

Joint Industry Board of the Electrical Industry

1st Period Outside Utility Apprentice Wage and Benefits

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]

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.)

	<u>5/7/2025 (at 4:01 p.m.)</u>	<u>5/7/2025 (at 4:01 p.m.)</u>	<u>12/31/2025 (at 4:01 p.m.)</u>	<u>12/31/2025 (at 4:01 p.m.)</u>	<u>5/13/26 (at 4:01 p.m.)</u>
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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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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.)

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
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OT Rate	\$	60.45		60.45	\$	60.45		60.45	\$	60.45		62.40	\$	62.40		62.40	\$	62.40		62.40	\$	62.40		62.40
Hourly Rate	\$	40.30		40.30	\$	40.30		40.30	\$	41.60		41.60	\$	41.60		41.60	\$	41.60		41.60	\$	41.60		41.60
		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv
JIB		0.250%	\$	0.101		0.250%	\$	0.101		0.250%	\$	0.104		0.250%	\$	0.104		0.250%	\$	0.104		0.250%	\$	0.104
Legal Services Plan		0.150%	\$	0.060		0.150%	\$	0.060		0.150%	\$	0.062		0.150%	\$	0.062		0.150%	\$	0.062		0.150%	\$	0.062
P H B P -- Pension Trust		5.545%	\$	2.235		5.545%	\$	2.235		5.545%	\$	2.307		5.545%	\$	2.307		5.545%	\$	2.307		5.545%	\$	2.307
P H B P -- Medical		15.713%	\$	6.332		15.713%	\$	6.332		15.713%	\$	6.537		15.713%	\$	6.537		15.713%	\$	6.537		15.713%	\$	6.537
P H B P -- Medical		8.685%	\$	3.500		8.685%	\$	3.500		9.615%	\$	4.000		9.615%	\$	4.000		9.615%	\$	4.000		9.615%	\$	4.000
Dental Plan		2.140%	\$	0.862		2.140%	\$	0.862		2.140%	\$	0.890		4.140%	\$	1.722		4.140%	\$	1.722		4.140%	\$	1.722
N . E . B . F .		3.000%	\$	1.814		3.000%	\$	1.814		3.000%	\$	1.872		3.000%	\$	1.872		3.000%	\$	1.872		3.000%	\$	1.872
NEIB		0.000%	\$	-		1.241%	\$	0.500		1.202%	\$	0.500		1.202%	\$	0.500		2.404%	\$	1.000		2.404%	\$	1.000
Annuity		6.203%	\$	2.500		6.203%	\$	2.500		7.212%	\$	3.000		10.817%	\$	4.500		10.817%	\$	4.500		10.817%	\$	4.500
HRA		4.342%	\$	1.750		4.342%	\$	1.750		4.207%	\$	1.750		4.207%	\$	1.750		4.207%	\$	1.750		4.207%	\$	1.750
Employer paid FICA		8.284%	\$	5.008		8.284%	\$	5.008		8.284%	\$	5.169		8.284%	\$	5.169		8.284%	\$	5.169		8.284%	\$	5.169
DSP Percentage		15.500%	\$	6.247		15.500%	\$	6.247		15.500%	\$	6.448		15.500%	\$	6.448		15.500%	\$	6.448		15.500%	\$	6.448
DSP Hourly		6.203%	\$	2.500		6.203%	\$	2.500		6.010%	\$	2.500		6.010%	\$	2.500		6.010%	\$	2.500		6.010%	\$	2.500
Educational & Cultural		0.637%	\$	0.257		0.637%	\$	0.257		0.637%	\$	0.265		0.637%	\$	0.265		0.637%	\$	0.265		0.637%	\$	0.265
Educational & Cultural (Safety and Training)		3.250%	\$	1.965		3.250%	\$	1.965		3.250%	\$	2.028		3.750%	\$	2.340		3.750%	\$	2.340		3.750%	\$	2.340
Tools and Clothing		0.500%	\$	0.302		0.500%	\$	0.302		0.500%	\$	0.312		0.500%	\$	0.312		0.500%	\$	0.312		0.500%	\$	0.312
Comp. & Dis. Supp.		1.985%	\$	1.200		1.985%	\$	1.200		1.985%	\$	1.239		1.985%	\$	1.239		1.985%	\$	1.239		1.985%	\$	1.239
N.E.L.C.A.F		0.750%	\$	0.453		0.750%	\$	0.453		0.750%	\$	0.468		0.750%	\$	0.468		0.750%	\$	0.468		0.750%	\$	0.468
NEAT Trust Fund		1.000%	\$	0.605		1.000%	\$	0.605		1.000%	\$	0.624		1.000%	\$	0.624		1.000%	\$	0.624		1.000%	\$	0.624
National Electrical Industry Fund		1.000%	\$	0.605		1.000%	\$	0.605		1.000%	\$	0.624		1.000%	\$	0.624		1.000%	\$	0.624		1.000%	\$	0.624
Total Rate For Benefits		85.138%	\$	38.294		86.379%	\$	38.794		87.949%	\$	40.699		94.055%	\$	43.343		95.257%	\$	43.843				
Total Cost Per Hour			\$	98.744			\$	99.244			\$	103.099			\$	105.743			\$	106.243				
Statutory EESISIP		7.735%	\$	4.676		7.345%	\$	4.440		7.345%	\$	4.583		7.345%	\$	4.583		7.345%	\$	4.583		7.345%	\$	4.583
			\$	103.420			\$	103.684			\$	107.682			\$	110.326			\$	110.826				

