

Joint Industry Board of the Electrical Industry

'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.)

	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (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.)	1/6/2028(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
JIB	0.250%	\$ 0.155	0.250%	\$ 0.155	0.250%	\$ 0.160	0.250%	\$ 0.160	0.250%	\$ 0.160
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	114.355%	\$ 70.900	115.161%	\$ 71.400	116.270%	\$ 74.413	120.114%	\$ 76.873	120.895%	\$ 77.373
Total Cost Per Hour		\$ 132.900		\$ 133.400		\$ 138.413		\$ 140.873		\$ 141.373
Statutory EESISIP	7.735%	\$ 4.796	7.345%	\$ 4.554	7.345%	\$ 4.701	7.345%	\$ 4.701	7.345%	\$ 4.701
		\$ 137.696		\$ 137.954		\$ 143.114		\$ 145.574		\$ 146.073

Joint Industry Board of the Electrical Industry

'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.)

	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (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.)	1/6/2028(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
JIB	0.250%	\$ 0.155	0.250%	\$ 0.155	0.250%	\$ 0.160	0.250%	\$ 0.160	0.250%	\$ 0.160
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	114.355%	\$ 74.817	115.161%	\$ 75.317	116.270%	\$ 78.456	120.114%	\$ 80.916	120.895%	\$ 81.411
Total Cost Per Hour	\$ 167.817	\$ 168.317	\$ 174.456	\$ 176.916	\$ 177.411					
Statutory EESISIP	7.735%	\$ 7.194	7.345%	\$ 6.831	7.345%	\$ 7.051	7.345%	\$ 7.051	7.345%	\$ 7.051
	\$ 175.010	\$ 175.148	\$ 181.507	\$ 183.967	\$ 184.461					

Joint Industry Board of the Electrical Industry

'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.)

	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (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.)	1/6/2028(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
JIB	0.250%	\$ 0.182	0.250%	\$ 0.182	0.250%	\$ 0.188	0.250%	\$ 0.188	0.250%	\$ 0.18
Legal Services Plan	0.150%	\$ 0.109	0.150%	\$ 0.109	0.150%	\$ 0.113	0.150%	\$ 0.113	0.150%	\$ 0.11
Job Security Fund	0.300%	\$ 0.218	0.300%	\$ 0.218	0.300%	\$ 0.225	0.300%	\$ 0.225	0.300%	\$ 0.22
Apprentice	1.550%	\$ 1.128	1.550%	\$ 1.128	1.550%	\$ 1.164	2.050%	\$ 1.540	2.050%	\$ 1.54
P H B P -- Pension Trust	13.390%	\$ 9.741	13.390%	\$ 9.741	13.390%	\$ 10.056	13.390%	\$ 10.056	13.390%	\$ 10.05
P H B P -- Medical	26.060%	\$ 18.959	26.060%	\$ 18.959	26.060%	\$ 19.571	26.060%	\$ 19.571	26.060%	\$ 19.57
P H B P -- Medical	13.746%	\$ 10.000	13.746%	\$ 10.000	14.647%	\$ 11.000	14.647%	\$ 11.000	14.647%	\$ 11.00
Dental Plan	3.140%	\$ 2.284	3.140%	\$ 2.284	3.140%	\$ 2.358	4.140%	\$ 3.109	4.140%	\$ 3.10
N.E.B.F.	3.000%	\$ 2.183	3.000%	\$ 2.183	3.000%	\$ 2.253	3.000%	\$ 2.253	3.000%	\$ 2.25
NEIB	0.000%	\$ -	0.687%	\$ 0.500	0.666%	\$ 0.500	0.666%	\$ 0.500	1.332%	\$ 1.00
Annuity	10.263%	\$ 7.467	10.263%	\$ 7.467	10.652%	\$ 8.000	12.783%	\$ 9.600	12.783%	\$ 9.60
HRA	10.263%	\$ 7.467	10.263%	\$ 7.467	9.942%	\$ 7.467	9.942%	\$ 7.467	9.942%	\$ 7.46
DSP (401(k) Plan) - FICA	7.650%	\$ 5.565	7.650%	\$ 5.565	7.650%	\$ 5.745	7.650%	\$ 5.745	7.650%	\$ 5.74
DSP Percentage	16.500%	\$ 12.004	16.500%	\$ 12.004	16.500%	\$ 12.392	16.500%	\$ 12.392	16.500%	\$ 12.39
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%	\$ 1.25
Comp. & Dis. Supp.	1.985%	\$ 1.444	1.985%	\$ 1.444		\$ 1.491	1.985%	\$ 1.491	1.985%	\$ 1.49
Total Rate For Benefits	109.918%	\$ 79.965	110.605%	\$ 80.465	111.553%	\$ 83.776	115.183%	\$ 86.503	115.849%	\$ 87.00
Total Cost Per Hour		\$ 152.715		\$ 153.215		\$ 158.876		\$ 161.603		\$ 162.10
Statutory EESISP	7.735%	\$ 5.627	7.345%	\$ 5.343	7.345%	\$ 5.516	7.345%	\$ 5.516	7.345%	\$ 5.51
		\$ 158.342		\$ 158.559		\$ 164.392		\$ 167.119		\$ 167.61

'A' RATED SWING SHIFT PACKAGE OT

[illegible]

'A' RATED GRAVEYARD SHIFT PACKAGE

	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (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.)	1/6/2028(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
JIB	0.250%	\$ 0.204	0.250%	\$ 0.204	0.250%	\$ 0.210	0.250%	\$ 0.210	0.250%	\$ 0.210
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	107.551%	\$ 87.643	108.164%	\$ 88.143	109.016%	\$ 91.704	112.554%	\$ 94.680	113.148%	\$ 95.180
Total Cost Per Hour		\$ 169.133		\$ 169.633		\$ 175.824		\$ 178.800		\$ 179.300
Statutory EESISIP	7.735%	\$ 6.303	7.345%	\$ 5.985	7.345%	\$ 6.179	7.345%	\$ 6.179	7.345%	\$ 6.179
		\$ 175.436		\$ 175.619		\$ 182.003		\$ 184.979		\$ 185.479

'A' RATED GRAVEYARD SHIFT PACKAGE OT

[illegible]

Joint Industry Board of the Electrical Industry

'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.)

	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	12/31/2025 (at 4:01 p.m.)	12/31/2025 (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.)	1/6/2028(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
	<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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
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%	\$ -	0.006%	\$ 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
Statutory EESISIP	7.735%	\$ 4.796	7.345%	\$ 4.554	7.345%	\$ 4.701	7.345%	\$ 4.701	7.345%	\$ 4.701
		\$ 97.629		\$ 97.887		\$ 101.077		\$ 102.577		\$ 103.077

Joint Industry Board of the Electrical Industry

'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.)

[illegible]