Joint Industry Board of the Electrical Industry

Full Benefit Package for 1st and 2nd year M Journeypersons for those accepted in to the Program after 5/10/2007

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.) - 05/31/2025	4/09/2025(at 4:01 p.m.) - 05/31/2025	
Hourly Rate	$ 27.50	27.50	
	New%Contr	**Dollar Equiv**	
Legal Services Plan	0.150%	$ 0.041	
P H B P -- Pension Trust	8.380%	$ 2.305	
P H B P -- Medical	14.540%	$ 3.999	
P H B P -- Medical	7.273%	$ 2.000	
Dental Plan	2.040%	$ 0.561	
N .E .B .F .	3.000%	$ 0.825	
NEIB	0.000%	$ -	
Annuity	10.909%	$ 3.000	
HRA	18.182%	$ 5.000	
DSP (401(k) Plan) - FICA	7.650%	$ 2.104	
DSP Percentage	15.500%	$ 4.263	
DSP Hourly	5.455%	$ 1.500	
Educational & Cultural	0.520%	$ 0.143	
Comp. & Dis. Supp.	1.985%	$ 0.546	
Total Rate for Benefits	**95.583%**	**$ 26.285**	
Total Cost Per Hour		**$ 53.785**	
Statutory EESISP	7.605%	$ 2.091	
		$ 55.877	

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1st and 2nd year M Journeypersons OT for those accepted in to the Program after 5/10/2007

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.) - 05/31/2025	4/09/2025(at 4:01 p.m.) - 05/31/2025
OT Rate	$ 41.25	$ 41.25
Hourly Rate	$ 27.50	27.50
	New%Contr	**Dollar Equiv**
Legal Services Plan	0.150%	$ 0.041
P H B P -- Pension Trust	8.380%	$ 2.305
P H B P -- Medical	14.540%	$ 3.999
P H B P -- Medical	7.273%	$ 2.000
Dental Plan	2.040%	$ 0.561
N .E .B .F .	3.000%	$ 1.238
NEIB	0.000%	$ -
Annuity	10.909%	$ 3.000
HRA	18.182%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 3.156
DSP Percentage	15.500%	$ 4.263
DSP Hourly	5.455%	$ 1.500
Educational & Cultural	0.520%	$ 0.143
Comp. & Dis. Supp.	1.985%	$ 0.819
Total Rate for Benefits	**95.583%**	**$ 28.023**
Total Cost Per Hour		**$ 69.273**
Statutory EESISP	7.605%	$ 3.137
		$ 72.410

Joint Industry Board of the Electrical Industry

Full Benefit Package for 3rd and 4th year M Journeypersons for those accepted in to the Program after 5/10/2007

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.) - 05/31/2025	4/09/2025(at 4:01 p.m.) - 05/31/2025
Hourly Rate	$ 32.00	32.00
	New%Contr	**Dollar Equiv**
Legal Services Plan	0.150%	$ 0.048
P H B P -- Pension Trust	8.380%	$ 2.682
P H B P -- Medical	14.540%	$ 4.653
P H B P -- Medical	6.250%	$ 2.000
Dental Plan	2.040%	$ 0.653
N .E .B .F .	3.000%	$ 0.960
NEIB	0.000%	$ -
Annuity	9.375%	$ 3.000
HRA	15.625%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 2.448
DSP Percentage	15.500%	$ 4.960
DSP Hourly	4.688%	$ 1.500
Educational & Cultural	0.520%	$ 0.166
Comp. & Dis. Supp.	1.985%	$ 0.635
Total Rate for Benefits	**89.703%**	**$ 28.705**
Total Cost Per Hour		**$ 60.705**
Statutory EESISP	7.605%	$ 2.434
		$ 63.138

Joint Industry Board of the Electrical Industry

Full Benefit Package for 3rd and 4th year M Journeypersons OT for those accepted in to the Program after 5/10/2007

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.) - 05/31/2025	4/09/2025(at 4:01 p.m.) - 05/31/2025
OT Rate	$ 48.00	$ 48.00
Hourly Rate	$ 32.00	32.00
	New%Contr	**Dollar Equiv**
Legal Services Plan	0.150%	$ 0.048
P H B P -- Pension Trust	8.380%	$ 2.682
P H B P -- Medical	14.540%	$ 4.653
P H B P -- Medical	6.250%	$ 2.000
Dental Plan	2.040%	$ 0.653
N .E .B .F .	3.000%	$ 1.440
NEIB	0.000%	$ -
Annuity	9.375%	$ 3.000
HRA	15.625%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 3.672
DSP Percentage	15.500%	$ 4.960
DSP Hourly	4.688%	$ 1.500
Educational & Cultural	0.520%	$ 0.166
Comp. & Dis. Supp.	1.985%	$ 0.953
Total Rate for Benefits	**89.703%**	**$ 30.726**
Total Cost Per Hour		**$ 78.726**
Statutory EESISP	7.605%	$ 3.650
		$ 82.377

