

JOURNEYPERSON LINEMEN, 'A' ELECTRICIAN, SPLICER AND HEAVY EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

[illegible]

JOURNEYPERSON LINEMEN, 'A' ELECTRICIAN, SPLICER AND HEAVY EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE OT
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

[illegible]

Joint Industry Board of the Electrical Industry

MATERIAL PERSON OUTSIDE UTILITY PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
Hourly Rate	\$ 53.94	53.94	\$ 53.94	53.94	\$ 55.68	55.68	\$ 55.68	55.68	\$ 55.68	55.68
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.135	0.250%	\$ 0.135	0.250%	\$ 0.139	0.250%	\$ 0.139	0.250%	\$ 0.13
Legal Services Plan	0.150%	\$ 0.081	0.150%	\$ 0.081	0.150%	\$ 0.084	0.150%	\$ 0.084	0.150%	\$ 0.08
P H B P -- Pension Trust	13.390%	\$ 7.223	13.390%	\$ 7.223	13.390%	\$ 7.456	13.390%	\$ 7.456	13.390%	\$ 7.45
P H B P -- Medical	26.060%	\$ 14.057	26.060%	\$ 14.057	26.060%	\$ 14.510	26.060%	\$ 14.510	26.060%	\$ 14.51
P H B P -- Medical	18.539%	\$ 10.000	18.539%	\$ 10.000	19.756%	\$ 11.000	19.756%	\$ 11.000	19.756%	\$ 11.00
Dental Plan	3.140%	\$ 1.694	3.140%	\$ 1.694	3.140%	\$ 1.748	4.140%	\$ 2.305	4.140%	\$ 2.30
N . E . B . F .	3.000%	\$ 1.618	3.000%	\$ 1.618	3.000%	\$ 1.670	3.000%	\$ 1.670	3.000%	\$ 1.67
NEIB	0.000%	\$ -	0.927%	\$ 0.500	0.898%	\$ 0.500	0.898%	\$ 0.500	1.796%	\$ 1.00
Annuity	12.977%	\$ 7.000	12.977%	\$ 7.000	13.470%	\$ 7.500	16.164%	\$ 9.000	16.164%	\$ 9.00
HRA	12.977%	\$ 7.000	12.977%	\$ 7.000	12.572%	\$ 7.000	12.572%	\$ 7.000	12.572%	\$ 7.00
DSP (401(k) Plan) - FICA	7.650%	\$ 4.126	7.650%	\$ 4.126	7.650%	\$ 4.260	7.650%	\$ 4.260	7.650%	\$ 4.26
DSP Percentage	16.500%	\$ 8.900	16.500%	\$ 8.900	16.500%	\$ 9.187	16.500%	\$ 9.187	16.500%	\$ 9.18
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.901	1.670%	\$ 0.901	1.670%	\$ 0.930	1.670%	\$ 0.930	1.670%	\$ 0.93
Educational & Cultural (Safety and Training)	3.250%	\$ 1.753	3.250%	\$ 1.753	3.250%	\$ 1.810	3.750%	\$ 2.088	3.750%	\$ 2.08
Tools and Clothing	0.500%	\$ 0.270	0.500%	\$ 0.270	0.500%	\$ 0.278	0.500%	\$ 0.278	0.500%	\$ 0.27
Comp. & Dis. Supp.	1.985%	\$ 1.071	1.985%	\$ 1.071	1.985%	\$ 1.105	1.985%	\$ 1.105	1.985%	\$ 1.10
N.E.L.C.A.F	0.750%	\$ 0.405	0.750%	\$ 0.405	0.750%	\$ 0.418	0.750%	\$ 0.418	0.750%	\$ 0.41
NEAT Trust Fund	1.000%	\$ 0.539	1.000%	\$ 0.539	1.000%	\$ 0.557	1.000%	\$ 0.557	1.000%	\$ 0.55
National Electrical Industry Fund	1.000%	\$ 0.539	1.000%	\$ 0.539	1.000%	\$ 0.557	1.000%	\$ 0.557	1.000%	\$ 0.55
Total Rate For Benefits	124.789%	\$ 67.311	125.716%	\$ 67.811	126.990%	\$ 70.708	131.184%	\$ 73.043	132.082%	\$ 73.54
Total Cost Per Hour		\$ 121.251		\$ 121.751		\$ 126.388		\$ 128.723		\$ 129.22
Statutory EESISIP	7.735%	\$ 4.172	7.345%	\$ 3.962	7.345%	\$ 4.090	7.345%	\$ 4.090	7.345%	\$ 4.09
		\$ 125.423		\$ 125.713		\$ 130.478		\$ 132.813		\$ 133.31

