentice	1.550%	\$ 1.128	1.550%	\$ 1.128	1.550%	\$ 1.164	2.050%	\$ 1.540	2.050%	\$ 1.540
P H B P -- Pension Trust	13.390%	\$ 9.741	13.390%	\$ 9.741	13.390%	\$ 10.056	13.390%	\$ 10.056	13.390%	\$ 10.056
P H B P -- Medical	26.060%	\$ 18.959	26.060%	\$ 18.959	26.060%	\$ 19.571	26.060%	\$ 19.571	26.060%	\$ 19.571
P H B P -- Medical	13.746%	\$ 10.000	13.746%	\$ 10.000	14.647%	\$ 11.000	14.647%	\$ 11.000	14.647%	\$ 11.000
Dental Plan	3.140%	\$ 2.284	3.140%	\$ 2.284	3.140%	\$ 2.358	4.140%	\$ 3.109	4.140%	\$ 3.109
N . E . B . F .	3.000%	\$ 3.274	3.000%	\$ 3.274	3.000%	\$ 3.380	3.000%	\$ 3.380	3.000%	\$ 3.380
NEIB	0.000%	\$ -	0.687%	\$ 0.500	0.666%	\$ 0.500	0.666%	\$ 0.500	1.332%	\$ 1.000
Annuity	10.263%	\$ 7.467	10.263%	\$ 7.467	10.652%	\$ 8.000	12.783%	\$ 9.600	12.783%	\$ 9.600
HRA	10.263%	\$ 7.467	10.263%	\$ 7.467	9.942%	\$ 7.467	9.942%	\$ 7.467	9.942%	\$ 7.467
DSP (401(k) Plan) - FICA	7.650%	\$ 8.348	7.650%	\$ 8.348	7.650%	\$ 8.618	7.650%	\$ 8.618	7.650%	\$ 8.618
DSP Percentage	16.500%	\$ 12.004	16.500%	\$ 12.004	16.500%	\$ 12.392	16.500%	\$ 12.392	16.500%	\$ 12.392
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.215	1.670%	\$ 1.215	1.670%	\$ 1.254	1.670%	\$ 1.254	1.670%	\$ 1.254
Comp. & Dis. Supp.	1.985%	\$ 2.166	1.985%	\$ 2.166	1.985%	\$ 2.236	1.985%	\$ 2.236	1.985%	\$ 2.236
Total Rate For Benefits	109.668%	\$ 84.379	110.355%	\$ 84.879	111.303%	\$ 88.333	114.933%	\$ 91.059	115.599%	\$ 91.559
Total Cost Per Hour		\$ 193.504		\$ 194.004		\$ 200.983		\$ 203.709		\$ 204.209

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED GRAVEYARD SHIFT PACKAGE

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.)

PREVAILING RATE CHART	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	1/1/2026(at 4:01 p.m.)	1/1/2026(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.)	1/6/2028(at 4:01 p.m.)	1/6/2028(at 4:01 p.m.)
Hourly Rate	\$ 81.49	81.49	\$ 81.49	81.49	\$ 84.12	84.12	\$ 84.12	84.12	\$ 84.12	84.12
	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%	\$ 0.122	0.150%	\$ 0.122	0.150%	\$ 0.126	0.150%	\$ 0.126	0.150%	\$ 0.126
Job Security Fund	0.300%	\$ 0.244	0.300%	\$ 0.244	0.300%	\$ 0.252	0.300%	\$ 0.252	0.300%	\$ 0.252
Apprentice	1.550%	\$ 1.263	1.550%	\$ 1.263	1.550%	\$ 1.304	2.050%	\$ 1.724	2.050%	\$ 1.724
P H B P -- Pension Trust	13.390%	\$ 10.912	13.390%	\$ 10.912	13.390%	\$ 11.264	13.390%	\$ 11.264	13.390%	\$ 11.264
P H B P -- Medical	26.060%	\$ 21.236	26.060%	\$ 21.236	26.060%	\$ 21.922	26.060%	\$ 21.922	26.060%	\$ 21.922
P H B P -- Medical	12.271%	\$ 10.000	12.271%	\$ 10.000	13.077%	\$ 11.000	13.077%	\$ 11.000	13.077%	\$ 11.000
Dental Plan	3.140%	\$ 2.559	3.140%	\$ 2.559	3.140%	\$ 2.641	4.140%	\$ 3.483	4.140%	\$ 3.483
N . E . B . F .	3.000%	\$ 2.445	3.000%	\$ 2.445	3.000%	\$ 2.524	3.000%	\$ 2.524	3.000%	\$ 2.524
NEIB	0.000%	\$ -	0.614%	\$ 0.500	0.594%	\$ 0.500	0.594%	\$ 0.500	1.189%	\$ 1.000
Annuity	9.817%	\$ 8.000	9.817%	\$ 8.000	10.190%	\$ 8.571	12.227%	\$ 10.286	12.227%	\$ 10.286
HRA	9.817%	\$ 8.000	9.817%	\$ 8.000	9.510%	\$ 8.000	9.510%	\$ 8.000	9.510%	\$ 8.000
DSP (401(k) Plan) - FICA	7.650%	\$ 6.234	7.650%	\$ 6.234	7.650%	\$ 6.435	7.650%	\$ 6.435	7.650%	\$ 6.435
DSP Percentage	16.500%	\$ 13.446	16.500%	\$ 13.446	16.500%	\$ 13.880	16.500%	\$ 13.880	16.500%	\$ 13.880
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.361	1.670%	\$ 1.361	1.670%	\$ 1.405	1.670%	\$ 1.405	1.670%	\$ 1.405
Comp. & Dis. Supp.	1.985%	\$ 1.618	1.985%	\$ 1.618	1.985%	\$ 1.670	1.985%	\$ 1.670	1.985%	\$ 1.670
Total Rate For Benefits	107.301%	\$ 87.439	107.914%	\$ 87.939	108.766%	\$ 91.494	112.304%	\$ 94.470	112.898%	\$ 94.970
Total Cost Per Hour		\$ 168.929		\$ 169.429		\$ 175.614		\$ 178.590		\$ 179.090