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1-12 month 5th year Apprentice/MIJ for those accepted in to the Program after 5/10/2007

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.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	$ 27.50	27.50	$ 27.50	27.50	$ 28.50	28.50	$ 28.50	28.50	$ 28.50	28.50
	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%	$ 0.041	0.150%	$ 0.041	0.150%	$ 0.043	0.150%	$ 0.043	0.150%	$ 0.043
P H B P -- Pension Trust	8.380%	$ 2.305	8.380%	$ 2.305	8.380%	$ 2.388	8.380%	$ 2.388	8.380%	$ 2.388
P H B P -- Medical	14.540%	$ 3.999	14.540%	$ 3.999	14.540%	$ 4.144	14.540%	$ 4.144	14.540%	$ 4.144
P H B P -- Medical	7.273%	$ 2.000	7.273%	$ 2.000	8.772%	$ 2.500	10.526%	$ 3.000	10.526%	$ 3.000
Dental Plan	2.040%	$ 0.561	2.040%	$ 0.561	2.040%	$ 0.581	2.540%	$ 0.724	2.540%	$ 0.724
N .E .B .F .	3.000%	$ 0.825	3.000%	$ 0.825	3.000%	$ 0.855	3.000%	$ 0.855	3.000%	$ 0.855
NEIB	0.000%	$ -			0.000%	$ -	0.000%	$ -	1.754%	$ 0.500
Annuity	10.909%	$ 3.000	10.909%	$ 3.000	10.526%	$ 3.000	10.526%	$ 3.000	10.526%	$ 3.000
HRA	18.182%	$ 5.000	18.182%	$ 5.000	17.544%	$ 5.000	17.544%	$ 5.000	17.544%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 2.104	7.650%	$ 2.104	7.650%	$ 2.180	7.650%	$ 2.180	7.650%	$ 2.180
DSP Percentage	15.500%	$ 4.263	15.500%	$ 4.263	15.500%	$ 4.418	15.500%	$ 4.418	15.500%	$ 4.418
DSP Hourly	5.455%	$ 1.500	5.455%	$ 1.500	5.263%	$ 1.500	5.263%	$ 1.500	5.263%	$ 1.500
Educational & Cultural	0.520%	$ 0.143	0.520%	$ 0.143	0.520%	$ 0.148	0.520%	$ 0.148	0.520%	$ 0.148
Comp. & Dis. Supp.	1.985%	$ 0.546	1.985%	$ 0.546	1.985%	$ 0.566	1.985%	$ 0.566	1.985%	$ 0.566
Total Rate for Benefits	**95.583%**	**$ 26.285**	**95.583%**	**$ 26.285**	**95.870%**	**$ 27.323**	**98.125%**	**$ 27.966**	**99.879%**	**$ 28.466**
Total Cost Per Hour		**$ 53.785**		**$ 53.785**		**$ 55.823**		**$ 56.466**		**$ 56.966**
Statutory EESISP	7.605%	$ 2.091	7.225%	$ 1.987	7.225%	$ 2.059	7.225%	$ 2.059	7.225%	$ 2.059
		$ 55.877		**$ 55.772**		**$ 57.882**		**$ 58.525**		**$ 59.025**

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1-12 month 5th year Apprentice/MIJ OT for those accepted in to the Program after 5/10/2007