Joint Industry Board of the Electrical Industry

MATERIAL PERSON OUTSIDE UTILITY PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

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Joint Industry Board of the Electrical Industry

EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
Hourly Rate	\$ 49.60	49.60	\$ 49.60	49.60	\$ 51.20	51.20	\$ 51.20	51.20	\$ 51.20	51.20
	<u>New%Contr</u>	Dollar Equiv	<u>New%Contr</u>	Dollar Equiv	<u>New%Contr</u>	Dollar Equiv	<u>New%Contr</u>	Dollar Equiv	<u>New%Contr</u>	Dollar Equiv
JIB	0.250%	\$ 0.124	0.250%	\$ 0.124	0.250%	\$ 0.128	0.250%	\$ 0.128	0.250%	\$ 0.12
Legal Services Plan	0.150%	\$ 0.074	0.150%	\$ 0.074	0.150%	\$ 0.077	0.150%	\$ 0.077	0.150%	\$ 0.07
P H B P -- Pension Trust	13.390%	\$ 6.641	13.390%	\$ 6.641	13.390%	\$ 6.856	13.390%	\$ 6.856	13.390%	\$ 6.85
P H B P -- Medical	26.060%	\$ 12.926	26.060%	\$ 12.926	26.060%	\$ 13.343	26.060%	\$ 13.343	26.060%	\$ 13.34
P H B P -- Medical	20.161%	\$ 10.000	20.161%	\$ 10.000	21.484%	\$ 11.000	21.484%	\$ 11.000	21.484%	\$ 11.00
Dental Plan	3.140%	\$ 1.557	3.140%	\$ 1.557	3.140%	\$ 1.608	4.140%	\$ 2.120	4.140%	\$ 2.12
N . E . B . F .	3.000%	\$ 1.488	3.000%	\$ 1.488	3.000%	\$ 1.536	3.000%	\$ 1.536	3.000%	\$ 1.53
NEIB	0.000%	\$ -	1.008%	\$ 0.500	0.977%	\$ 0.500	0.977%	\$ 0.500	1.953%	\$ 1.00
Annuity	14.113%	\$ 7.000	14.113%	\$ 7.000	14.648%	\$ 7.500	17.578%	\$ 9.000	17.578%	\$ 9.00