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]

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.)

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
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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.)

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
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Hourly Rate	\$	46.50	46.50	\$	46.50	46.50	\$	48.00	48.00	\$	48.00	48.00	\$	48.00	48.00	\$	48.00	48.00	\$	48.00	48.00	\$	48.00
		New%Contr	Dollar Equiv		New%Contr	Dollar Equiv		New%Contr	Dollar Equiv		New%Contr	Dollar Equiv		New%Contr	Dollar Equiv		New%Contr	Dollar Equiv		New%Contr	Dollar Equiv		New%Contr
JIB		0.250%	\$ 0.116		0.250%	\$ 0.116		0.250%	\$ 0.120		0.250%	\$ 0.120		0.250%	\$ 0.120		0.250%	\$ 0.120		0.250%	\$ 0.120		0.250%
Legal Services Plan		0.150%	\$ 0.070		0.150%	\$ 0.070		0.150%	\$ 0.072		0.150%	\$ 0.072		0.150%	\$ 0.072		0.150%	\$ 0.072		0.150%	\$ 0.072		0.150%
P H B P -- Pension Trust		5.545%	\$ 2.578		5.545%	\$ 2.578		5.545%	\$ 2.662		5.545%	\$ 2.662		5.545%	\$ 2.662		5.545%	\$ 2.662		5.545%	\$ 2.662		5.545%
P H B P -- Medical		15.713%	\$ 7.307		15.713%	\$ 7.307		15.713%	\$ 7.542		15.713%	\$ 7.542		15.713%	\$ 7.542		15.713%	\$ 7.542		15.713%	\$ 7.542		15.713%
P H B P -- Medical		7.527%	\$ 3.500		7.527%	\$ 3.500		8.333%	\$ 4.000		8.333%	\$ 4.000		8.333%	\$ 4.000		8.333%	\$ 4.000		8.333%	\$ 4.000		8.333%
Dental Plan		2.140%	\$ 0.995		2.140%	\$ 0.995		2.140%	\$ 1.027		4.140%	\$ 1.987		4.140%	\$ 1.987		4.140%	\$ 1.987		4.140%	\$ 1.987		4.140%
N .E .B .F .		3.000%	\$ 1.395		3.000%	\$ 1.395		3.000%	\$ 1.440		3.000%	\$ 1.440		3.000%	\$ 1.440		3.000%	\$ 1.440		3.000%	\$ 1.440		3.000%
NEIB		0.000%	\$ -		1.075%	\$ 0.500		1.042%	\$ 0.500		1.042%	\$ 0.500		2.083%	\$ 1.000		2.083%	\$ 1.000		2.083%	\$ 1.000		2.083%
Annuity		5.376%	\$ 2.500		5.376%	\$ 2.500		6.250%	\$ 3.000		9.375%	\$ 4.500		9.375%	\$ 4.500		9.375%	\$ 4.500		9.375%	\$ 4.500		9.375%
HRA		3.763%	\$ 1.750		3.763%	\$ 1.750		3.646%	\$ 1.750		3.646%	\$ 1.750		3.646%	\$ 1.750		3.646%	\$ 1.750		3.646%	\$ 1.750		3.646%