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.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	$ 41.25	$ 41.25	$ 41.25	$ 41.25	$ 42.75	$ 42.75	$ 42.75	$ 42.75	$ 42.75	$ 42.75
Hourly Rate	$ 27.50	27.50	$ 27.50	27.50	$ 28.50	28.50	$ 28.50	28.50	$ 28.50	28.50
	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%	$ 0.041	0.150%	$ 0.041	0.150%	$ 0.043	0.150%	$ 0.043	0.150%	$ 0.043
P H B P -- Pension Trust	8.380%	$ 2.305	8.380%	$ 2.305	8.380%	$ 2.388	8.380%	$ 2.388	8.380%	$ 2.388
P H B P -- Medical	14.540%	$ 3.999	14.540%	$ 3.999	14.540%	$ 4.144	14.540%	$ 4.144	14.540%	$ 4.144
P H B P -- Medical	7.273%	$ 2.000	7.273%	$ 2.000	8.772%	$ 2.500	10.526%	$ 3.000	10.526%	$ 3.000
Dental Plan	2.040%	$ 0.561	2.040%	$ 0.561	2.040%	$ 0.581	2.540%	$ 0.724	2.540%	$ 0.724
N .E .B .F .	3.000%	$ 1.238	3.000%	$ 1.238	3.000%	$ 1.283	3.000%	$ 1.283	3.000%	$ 1.283
NEIB	0.000%	$ -			0.000%	$ -	0.000%	$ -	1.754%	$ 0.500
Annuity	10.909%	$ 3.000	10.909%	$ 3.000	10.526%	$ 3.000	10.526%	$ 3.000	10.526%	$ 3.000
HRA	18.182%	$ 5.000	18.182%	$ 5.000	17.544%	$ 5.000	17.544%	$ 5.000	17.544%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 3.156	7.650%	$ 3.156	7.650%	$ 3.270	7.650%	$ 3.270	7.650%	$ 3.270
DSP Percentage	15.500%	$ 4.263	15.500%	$ 4.263	15.500%	$ 4.418	15.500%	$ 4.418	15.500%	$ 4.418
DSP Hourly	5.455%	$ 1.500	5.455%	$ 1.500	5.263%	$ 1.500	5.263%	$ 1.500	5.263%	$ 1.500
Educational & Cultural	0.520%	$ 0.143	0.520%	$ 0.143	0.520%	$ 0.148	0.520%	$ 0.148	0.520%	$ 0.148
Comp. & Dis. Supp.	1.985%	$ 0.819	1.985%	$ 0.819	1.985%	$ 0.849	1.985%	$ 0.849	1.985%	$ 0.849
Total Rate for Benefits	**95.583%**	**$ 28.023**	**95.583%**	**$ 28.023**	**95.870%**	**$ 29.124**	**98.125%**	**$ 29.766**	**99.879%**	**$ 30.266**
Total Cost Per Hour		**$ 69.273**		**$ 69.273**		**$ 71.874**		**$ 72.516**		**$ 73.016**
Statutory EESISP	7.605%	$ 3.137	7.225%	$ 2.980	7.225%	$ 3.089	7.225%	$ 3.089	7.225%	$ 3.089
		$ 72.410		**$ 72.253**		**$ 74.962**		**$ 75.605**		**$ 76.105**

Joint Industry Board of the Electrical Industry

Full Benefit Package for 13-18 month 5th year Apprentice/MIJ for those accepted in to the Program after 5/10/2007

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.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	$ 33.50	33.50	$ 33.50	33.50	$ 34.50	34.50	$ 34.50	34.50	$ 34.50	34.50
	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%	$ 0.050	0.150%	$ 0.050	0.150%	$ 0.052	0.150%	$ 0.052	0.150%	$ 0.052
P H B P -- Pension Trust	8.380%	$ 2.807	8.380%	$ 2.807	8.380%	$ 2.891	8.380%	$ 2.891	8.380%	$ 2.891
P H B P -- Medical	14.540%	$ 4.871	14.540%	$ 4.871	14.540%	$ 5.016	14.540%	$ 5.016	14.540%	$ 5.016
P H B P -- Medical	5.970%	$ 2.000	5.970%	$ 2.000	7.246%	$ 2.500	8.696%	$ 3.000	8.696%	$ 3.000
Dental Plan	2.040%	$ 0.683	2.040%	$ 0.683	2.040%	$ 0.704	2.540%	$ 0.876	2.540%	$ 0.876
N .E .B .F .	3.000%	$ 1.005	3.000%	$ 1.005	3.000%	$ 1.035	3.000%	$ 1.035	3.000%	$ 1.035
NEIB	0.000%	$ -			0.000%	$ -	0.000%	$ -	1.449%	$ 0.500
Annuity	8.955%	$ 3.000	8.955%	$ 3.000	8.696%	$ 3.000	8.696%	$ 3.000	8.696%	$ 3.000
HRA	14.925%	$ 5.000	14.925%	$ 5.000	14.493%	$ 5.000	14.493%	$ 5.000	14.493%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 2.563	7.650%	$ 2.563	7.650%	$ 2.639	7.650%	$ 2.639	7.650%	$ 2.639
DSP Percentage	15.500%	$ 5.193	15.500%	$ 5.193	15.500%	$ 5.348	15.500%	$ 5.348	15.500%	$ 5.348
DSP Hourly	4.478%	$ 1.500	4.478%	$ 1.500	4.348%	$ 1.500	4.348%	$ 1.500	4.348%	$ 1.500
Educational & Cultural	0.520%	$ 0.174	0.520%	$ 0.174	0.520%	$ 0.179	0.520%	$ 0.179	0.520%	$ 0.179
Comp. & Dis. Supp.	1.985%	$ 0.665	1.985%	$ 0.665	1.985%	$ 0.685	1.985%	$ 0.685	1.985%	$ 0.685
Total Rate for Benefits	**88.093%**	**$ 29.511**	**88.093%**	**$ 29.511**	**88.548%**	**$ 30.549**	**90.497%**	**$ 31.221**	**91.946%**	**$ 31.721**
Total Cost Per Hour		**$ 63.011**		**$ 63.011**		**$ 65.049**		**$ 65.721**		**$ 66.221**
Statutory EESISP	7.605%	$ 2.548	7.225%	$ 2.420	7.225%	$ 2.493	7.225%	$ 2.493	7.225%	$ 2.493
		$ 65.559		**$ 65.432**		**$ 67.542**		**$ 68.214**		**$ 68.714**