HRA	14.113%	\$ 7.000	14.113%	\$ 7.000	13.672%	\$ 7.000	13.672%	\$ 7.000	13.672%	\$ 7.00
DSP (401(k) Plan) - FICA	7.650%	\$ 3.794	7.650%	\$ 3.794	7.650%	\$ 3.917	7.650%	\$ 3.917	7.650%	\$ 3.91
DSP Percentage	16.500%	\$ 8.184	16.500%	\$ 8.184	16.500%	\$ 8.448	16.500%	\$ 8.448	16.500%	\$ 8.44
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.828	1.670%	\$ 0.828	1.670%	\$ 0.855	1.670%	\$ 0.855	1.670%	\$ 0.85
Educational & Cultural (Safety and Training)	3.250%	\$ 1.612	3.250%	\$ 1.612	3.250%	\$ 1.664	3.750%	\$ 1.920	3.750%	\$ 1.92
Tools and Clothing	0.500%	\$ 0.248	0.500%	\$ 0.248	0.500%	\$ 0.256	0.500%	\$ 0.256	0.500%	\$ 0.25
Comp. & Dis. Supp.	1.985%	\$ 0.985	1.985%	\$ 0.985	1.985%	\$ 1.016	1.985%	\$ 1.016	1.985%	\$ 1.01
N.E.L.C.A.F	0.750%	\$ 0.372	0.750%	\$ 0.372	0.750%	\$ 0.384	0.750%	\$ 0.384	0.750%	\$ 0.38
NEAT Trust Fund	1.000%	\$ 0.496	1.000%	\$ 0.496	1.000%	\$ 0.512	1.000%	\$ 0.512	1.000%	\$ 0.51
National Electrical Industry Fund	1.000%	\$ 0.496	1.000%	\$ 0.496	1.000%	\$ 0.512	1.000%	\$ 0.512	1.000%	\$ 0.51
Total Rate For Benefits	128.682%	\$ 63.826	129.690%	\$ 64.326	131.076%	\$ 67.111	135.506%	\$ 69.379	136.483%	\$ 69.87
Total Cost Per Hour		\$ 113.426		\$ 113.926		\$ 118.311		\$ 120.579		\$ 121.07
Statutory EESISIP	7.735%	\$ 3.837	7.345%	\$ 3.643	7.345%	\$ 3.761	7.345%	\$ 3.761	7.345%	\$ 3.76
		\$ 117.263		\$ 117.569		\$ 122.072		\$ 124.340		\$ 124.84