Employer paid FICA		8.284%	\$ 3.852		8.284%	\$ 3.852		8.284%	\$ 3.976		8.284%	\$ 3.976		8.284%	\$ 3.976		8.284%	\$ 3.976		8.284%	\$ 3.976		8.284%
DSP Percentage		15.500%	\$ 7.208		15.500%	\$ 7.208		15.500%	\$ 7.440		15.500%	\$ 7.440		15.500%	\$ 7.440		15.500%	\$ 7.440		15.500%	\$ 7.440		15.500%
DSP Hourly		5.376%	\$ 2.500		5.376%	\$ 2.500		5.208%	\$ 2.500		5.208%	\$ 2.500		5.208%	\$ 2.500		5.208%	\$ 2.500		5.208%	\$ 2.500		5.208%
Educational & Cultural		0.637%	\$ 0.296		0.637%	\$ 0.296		0.637%	\$ 0.306		0.637%	\$ 0.306		0.637%	\$ 0.306		0.637%	\$ 0.306		0.637%	\$ 0.306		0.637%
Educational & Cultural (Safety and Training)		3.250%	\$ 1.511		3.250%	\$ 1.511		3.250%	\$ 1.560		3.750%	\$ 1.800		3.750%	\$ 1.800		3.750%	\$ 1.800		3.750%	\$ 1.800		3.750%
Tools and Clothing		0.500%	\$ 0.233		0.500%	\$ 0.233		0.500%	\$ 0.240		0.500%	\$ 0.240		0.500%	\$ 0.240		0.500%	\$ 0.240		0.500%	\$ 0.240		0.500%
Comp. & Dis. Supp.		1.985%	\$ 0.923		1.985%	\$ 0.923		1.985%	\$ 0.953		1.985%	\$ 0.953		1.985%	\$ 0.953		1.985%	\$ 0.953		1.985%	\$ 0.953		1.985%
N.E.L.C.A.F		0.750%	\$ 0.349		0.750%	\$ 0.349		0.750%	\$ 0.360		0.750%	\$ 0.360		0.750%	\$ 0.360		0.750%	\$ 0.360		0.750%	\$ 0.360		0.750%
NEAT Trust Fund		1.000%	\$ 0.465		1.000%	\$ 0.465		1.000%	\$ 0.480		1.000%	\$ 0.480		1.000%	\$ 0.480		1.000%	\$ 0.480		1.000%	\$ 0.480		1.000%
National Electrical Industry Fund		1.000%	\$ 0.465		1.000%	\$ 0.465		1.000%	\$ 0.480		1.000%	\$ 0.480		1.000%	\$ 0.480		1.000%	\$ 0.480		1.000%	\$ 0.480		1.000%
Total Rate For Benefits		81.747%	\$ 38.012		82.822%	\$ 38.512		84.183%	\$ 40.408		89.808%	\$ 43.108		90.850%	\$ 43.608		90.850%	\$ 43.608		90.850%	\$ 43.608		90.850%
Total Cost Per Hour			\$ 84.512			\$ 85.012			\$ 88.408			\$ 91.108			\$ 91.608			\$ 91.608			\$ 91.608		
Statutory EESISF		7.735%	\$ 3.597		7.345%	\$ 3.415		7.345%	\$ 3.526		7.345%	\$ 3.526		7.345%	\$ 3.526		7.345%	\$ 3.526		7.345%	\$ 3.526		7.345%
			\$ 88.109			\$ 88.428			\$ 91.934			\$ 94.634			\$ 95.134			\$ 95.134			\$ 95.134		

Joint Industry Board of the Electrical Industry

5th Period Outside Utility Apprentice Wage and Benefits

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.)