Joint Industry Board of the Electrical Industry

Full Benefit Package for 13-18 month 5th year Apprentice/MIJ OT for those accepted in to the Program after 5/10/2007

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.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	$ 50.25	$ 50.25	$ 50.25	$ 50.25	$ 51.75	$ 51.75	$ 51.75	$ 51.75	$ 51.75	$ 51.75
Hourly Rate	$ 33.50	33.50	$ 33.50	33.50	$ 34.50	34.50	$ 34.50	34.50	$ 34.50	34.50
	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%	$ 0.050	0.150%	$ 0.050	0.150%	$ 0.052	0.150%	$ 0.052	0.150%	$ 0.052
P H B P -- Pension Trust	8.380%	$ 2.807	8.380%	$ 2.807	8.380%	$ 2.891	8.380%	$ 2.891	8.380%	$ 2.891
P H B P -- Medical	14.540%	$ 4.871	14.540%	$ 4.871	14.540%	$ 5.016	14.540%	$ 5.016	14.540%	$ 5.016
P H B P -- Medical	5.970%	$ 2.000	5.970%	$ 2.000	7.246%	$ 2.500	8.696%	$ 3.000	8.696%	$ 3.000
Dental Plan	2.040%	$ 0.683	2.040%	$ 0.683	2.040%	$ 0.704	2.540%	$ 0.876	2.540%	$ 0.876
N .E .B .F .	3.000%	$ 1.508	3.000%	$ 1.508	3.000%	$ 1.553	3.000%	$ 1.553	3.000%	$ 1.553
NEIB	0.000%	$ -			0.000%	$ -	0.000%	$ -	1.449%	$ 0.500
Annuity	8.955%	$ 3.000	8.955%	$ 3.000	8.696%	$ 3.000	8.696%	$ 3.000	8.696%	$ 3.000
HRA	14.925%	$ 5.000	14.925%	$ 5.000	14.493%	$ 5.000	14.493%	$ 5.000	14.493%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 3.844	7.650%	$ 3.844	7.650%	$ 3.959	7.650%	$ 3.959	7.650%	$ 3.959
DSP Percentage	15.500%	$ 5.193	15.500%	$ 5.193	15.500%	$ 5.348	15.500%	$ 5.348	15.500%	$ 5.348
DSP Hourly	4.478%	$ 1.500	4.478%	$ 1.500	4.348%	$ 1.500	4.348%	$ 1.500	4.348%	$ 1.500
Educational & Cultural	0.520%	$ 0.174	0.520%	$ 0.174	0.520%	$ 0.179	0.520%	$ 0.179	0.520%	$ 0.179
Comp. & Dis. Supp.	1.985%	$ 0.997	1.985%	$ 0.997	1.985%	$ 1.027	1.985%	$ 1.027	1.985%	$ 1.027
Total Rate for Benefits	**88.093%**	**$ 31.628**	**88.093%**	**$ 31.628**	**88.548%**	**$ 32.728**	**90.497%**	**$ 33.401**	**91.946%**	**$ 33.901**
Total Cost Per Hour		**$ 81.878**		**$ 81.878**		**$ 84.478**		**$ 85.151**		**$ 85.651**
Statutory EESISP	7.605%	$ 3.822	7.225%	$ 3.631	7.225%	$ 3.739	7.225%	$ 3.739	7.225%	$ 3.739
		$ 85.699		**$ 85.508**		**$ 88.217**		**$ 88.890**		**$ 89.390**

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 1 Journeypersons

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.)