Joint Industry Board of the Electrical Industry

EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

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Joint Industry Board of the Electrical Industry

GROUNDPERSON OUTSIDE UTILITY PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
Hourly Rate	\$ 37.20	37.20	\$ 37.20	37.20	\$ 38.40	38.40	\$ 38.40	38.40	\$ 38.40	38.40
	<u>New%Contr</u>	Dollar Equiv	<u>New%Contr</u>	Dollar Equiv	<u>New%Contr</u>	Dollar Equiv	<u>New%Contr</u>	Dollar Equiv	<u>New%Contr</u>	Dollar Equiv
JIB	0.250%	\$ 0.093	0.250%	\$ 0.093	0.250%	\$ 0.096	0.250%	\$ 0.096	0.250%	\$ 0.09
Legal Services Plan	0.150%	\$ 0.056	0.150%	\$ 0.056	0.150%	\$ 0.058	0.150%	\$ 0.058	0.150%	\$ 0.05
P H B P -- Pension Trust	13.390%	\$ 4.981	13.390%	\$ 4.981	13.390%	\$ 5.142	13.390%	\$ 5.142	13.390%	\$ 5.14
P H B P -- Medical	26.060%	\$ 9.694	26.060%	\$ 9.694	26.060%	\$ 10.007	26.060%	\$ 10.007	26.060%	\$ 10.00
P H B P -- Medical	26.882%	\$ 10.000	26.882%	\$ 10.000	28.646%	\$ 11.000	28.646%	\$ 11.000	28.646%	\$ 11.00
Dental Plan	3.140%	\$ 1.168	3.140%	\$ 1.168	3.140%	\$ 1.206	4.140%	\$ 1.590	4.140%	\$ 1.59
N . E . B . F .	3.000%	\$ 1.116	3.000%	\$ 1.116	3.000%	\$ 1.152	3.000%	\$ 1.152	3.000%	\$ 1.15
NEIB	0.000%	\$ -	1.344%	\$ 0.500	1.302%	\$ 0.500	1.302%	\$ 0.500	2.604%	\$ 1.00
Annuity	18.817%	\$ 7.000	18.817%	\$ 7.000	19.531%	\$ 7.500	23.438%	\$ 9.000	23.438%	\$ 9.00
HRA	18.817%	\$ 7.000	18.817%	\$ 7.000	18.229%	\$ 7.000	18.229%	\$ 7.000	18.229%	\$ 7.00
DSP (401(k) Plan) - FICA	7.650%	\$ 2.846	7.650%	\$ 2.846	7.650%	\$ 2.938	7.650%	\$ 2.938	7.650%	\$ 2.93
DSP Percentage	16.500%	\$ 6.138	16.500%	\$ 6.138	16.500%	\$ 6.336	16.500%	\$ 6.336	16.500%	\$ 6.33
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.621	1.670%	\$ 0.621	1.670%	\$ 0.641	1.670%	\$ 0.641	1.670%	\$ 0.64
Educational & Cultural (Safety and Training)	3.250%	\$ 1.209	3.250%	\$ 1.209	3.250%	\$ 1.248	3.750%	\$ 1.440	3.750%	\$ 1.44
Tools and Clothing	0.500%	\$ 0.186	0.500%	\$ 0.186	0.500%	\$ 0.192	0.500%	\$ 0.192	0.500%	\$ 0.19
Comp. & Dis. Supp.	1.985%	\$ 0.738	1.985%	\$ 0.738	1.985%	\$ 0.762	1.985%	\$ 0.762	1.985%	\$ 0.76
N.E.L.C.A.F	0.750%	\$ 0.279	0.750%	\$ 0.279	0.750%	\$ 0.288	0.750%	\$ 0.288	0.750%	\$ 0.28
NEAT Trust Fund	1.000%	\$ 0.372	1.000%	\$ 0.372	1.000%	\$ 0.384	1.000%	\$ 0.384	1.000%	\$ 0.38
National Electrical Industry Fund	1.000%	\$ 0.372	1.000%	\$ 0.372	1.000%	\$ 0.384	1.000%	\$ 0.384	1.000%	\$ 0.38
Total Rate For Benefits	144.811%	\$ 53.870	146.155%	\$ 54.370	148.003%	\$ 56.833	153.410%	\$ 58.909	154.712%	\$ 59.40
Total Cost Per Hour		\$ 91.070		\$ 91.570		\$ 95.233		\$ 97.309		\$ 97.80
Statutory EESISIP	7.735%	\$ 2.877	7.345%	\$ 2.732	7.345%	\$ 2.820	7.345%	\$ 2.820	7.345%	\$ 2.82
		\$ 93.947		\$ 94.302		\$ 98.054		\$ 100.130		\$ 100.63