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (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
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.124	0.250%	\$ 0.124	0.250%	\$ 0.128	0.250%	\$ 0.128	0.250%	\$ 0.128
Legal Services Plan	0.150%	\$ 0.074	0.150%	\$ 0.074	0.150%	\$ 0.077	0.150%	\$ 0.077	0.150%	\$ 0.077
P H B P -- Pension Trust	5.545%	\$ 2.750	5.545%	\$ 2.750	5.545%	\$ 2.839	5.545%	\$ 2.839	5.545%	\$ 2.839
P H B P -- Medical	15.713%	\$ 7.794	15.713%	\$ 7.794	15.713%	\$ 8.045	15.713%	\$ 8.045	15.713%	\$ 8.045
P H B P -- Medical	7.056%	\$ 3.500	7.056%	\$ 3.500	7.813%	\$ 4.000	7.813%	\$ 4.000	7.813%	\$ 4.000
Dental Plan	2.140%	\$ 1.061	2.140%	\$ 1.061	2.140%	\$ 1.096	4.140%	\$ 2.120	4.140%	\$ 2.120
N .E .B .F .	3.000%	\$ 1.488	3.000%	\$ 1.488	3.000%	\$ 1.536	3.000%	\$ 1.536	3.000%	\$ 1.536
NEIB	0.000%	\$ -	1.008%	\$ 0.500	0.977%	\$ 0.500	0.977%	\$ 0.500	1.953%	\$ 1.000
Annuity	5.040%	\$ 2.500	5.040%	\$ 2.500	5.859%	\$ 3.000	8.789%	\$ 4.500	8.789%	\$ 4.500
HRA	3.528%	\$ 1.750	3.528%	\$ 1.750	3.418%	\$ 1.750	3.418%	\$ 1.750	3.418%	\$ 1.750
Employer paid FICA	8.284%	\$ 4.109	8.284%	\$ 4.109	8.284%	\$ 4.241	8.284%	\$ 4.241	8.284%	\$ 4.241
DSP Percentage	15.500%	\$ 7.688	15.500%	\$ 7.688	15.500%	\$ 7.936	15.500%	\$ 7.936	15.500%	\$ 7.936
DSP Hourly	5.040%	\$ 2.500	5.040%	\$ 2.500	4.883%	\$ 2.500	4.883%	\$ 2.500	4.883%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.316	0.637%	\$ 0.316	0.637%	\$ 0.326	0.637%	\$ 0.326	0.637%	\$ 0.326
Educational & Cultural (Safety and Training)	3.250%	\$ 1.612	3.250%	\$ 1.612	3.250%	\$ 1.664	3.750%	\$ 1.920	3.750%	\$ 1.920
Tools and Clothing	0.500%	\$ 0.248	0.500%	\$ 0.248	0.500%	\$ 0.256	0.500%	\$ 0.256	0.500%	\$ 0.256
Comp. & Dis. Supp.	1.985%	\$ 0.985	1.985%	\$ 0.985	1.985%	\$ 1.016	1.985%	\$ 1.016	1.985%	\$ 1.016
N.E.L.C.A.F	0.750%	\$ 0.372	0.750%	\$ 0.372	0.750%	\$ 0.384	0.750%	\$ 0.384	0.750%	\$ 0.384
NEAT Trust Fund	1.000%	\$ 0.496	1.000%	\$ 0.496	1.000%	\$ 0.512	1.000%	\$ 0.512	1.000%	\$ 0.512
National Electrical Industry Fund	1.000%	\$ 0.496	1.000%	\$ 0.496	1.000%	\$ 0.512	1.000%	\$ 0.512	1.000%	\$ 0.512
Total Rate For Benefits	80.369%	\$ 39.863	81.377%	\$ 40.363	82.653%	\$ 42.318	88.083%	\$ 45.098	89.059%	\$ 45.598
Total Cost Per Hour		\$ 89.463		\$ 89.963		\$ 93.518		\$ 96.298		\$ 96.798
Statutory EESISIP	7.735%	\$ 3.837	7.345%	\$ 3.643	7.345%	\$ 3.761	7.345%	\$ 3.761	7.345%	\$ 3.761
		\$ 93.300		\$ 93.606		\$ 97.279		\$ 100.059		\$ 100.559