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED GRAVEYARD SHIFT PACKAGE 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.)

PREVAILING RATE CHART	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	1/1/2026(at 4:01 p.m.)	1/1/2026(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.)	1/6/2028(at 4:01 p.m.)	1/6/2028(at 4:01 p.m.)
OT Rate	\$ 122.24	\$ 122.24	\$ 122.24	\$ 122.24	\$ 126.18	\$ 126.18	\$ 126.18	\$ 126.18	\$ 126.18	\$ 126.18
Hourly Rate	\$ 81.49	\$ 81.49	\$ 81.49	\$ 81.49	\$ 84.12	\$ 84.12	\$ 84.12	\$ 84.12	\$ 84.12	\$ 84.12
	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%	\$ 0.122	0.150%	\$ 0.122	0.150%	\$ 0.126	0.150%	\$ 0.126	0.150%	\$ 0.126
Job Security Fund	0.300%	\$ 0.244	0.300%	\$ 0.244	0.300%	\$ 0.252	0.300%	\$ 0.252	0.300%	\$ 0.252
Apprentice	1.550%	\$ 1.263	1.550%	\$ 1.263	1.550%	\$ 1.304	2.050%	\$ 1.724	2.050%	\$ 1.724
P H B P -- Pension Trust	13.390%	\$ 10.912	13.390%	\$ 10.912	13.390%	\$ 11.264	13.390%	\$ 11.264	13.390%	\$ 11.264
P H B P -- Medical	26.060%	\$ 21.236	26.060%	\$ 21.236	26.060%	\$ 21.922	26.060%	\$ 21.922	26.060%	\$ 21.922
P H B P -- Medical	12.271%	\$ 10.000	12.271%	\$ 10.000	13.077%	\$ 11.000	13.077%	\$ 11.000	13.077%	\$ 11.000
Dental Plan	3.140%	\$ 2.559	3.140%	\$ 2.559	3.140%	\$ 2.641	4.140%	\$ 3.483	4.140%	\$ 3.483
N . E . B . F .	3.000%	\$ 3.667	3.000%	\$ 3.667	3.000%	\$ 3.785	3.000%	\$ 3.785	3.000%	\$ 3.785
NEIB	0.000%	\$ -	0.614%	\$ 0.500	0.594%	\$ 0.500	0.594%	\$ 0.500	1.189%	\$ 1.000
Annuity	9.817%	\$ 8.000	9.817%	\$ 8.000	10.190%	\$ 8.571	12.227%	\$ 10.286	12.227%	\$ 10.286
HRA	9.817%	\$ 8.000	9.817%	\$ 8.000	9.510%	\$ 8.000	9.510%	\$ 8.000	9.510%	\$ 8.000
DSP (401(k) Plan) - FICA	7.650%	\$ 9.351	7.650%	\$ 9.351	7.650%	\$ 9.653	7.650%	\$ 9.653	7.650%	\$ 9.653
DSP Percentage	16.500%	\$ 13.446	16.500%	\$ 13.446	16.500%	\$ 13.880	16.500%	\$ 13.880	16.500%	\$ 13.880
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.361	1.670%	\$ 1.361	1.670%	\$ 1.405	1.670%	\$ 1.405	1.670%	\$ 1.405
Comp. & Dis. Supp.	1.985%	\$ 2.426	1.985%	\$ 2.426	1.985%	\$ 2.505	1.985%	\$ 2.505	1.985%	\$ 2.505
Total Rate For Benefits	107.301%	\$ 92.588	107.914%	\$ 93.088	108.766%	\$ 96.808	112.304%	\$ 99.784	112.898%	\$ 100.284
Total Cost Per Hour		\$ 214.823		\$ 215.323		\$ 222.988		\$ 225.964		\$ 226.464