Joint Industry Board of the Electrical Industry

GROUNDPERSON OUTSIDE UTILITY PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
OT Rate	\$ 55.80	\$ 55.80	\$ 55.80	\$ 55.80	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60
Hourly Rate	\$ 37.20	\$ 37.20	\$ 37.20	\$ 37.20	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.093	0.250%	\$ 0.093	0.250%	\$ 0.096	0.250%	\$ 0.096	0.250%	\$ 0.096
Legal Services Plan	0.150%	\$ 0.056	0.150%	\$ 0.056	0.150%	\$ 0.058	0.150%	\$ 0.058	0.150%	\$ 0.058
P H B P – Pension Trust	13.390%	\$ 4.981	13.390%	\$ 4.981	13.390%	\$ 5.142	13.390%	\$ 5.142	13.390%	\$ 5.142
P H B P – Medical	26.060%	\$ 9.694	26.060%	\$ 9.694	26.060%	\$ 10.007	26.060%	\$ 10.007	26.060%	\$ 10.007
P H B P – Medical	26.882%	\$ 10.000	26.882%	\$ 10.000	28.646%	\$ 11.000	28.646%	\$ 11.000	28.646%	\$ 11.000
Dental Plan	3.140%	\$ 1.168	3.140%	\$ 1.168	3.140%	\$ 1.206	4.140%	\$ 1.590	4.140%	\$ 1.590
N . E . B . F .	3.000%	\$ 1.674	3.000%	\$ 1.674	3.000%	\$ 1.728	3.000%	\$ 1.728	3.000%	\$ 1.728
NEIB	0.000%	\$ -	1.344%	\$ 0.500	1.302%	\$ 0.500	1.302%	\$ 0.500	2.604%	\$ 1.000
Annuity	18.817%	\$ 7.000	18.817%	\$ 7.000	19.531%	\$ 7.500	23.438%	\$ 9.000	23.438%	\$ 9.000
HRA	18.817%	\$ 7.000	18.817%	\$ 7.000	18.229%	\$ 7.000	18.229%	\$ 7.000	18.229%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.269	7.650%	\$ 4.269	7.650%	\$ 4.406	7.650%	\$ 4.406	7.650%	\$ 4.406
DSP Percentage	16.500%	\$ 6.138	16.500%	\$ 6.138	16.500%	\$ 6.336	16.500%	\$ 6.336	16.500%	\$ 6.336
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.621	1.670%	\$ 0.621	1.670%	\$ 0.641	1.670%	\$ 0.641	1.670%	\$ 0.641
Educational & Cultural (Safety and Training)	3.250%	\$ 1.814	3.250%	\$ 1.814	3.250%	\$ 1.872	3.750%	\$ 2.160	3.750%	\$ 2.160
Tools and Clothing	0.500%	\$ 0.279	0.500%	\$ 0.279	0.500%	\$ 0.288	0.500%	\$ 0.288	0.500%	\$ 0.288
Comp. & Dis. Supp.	1.985%	\$ 1.108	1.985%	\$ 1.108	1.985%	\$ 1.143	1.985%	\$ 1.143	1.985%	\$ 1.143
N.E.L.C.A.F.	0.750%	\$ 0.419	0.750%	\$ 0.419	0.750%	\$ 0.432	0.750%	\$ 0.432	0.750%	\$ 0.432
NEAT Trust Fund	1.000%	\$ 0.558	1.000%	\$ 0.558	1.000%	\$ 0.576	1.000%	\$ 0.576	1.000%	\$ 0.576
National Electrical Industry Fund	1.000%	\$ 0.558	1.000%	\$ 0.558	1.000%	\$ 0.576	1.000%	\$ 0.576	1.000%	\$ 0.576
Total Rate For Benefits	144.811%	\$ 57.429	146.155%	\$ 57.929	148.003%	\$ 60.507	153.410%	\$ 62.679	154.712%	\$ 63.179
Total Cost Per Hour		\$ 113.229		\$ 113.729		\$ 118.107		\$ 120.279		\$ 120.779
Statutory EESISIP	7.735%	\$ 4.316	7.345%	\$ 4.099	7.345%	\$ 4.231	7.345%	\$ 4.231	7.345%	\$ 4.231
		\$ 117.545		\$ 117.827		\$ 122.338		\$ 124.510		\$ 125.010