	6/1/2025	6/1/2025	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.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	$ 27.50	27.50	$ 27.50	27.50	$ 28.50	28.50	$ 28.50	28.50	$ 28.50	28.50
	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%	$ 0.041	0.150%	$ 0.041	0.150%	$ 0.043	0.150%	$ 0.043	0.150%	$ 0.043
P H B P -- Pension Trust	8.380%	$ 2.305	8.380%	$ 2.305	8.380%	$ 2.388	8.380%	$ 2.388	8.380%	$ 2.388
P H B P -- Medical	14.540%	$ 3.999	14.540%	$ 3.999	14.540%	$ 4.144	14.540%	$ 4.144	14.540%	$ 4.144
P H B P -- Medical	7.273%	$ 2.000	7.273%	$ 2.000	8.772%	$ 2.500	10.526%	$ 3.000	10.526%	$ 3.000
Dental Plan	2.040%	$ 0.561	2.040%	$ 0.561	2.040%	$ 0.581	2.540%	$ 0.724	2.540%	$ 0.724
N .E .B .F .	3.000%	$ 0.825	3.000%	$ 0.825	3.000%	$ 0.855	3.000%	$ 0.855	3.000%	$ 0.855
NEIB	0.000%	$ -			0.000%	$ -	0.000%	$ -	1.754%	$ 0.500
Annuity	10.909%	$ 3.000	10.909%	$ 3.000	10.526%	$ 3.000	10.526%	$ 3.000	10.526%	$ 3.000
HRA	18.182%	$ 5.000	18.182%	$ 5.000	17.544%	$ 5.000	17.544%	$ 5.000	17.544%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 2.104	7.650%	$ 2.104	7.650%	$ 2.180	7.650%	$ 2.180	7.650%	$ 2.180
DSP Percentage	15.500%	$ 4.263	15.500%	$ 4.263	15.500%	$ 4.418	15.500%	$ 4.418	15.500%	$ 4.418
DSP Hourly	5.455%	$ 1.500	5.455%	$ 1.500	5.263%	$ 1.500	5.263%	$ 1.500	5.263%	$ 1.500
Educational & Cultural	0.520%	$ 0.143	0.520%	$ 0.143	0.520%	$ 0.148	0.520%	$ 0.148	0.520%	$ 0.148
Comp. & Dis. Supp.	1.985%	$ 0.546	1.985%	$ 0.546	1.985%	$ 0.566	1.985%	$ 0.566	1.985%	$ 0.566
Total Rate for Benefits	**95.583%**	**$ 26.285**	**95.583%**	**$ 26.285**	**95.870%**	**$ 27.323**	**98.125%**	**$ 27.966**	**99.879%**	**$ 28.466**
Total Cost Per Hour		**$ 53.785**		**$ 53.785**		**$ 55.823**		**$ 56.466**		**$ 56.966**
Statutory EESISP	7.605%	$ 2.091	7.225%	$ 1.987	7.225%	$ 2.059	7.225%	$ 2.059	7.225%	$ 2.059
		$ 55.877		**$ 55.772**		**$ 57.882**		**$ 58.525**		**$ 59.025**

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 1 Journeypersons 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.)

	6/1/2025	6/1/2025	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.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	$ 41.25	$ 41.25	$ 41.25	$ 41.25	$ 42.75	$ 42.75	$ 42.75	$ 42.75	$ 42.75	$ 42.75
Hourly Rate	$ 27.50	27.50	$ 27.50	27.50	$ 28.50	28.50	$ 28.50	28.50	$ 28.50	28.50
	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%	$ 0.041	0.150%	$ 0.041	0.150%	$ 0.043	0.150%	$ 0.043	0.150%	$ 0.043
P H B P -- Pension Trust	8.380%	$ 2.305	8.380%	$ 2.305	8.380%	$ 2.388	8.380%	$ 2.388	8.380%	$ 2.388
P H B P -- Medical	14.540%	$ 3.999	14.540%	$ 3.999	14.540%	$ 4.144	14.540%	$ 4.144	14.540%	$ 4.144
P H B P -- Medical	7.273%	$ 2.000	7.273%	$ 2.000	8.772%	$ 2.500	10.526%	$ 3.000	10.526%	$ 3.000
Dental Plan	2.040%	$ 0.561	2.040%	$ 0.561	2.040%	$ 0.581	2.540%	$ 0.724	2.540%	$ 0.724
N .E .B .F .	3.000%	$ 1.238	3.000%	$ 1.238	3.000%	$ 1.283	3.000%	$ 1.283	3.000%	$ 1.283
NEIB	0.000%	$ -			0.000%	$ -	0.000%	$ -	1.754%	$ 0.500
Annuity	10.909%	$ 3.000	10.909%	$ 3.000	10.526%	$ 3.000	10.526%	$ 3.000	10.526%	$ 3.000
HRA	18.182%	$ 5.000	18.182%	$ 5.000	17.544%	$ 5.000	17.544%	$ 5.000	17.544%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 3.156	7.650%	$ 3.156	7.650%	$ 3.270	7.650%	$ 3.270	7.650%	$ 3.270
DSP Percentage	15.500%	$ 4.263	15.500%	$ 4.263	15.500%	$ 4.418	15.500%	$ 4.418	15.500%	$ 4.418
DSP Hourly	5.455%	$ 1.500	5.455%	$ 1.500	5.263%	$ 1.500	5.263%	$ 1.500	5.263%	$ 1.500
Educational & Cultural	0.520%	$ 0.143	0.520%	$ 0.143	0.520%	$ 0.148	0.520%	$ 0.148	0.520%	$ 0.148
Comp. & Dis. Supp.	1.985%	$ 0.819	1.985%	$ 0.819	1.985%	$ 0.849	1.985%	$ 0.849	1.985%	$ 0.849
Total Rate for Benefits	**95.583%**	**$ 28.023**	**95.583%**	**$ 28.023**	**95.870%**	**$ 29.124**	**98.125%**	**$ 29.766**	**99.879%**	**$ 30.266**
Total Cost Per Hour		**$ 69.273**		**$ 69.273**		**$ 71.874**		**$ 72.516**		**$ 73.016**
Statutory EESISP	7.605%	$ 3.137	7.225%	$ 2.980	7.225%	$ 3.089	7.225%	$ 3.089	7.225%	$ 3.089
		$ 72.410		**$ 72.253**		**$ 74.962**		**$ 75.605**		**$ 76.105**

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 2 Journeypersons

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.)