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED TEMPORARY LIGHT PACKAGE

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.)

PREVAILING RATE CHART	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	1/1/2026(at 4:01 p.m.)	1/1/2026(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.)	1/6/2028(at 4:01 p.m.)	1/6/2028(at 4:01 p.m.)
Hourly Rate	\$ 62.00	62.00	\$ 62.00	62.00	\$ 64.00	64.00	\$ 64.00	64.00	\$ 64.00	64.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Job Security Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
N . E . B . F .	3.000%	\$ 1.860	3.000%	\$ 1.860	3.000%	\$ 1.920	3.000%	\$ 1.920	3.000%	\$ 1.920
NEIB	0.000%	\$ -	0.806%	\$ 0.500	0.781%	\$ 0.500	0.781%	\$ 0.500	1.563%	\$ 1.000
Annuity	11.290%	\$ 7.000	11.290%	\$ 7.000	11.719%	\$ 7.500	14.063%	\$ 9.000	14.063%	\$ 9.000
HRA	11.290%	\$ 7.000	11.290%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.743	7.650%	\$ 4.743	7.650%	\$ 4.896	7.650%	\$ 4.896	7.650%	\$ 4.896
DSP Percentage	16.500%	\$ 10.230	16.500%	\$ 10.230	16.500%	\$ 10.560	16.500%	\$ 10.560	16.500%	\$ 10.560
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Comp. & Dis. Supp.	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Total Rate For Benefits	49.731%	\$ 30.833	50.537%	\$ 31.333	50.588%	\$ 32.376	52.931%	\$ 33.876	53.713%	\$ 34.376
Total Cost Per Hour		\$ 92.833		\$ 93.333		\$ 96.376		\$ 97.876		\$ 98.376

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED TEMPORARY LIGHT PACKAGE 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.)

PREVAILING RATE CHART	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	1/1/2026(at 4:01 p.m.)	1/1/2026(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.)	1/6/2028(at 4:01 p.m.)	1/6/2028(at 4:01 p.m.)
OT Rate	\$ 93.00	\$ 93.00	\$ 93.00	\$ 93.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00
Hourly Rate	\$ 62.00	\$ 62.00	\$ 62.00	\$ 62.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Job Security Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
N . E . B . F .	3.000%	\$ 2.790	3.000%	\$ 2.790	3.000%	\$ 2.880	3.000%	\$ 2.880	3.000%	\$ 2.880
NEIB	0.000%	\$ -	0.806%	\$ 0.500	0.781%	\$ 0.500	0.781%	\$ 0.500	1.563%	\$ 1.000
Annuity	11.290%	\$ 7.000	11.290%	\$ 7.000	11.719%	\$ 7.500	14.063%	\$ 9.000	14.063%	\$ 9.000
HRA	11.290%	\$ 7.000	11.290%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 7.115	7.650%	\$ 7.115	7.650%	\$ 7.344	7.650%	\$ 7.344	7.650%	\$ 7.344
DSP Percentage	16.500%	\$ 10.230	16.500%	\$ 10.230	16.500%	\$ 10.560	16.500%	\$ 10.560	16.500%	\$ 10.560
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Comp. & Dis. Supp.	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Total Rate For Benefits	49.731%	\$ 34.135	50.537%	\$ 34.635	50.588%	\$ 35.784	52.931%	\$ 37.284	53.713%	\$ 37.784
Total Cost Per Hour		\$ 127.135		\$ 127.635		\$ 131.784		\$ 133.284		\$ 133.784