Joint Industry Board of the Electrical Industry

FLAGPERSON OUTSIDE UTILITY PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
Hourly Rate	\$ 27.90	27.90	\$ 27.90	27.90	\$ 28.80	28.80	\$ 28.80	28.80	\$ 28.80	28.80
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.070	0.250%	\$ 0.070	0.250%	\$ 0.072	0.250%	\$ 0.072	0.250%	\$ 0.072
Legal Services Plan	0.150%	\$ 0.042	0.150%	\$ 0.042	0.150%	\$ 0.043	0.150%	\$ 0.043	0.150%	\$ 0.043
P H B P -- Pension Trust	13.390%	\$ 3.736	13.390%	\$ 3.736	13.390%	\$ 3.856	13.390%	\$ 3.856	13.390%	\$ 3.856
P H B P -- Medical	26.060%	\$ 7.271	26.060%	\$ 7.271	26.060%	\$ 7.505	26.060%	\$ 7.505	26.060%	\$ 7.505
P H B P -- Medical	35.842%	\$ 10.000	35.842%	\$ 10.000	38.194%	\$ 11.000	38.194%	\$ 11.000	38.194%	\$ 11.000
Dental Plan	3.140%	\$ 0.876	3.140%	\$ 0.876	3.140%	\$ 0.904	4.140%	\$ 1.192	4.140%	\$ 1.192
N . E . B . F .	3.000%	\$ 0.837	3.000%	\$ 0.837	3.000%	\$ 0.864	3.000%	\$ 0.864	3.000%	\$ 0.864
NEIB	0.000%	\$ -	1.792%	\$ 0.500	1.736%	\$ 0.500	1.736%	\$ 0.500	3.472%	\$ 1.000
Annuity	25.090%	\$ 7.000	25.090%	\$ 7.000	26.042%	\$ 7.500	31.250%	\$ 9.000	31.250%	\$ 9.000
HRA	25.090%	\$ 7.000	25.090%	\$ 7.000	24.306%	\$ 7.000	24.306%	\$ 7.000	24.306%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.134	7.650%	\$ 2.134	7.650%	\$ 2.203	7.650%	\$ 2.203	7.650%	\$ 2.203
DSP Percentage	16.500%	\$ 4.604	16.500%	\$ 4.604	16.500%	\$ 4.752	16.500%	\$ 4.752	16.500%	\$ 4.752
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.466	1.670%	\$ 0.466	1.670%	\$ 0.481	1.670%	\$ 0.481	1.670%	\$ 0.481
Educational & Cultural (Safety and Training)	3.250%	\$ 0.907	3.250%	\$ 0.907	3.250%	\$ 0.936	3.750%	\$ 1.080	3.750%	\$ 1.080
Tools and Clothing	0.500%	\$ 0.140	0.500%	\$ 0.140	0.500%	\$ 0.144	0.500%	\$ 0.144	0.500%	\$ 0.144
Comp. & Dis. Supp.	1.985%	\$ 0.554	1.985%	\$ 0.554	1.985%	\$ 0.572	1.985%	\$ 0.572	1.985%	\$ 0.572
N.E.L.C.A.F	0.750%	\$ 0.209	0.750%	\$ 0.209	0.750%	\$ 0.216	0.750%	\$ 0.216	0.750%	\$ 0.216
NEAT Trust Fund	1.000%	\$ 0.279	1.000%	\$ 0.279	1.000%	\$ 0.288	1.000%	\$ 0.288	1.000%	\$ 0.288
National Electrical Industry Fund	1.000%	\$ 0.279	1.000%	\$ 0.279	1.000%	\$ 0.288	1.000%	\$ 0.288	1.000%	\$ 0.288
Total Rate For Benefits	166.317%	\$ 46.402	168.109%	\$ 46.902	170.573%	\$ 49.125	177.281%	\$ 51.057	179.017%	\$ 51.555
Total Cost Per Hour		\$ 74.302		\$ 74.802		\$ 77.925		\$ 79.857		\$ 80.355
Statutory EESISIP	7.735%	\$ 2.158	7.345%	\$ 2.049	7.345%	\$ 2.115	7.345%	\$ 2.115	7.345%	\$ 2.115
		\$ 76.460		\$ 76.852		\$ 80.040		\$ 81.972		\$ 82.470