	6/1/2025	6/1/2025	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.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	$ 28.50	28.50	$ 28.50	28.50	$ 29.50	29.50	$ 29.50	29.50	$ 29.50	29.50
	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%	$ 0.043	0.150%	$ 0.043	0.150%	$ 0.044	0.150%	$ 0.044	0.150%	$ 0.044
P H B P -- Pension Trust	8.380%	$ 2.388	8.380%	$ 2.388	8.380%	$ 2.472	8.380%	$ 2.472	8.380%	$ 2.472
P H B P -- Medical	14.540%	$ 4.144	14.540%	$ 4.144	14.540%	$ 4.289	14.540%	$ 4.289	14.540%	$ 4.289
P H B P -- Medical	7.018%	$ 2.000	7.018%	$ 2.000	8.475%	$ 2.500	10.169%	$ 3.000	10.169%	$ 3.000
Dental Plan	2.040%	$ 0.581	2.040%	$ 0.581	2.040%	$ 0.602	2.540%	$ 0.749	2.540%	$ 0.749
N .E .B .F .	3.000%	$ 0.855	3.000%	$ 0.855	3.000%	$ 0.885	3.000%	$ 0.885	3.000%	$ 0.885
NEIB	0.000%	$ -			0.000%	$ -	0.000%	$ -	1.695%	$ 0.500
Annuity	10.526%	$ 3.000	10.526%	$ 3.000	10.169%	$ 3.000	10.169%	$ 3.000	10.169%	$ 3.000
HRA	17.544%	$ 5.000	17.544%	$ 5.000	16.949%	$ 5.000	16.949%	$ 5.000	16.949%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 2.180	7.650%	$ 2.180	7.650%	$ 2.257	7.650%	$ 2.257	7.650%	$ 2.257
DSP Percentage	15.500%	$ 4.418	15.500%	$ 4.418	15.500%	$ 4.573	15.500%	$ 4.573	15.500%	$ 4.573
DSP Hourly	5.263%	$ 1.500	5.263%	$ 1.500	5.085%	$ 1.500	5.085%	$ 1.500	5.085%	$ 1.500
Educational & Cultural	0.520%	$ 0.148	0.520%	$ 0.148	0.520%	$ 0.153	0.520%	$ 0.153	0.520%	$ 0.153
Comp. & Dis. Supp.	1.985%	$ 0.566	1.985%	$ 0.566	1.985%	$ 0.586	1.985%	$ 0.586	1.985%	$ 0.586
Total Rate for Benefits	**94.116%**	**$ 26.823**	**94.116%**	**$ 26.823**	**94.443%**	**$ 27.861**	**96.638%**	**$ 28.508**	**98.333%**	**$ 29.008**
Total Cost Per Hour		**$ 55.323**		**$ 55.323**		**$ 57.361**		**$ 58.008**		**$ 58.508**
Statutory EESISP	7.605%	$ 2.167	7.225%	$ 2.059	7.225%	$ 2.131	7.225%	$ 2.131	7.225%	$ 2.131
		$ 57.490		**$ 57.382**		**$ 59.492**		**$ 60.140**		**$ 60.640**

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 2 Journeypersons 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.)