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	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
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OT Rate	\$	74.40	\$	74.40	\$	74.40	\$	74.40	\$	76.80	\$	76.80	\$	76.80	\$	76.80	\$	76.80
Hourly Rate	\$	49.60	\$	49.60	\$	49.60	\$	49.60	\$	51.20	\$	51.20	\$	51.20	\$	51.20	\$	51.20
		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr
JIB		0.250%	\$	0.124		0.250%	\$	0.124		0.250%	\$	0.128		0.250%	\$	0.128		0.250%
Legal Services Plan		0.150%	\$	0.074		0.150%	\$	0.074		0.150%	\$	0.077		0.150%	\$	0.077		0.150%
P H B P -- Pension Trust		5.545%	\$	2.750		5.545%	\$	2.750		5.545%	\$	2.839		5.545%	\$	2.839		5.545%
P H B P -- Medical		15.713%	\$	7.794		15.713%	\$	7.794		15.713%	\$	8.045		15.713%	\$	8.045		15.713%
P H B P -- Medical		7.056%	\$	3.500		7.056%	\$	3.500		7.813%	\$	4.000		7.813%	\$	4.000		7.813%
Dental Plan		2.140%	\$	1.061		2.140%	\$	1.061		2.140%	\$	1.096		4.140%	\$	2.120		4.140%
N . E . B . F .		3.000%	\$	2.232		3.000%	\$	2.232		3.000%	\$	2.304		3.000%	\$	2.304		3.000%
NEIB		0.000%	\$	-		1.008%	\$	0.500		0.977%	\$	0.500		0.977%	\$	0.500		1.953%
Annuity		5.040%	\$	2.500		5.040%	\$	2.500		5.859%	\$	3.000		8.789%	\$	4.500		8.789%
HRA		3.528%	\$	1.750		3.528%	\$	1.750		3.418%	\$	1.750		3.418%	\$	1.750		3.418%
Employer paid FICA		8.284%	\$	6.163		8.284%	\$	6.163		8.284%	\$	6.362		8.284%	\$	6.362		8.284%
DSP Percentage		15.500%	\$	7.688		15.500%	\$	7.688		15.500%	\$	7.936		15.500%	\$	7.936		15.500%
DSP Hourly		5.040%	\$	2.500		5.040%	\$	2.500		4.883%	\$	2.500		4.883%	\$	2.500		4.883%
Educational & Cultural		0.637%	\$	0.316		0.637%	\$	0.316		0.637%	\$	0.326		0.637%	\$	0.326		0.637%
Educational & Cultural (Safety and Training)		3.250%	\$	2.418		3.250%	\$	2.418		3.250%	\$	2.496		3.750%	\$	2.880		3.750%
Tools and Clothing		0.500%	\$	0.372		0.500%	\$	0.372		0.500%	\$	0.384		0.500%	\$	0.384		0.500%
Comp. & Dis. Supp.		1.985%	\$	1.477		1.985%	\$	1.477		1.985%	\$	1.524		1.985%	\$	1.524		1.985%
N.E.L.C.A.F		0.750%	\$	0.558		0.750%	\$	0.558		0.750%	\$	0.576		0.750%	\$	0.576		0.750%
NEAT Trust Fund		1.000%	\$	0.744		1.000%	\$	0.744		1.000%	\$	0.768		1.000%	\$	0.768		1.000%
National Electrical Industry Fund		1.000%	\$	0.744		1.000%	\$	0.744		1.000%	\$	0.768		1.000%	\$	0.768		1.000%
Total Rate For Benefits		80.369%	\$	44.766		81.377%	\$	45.266		82.653%	\$	47.379		88.083%	\$	50.287		89.059%
Total Cost Per Hour			\$	119.166			\$	119.666			\$	124.179			\$	127.087		
Statutory EESISIP		7.735%	\$	5.755		7.345%	\$	5.465		7.345%	\$	5.641		7.345%	\$	5.641		7.345%
			\$	124.921			\$	125.131			\$	129.820			\$	132.728		

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.)

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
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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.)

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
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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.)

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
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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.)

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
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