Joint Industry Board of the Electrical Industry

FLAGPERSON OUTSIDE UTILITY PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
OT Rate	\$ 41.85	\$ 41.85	\$ 41.85	\$ 41.85	\$ 43.20	\$ 43.20	\$ 43.20	\$ 43.20	\$ 43.20	\$ 43.20
Hourly Rate	\$ 27.90	\$ 27.90	\$ 27.90	\$ 27.90	\$ 28.80	\$ 28.80	\$ 28.80	\$ 28.80	\$ 28.80	\$ 28.80
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.070	0.250%	\$ 0.070	0.250%	\$ 0.072	0.250%	\$ 0.072	0.250%	\$ 0.072
Legal Services Plan	0.150%	\$ 0.042	0.150%	\$ 0.042	0.150%	\$ 0.043	0.150%	\$ 0.043	0.150%	\$ 0.043
P H B P – Pension Trust	13.390%	\$ 3.736	13.390%	\$ 3.736	13.390%	\$ 3.856	13.390%	\$ 3.856	13.390%	\$ 3.856
P H B P – Medical	26.060%	\$ 7.271	26.060%	\$ 7.271	26.060%	\$ 7.505	26.060%	\$ 7.505	26.060%	\$ 7.505
P H B P – Medical	35.842%	\$ 10.000	35.842%	\$ 10.000	38.194%	\$ 11.000	38.194%	\$ 11.000	38.194%	\$ 11.000
Dental Plan	3.140%	\$ 0.876	3.140%	\$ 0.876	3.140%	\$ 0.904	4.140%	\$ 1.192	4.140%	\$ 1.192
N . E . B . F .	3.000%	\$ 1.256	3.000%	\$ 1.256	3.000%	\$ 1.296	3.000%	\$ 1.296	3.000%	\$ 1.296
NEIB	0.000%	\$ -	1.792%	\$ 0.500	1.736%	\$ 0.500	1.736%	\$ 0.500	3.472%	\$ 1.000
Annuity	25.090%	\$ 7.000	25.090%	\$ 7.000	26.042%	\$ 7.500	31.250%	\$ 9.000	31.250%	\$ 9.000
HRA	25.090%	\$ 7.000	25.090%	\$ 7.000	24.306%	\$ 7.000	24.306%	\$ 7.000	24.306%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.202	7.650%	\$ 3.202	7.650%	\$ 3.305	7.650%	\$ 3.305	7.650%	\$ 3.305
DSP Percentage	16.500%	\$ 4.604	16.500%	\$ 4.604	16.500%	\$ 4.752	16.500%	\$ 4.752	16.500%	\$ 4.752
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.466	1.670%	\$ 0.466	1.670%	\$ 0.481	1.670%	\$ 0.481	1.670%	\$ 0.481
Educational & Cultural (Safety and Training)	3.250%	\$ 1.360	3.250%	\$ 1.360	3.250%	\$ 1.404	3.750%	\$ 1.620	3.750%	\$ 1.620
Tools and Clothing	0.500%	\$ 0.209	0.500%	\$ 0.209	0.500%	\$ 0.216	0.500%	\$ 0.216	0.500%	\$ 0.216
Comp. & Dis. Supp.	1.985%	\$ 0.831	1.985%	\$ 0.831	1.985%	\$ 0.858	1.985%	\$ 0.858	1.985%	\$ 0.858
N.E.L.C.A.F	0.750%	\$ 0.314	0.750%	\$ 0.314	0.750%	\$ 0.324	0.750%	\$ 0.324	0.750%	\$ 0.324
NEAT Trust Fund	1.000%	\$ 0.419	1.000%	\$ 0.419	1.000%	\$ 0.432	1.000%	\$ 0.432	1.000%	\$ 0.432
National Electrical Industry Fund	1.000%	\$ 0.419	1.000%	\$ 0.419	1.000%	\$ 0.432	1.000%	\$ 0.432	1.000%	\$ 0.432
Total Rate For Benefits	166.317%	\$ 49.072	168.109%	\$ 49.572	170.573%	\$ 51.880	177.281%	\$ 53.884	179.017%	\$ 54.384
Total Cost Per Hour		\$ 90.922		\$ 91.422		\$ 95.080		\$ 97.084		\$ 97.584
Statutory EESISIP	7.735%	\$ 3.237	7.345%	\$ 3.074	7.345%	\$ 3.173	7.345%	\$ 3.173	7.345%	\$ 3.173
		\$ 94.159		\$ 94.496		\$ 98.253		\$ 100.257		\$ 100.757