	6/1/2025	6/1/2025	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.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	$ 42.75	$ 42.75	$ 42.75	$ 42.75	$ 44.25	$ 44.25	$ 44.25	$ 44.25	$ 44.25	$ 44.25
Hourly Rate	$ 28.50	28.50	$ 28.50	28.50	$ 29.50	29.50	$ 29.50	29.50	$ 29.50	29.50
	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%	$ 0.043	0.150%	$ 0.043	0.150%	$ 0.044	0.150%	$ 0.044	0.150%	$ 0.044
P H B P -- Pension Trust	8.380%	$ 2.388	8.380%	$ 2.388	8.380%	$ 2.472	8.380%	$ 2.472	8.380%	$ 2.472
P H B P -- Medical	14.540%	$ 4.144	14.540%	$ 4.144	14.540%	$ 4.289	14.540%	$ 4.289	14.540%	$ 4.289
P H B P -- Medical	7.018%	$ 2.000	7.018%	$ 2.000	8.475%	$ 2.500	10.169%	$ 3.000	10.169%	$ 3.000
Dental Plan	2.040%	$ 0.581	2.040%	$ 0.581	2.040%	$ 0.602	2.540%	$ 0.749	2.540%	$ 0.749
N .E .B .F .	3.000%	$ 1.283	3.000%	$ 1.283	3.000%	$ 1.328	3.000%	$ 1.328	3.000%	$ 1.328
NEIB	0.000%	$ -			0.000%	$ -	0.000%	$ -	1.695%	$ 0.500
Annuity	10.526%	$ 3.000	10.526%	$ 3.000	10.169%	$ 3.000	10.169%	$ 3.000	10.169%	$ 3.000
HRA	17.544%	$ 5.000	17.544%	$ 5.000	16.949%	$ 5.000	16.949%	$ 5.000	16.949%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 3.270	7.650%	$ 3.270	7.650%	$ 3.385	7.650%	$ 3.385	7.650%	$ 3.385
DSP Percentage	15.500%	$ 4.418	15.500%	$ 4.418	15.500%	$ 4.573	15.500%	$ 4.573	15.500%	$ 4.573
DSP Hourly	5.263%	$ 1.500	5.263%	$ 1.500	5.085%	$ 1.500	5.085%	$ 1.500	5.085%	$ 1.500
Educational & Cultural	0.520%	$ 0.148	0.520%	$ 0.148	0.520%	$ 0.153	0.520%	$ 0.153	0.520%	$ 0.153
Comp. & Dis. Supp.	1.985%	$ 0.849	1.985%	$ 0.849	1.985%	$ 0.878	1.985%	$ 0.878	1.985%	$ 0.878
Total Rate for Benefits	**94.116%**	**$ 28.624**	**94.116%**	**$ 28.624**	**94.443%**	**$ 29.724**	**96.638%**	**$ 30.372**	**98.333%**	**$ 30.872**
Total Cost Per Hour		**$ 71.374**		**$ 71.374**		**$ 73.974**		**$ 74.622**		**$ 75.122**
Statutory EESISP	7.605%	$ 3.251	7.225%	$ 3.089	7.225%	$ 3.197	7.225%	$ 3.197	7.225%	$ 3.197
		$ 74.625		**$ 74.462**		**$ 77.171**		**$ 77.819**		**$ 78.319**

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 3 Journeypersons

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.)

	6/1/2025	6/1/2025	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.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	$ 30.50	30.50	$ 30.50	30.50	$ 31.50	31.50	$ 31.50	31.50	$ 31.50	31.50
	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%	$ 0.046	0.150%	$ 0.046	0.150%	$ 0.047	0.150%	$ 0.047	0.150%	$ 0.047
P H B P -- Pension Trust	8.380%	$ 2.556	8.380%	$ 2.556	8.380%	$ 2.640	8.380%	$ 2.640	8.380%	$ 2.640
P H B P -- Medical	14.540%	$ 4.435	14.540%	$ 4.435	14.540%	$ 4.580	14.540%	$ 4.580	14.540%	$ 4.580
P H B P -- Medical	6.557%	$ 2.000	6.557%	$ 2.000	7.937%	$ 2.500	9.524%	$ 3.000	9.524%	$ 3.000
Dental Plan	2.040%	$ 0.622	2.040%	$ 0.622	2.040%	$ 0.643	2.540%	$ 0.800	2.540%	$ 0.800
N .E .B .F .	3.000%	$ 0.915	3.000%	$ 0.915	3.000%	$ 0.945	3.000%	$ 0.945	3.000%	$ 0.945
NEIB	0.000%	$ -			0.000%	$ -	0.000%	$ -	1.587%	$ 0.500
Annuity	9.836%	$ 3.000	9.836%	$ 3.000	9.524%	$ 3.000	9.524%	$ 3.000	9.524%	$ 3.000
HRA	16.393%	$ 5.000	16.393%	$ 5.000	15.873%	$ 5.000	15.873%	$ 5.000	15.873%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 2.333	7.650%	$ 2.333	7.650%	$ 2.410	7.650%	$ 2.410	7.650%	$ 2.410
DSP Percentage	15.500%	$ 4.728	15.500%	$ 4.728	15.500%	$ 4.883	15.500%	$ 4.883	15.500%	$ 4.883
DSP Hourly	4.918%	$ 1.500	4.918%	$ 1.500	4.762%	$ 1.500	4.762%	$ 1.500	4.762%	$ 1.500
Educational & Cultural	0.520%	$ 0.159	0.520%	$ 0.159	0.520%	$ 0.164	0.520%	$ 0.164	0.520%	$ 0.164
Comp. & Dis. Supp.	1.985%	$ 0.605	1.985%	$ 0.605	1.985%	$ 0.625	1.985%	$ 0.625	1.985%	$ 0.625
Total Rate for Benefits	**91.470%**	**$ 27.898**	**91.470%**	**$ 27.898**	**91.860%**	**$ 28.936**	**93.948%**	**$ 29.593**	**95.535%**	**$ 30.093**
Total Cost Per Hour		**$ 58.398**		**$ 58.398**		**$ 60.436**		**$ 61.093**		**$ 61.593**
Statutory EESISP	7.605%	$ 2.320	7.225%	$ 2.204	7.225%	$ 2.276	7.225%	$ 2.276	7.225%	$ 2.276
		$ 60.718		**$ 60.602**		**$ 62.712**		**$ 63.369**		**$ 63.869**

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 3 Journeypersons 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.)

	6/1/2025	6/1/2025	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.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	$ 45.75	$ 45.75	$ 45.75	$ 45.75	$ 47.25	$ 47.25	$ 47.25	$ 47.25	$ 47.25	$ 47.25
Hourly Rate	$ 30.50	30.50	$ 30.50	30.50	$ 31.50	31.50	$ 31.50	31.50	$ 31.50	31.50
	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%	$ 0.046	0.150%	$ 0.046	0.150%	$ 0.047	0.150%	$ 0.047	0.150%	$ 0.047
P H B P -- Pension Trust	8.380%	$ 2.556	8.380%	$ 2.556	8.380%	$ 2.640	8.380%	$ 2.640	8.380%	$ 2.640
P H B P -- Medical	14.540%	$ 4.435	14.540%	$ 4.435	14.540%	$ 4.580	14.540%	$ 4.580	14.540%	$ 4.580
P H B P -- Medical	6.557%	$ 2.000	6.557%	$ 2.000	7.937%	$ 2.500	9.524%	$ 3.000	9.524%	$ 3.000
Dental Plan	2.040%	$ 0.622	2.040%	$ 0.622	2.040%	$ 0.643	2.540%	$ 0.800	2.540%	$ 0.800
N .E .B .F .	3.000%	$ 1.373	3.000%	$ 1.373	3.000%	$ 1.418	3.000%	$ 1.418	3.000%	$ 1.418
NEIB	0.000%	$ -			0.000%	$ -	0.000%	$ -	1.587%	$ 0.500
Annuity	9.836%	$ 3.000	9.836%	$ 3.000	9.524%	$ 3.000	9.524%	$ 3.000	9.524%	$ 3.000
HRA	16.393%	$ 5.000	16.393%	$ 5.000	15.873%	$ 5.000	15.873%	$ 5.000	15.873%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 3.500	7.650%	$ 3.500	7.650%	$ 3.615	7.650%	$ 3.615	7.650%	$ 3.615
DSP Percentage	15.500%	$ 4.728	15.500%	$ 4.728	15.500%	$ 4.883	15.500%	$ 4.883	15.500%	$ 4.883
DSP Hourly	4.918%	$ 1.500	4.918%	$ 1.500	4.762%	$ 1.500	4.762%	$ 1.500	4.762%	$ 1.500
Educational & Cultural	0.520%	$ 0.159	0.520%	$ 0.159	0.520%	$ 0.164	0.520%	$ 0.164	0.520%	$ 0.164
Comp. & Dis. Supp.	1.985%	$ 0.908	1.985%	$ 0.908	1.985%	$ 0.938	1.985%	$ 0.938	1.985%	$ 0.938
Total Rate for Benefits	**91.470%**	**$ 29.825**	**91.470%**	**$ 29.825**	**91.860%**	**$ 30.926**	**93.948%**	**$ 31.583**	**95.535%**	**$ 32.083**
Total Cost Per Hour		**$ 75.575**		**$ 75.575**		**$ 78.176**		**$ 78.833**		**$ 79.333**
Statutory EESISP	7.605%	$ 3.479	7.225%	$ 3.305	7.225%	$ 3.414	7.225%	$ 3.414	7.225%	$ 3.414
		$ 79.054		**$ 78.881**		**$ 81.590**		**$ 82.247**		**$ 82.747**

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 4 Journeypersons

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.)

	6/1/2025	6/1/2025	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.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	$ 33.50	33.50	$ 33.50	33.50	$ 34.50	34.50	$ 34.50	34.50	$ 34.50	34.50
	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%	$ 0.050	0.150%	$ 0.050	0.150%	$ 0.052	0.150%	$ 0.052	0.150%	$ 0.052
P H B P -- Pension Trust	8.380%	$ 2.807	8.380%	$ 2.807	8.380%	$ 2.891	8.380%	$ 2.891	8.380%	$ 2.891
P H B P -- Medical	14.540%	$ 4.871	14.540%	$ 4.871	14.540%	$ 5.016	14.540%	$ 5.016	14.540%	$ 5.016
P H B P -- Medical	5.970%	$ 2.000	5.970%	$ 2.000	7.246%	$ 2.500	8.696%	$ 3.000	8.696%	$ 3.000
Dental Plan	2.040%	$ 0.683	2.040%	$ 0.683	2.040%	$ 0.704	2.540%	$ 0.876	2.540%	$ 0.876
N .E .B .F .	3.000%	$ 1.005	3.000%	$ 1.005	3.000%	$ 1.035	3.000%	$ 1.035	3.000%	$ 1.035
NEIB	0.000%	$ -			0.000%	$ -	0.000%	$ -	1.449%	$ 0.500
Annuity	8.955%	$ 3.000	8.955%	$ 3.000	8.696%	$ 3.000	8.696%	$ 3.000	8.696%	$ 3.000
HRA	14.925%	$ 5.000	14.925%	$ 5.000	14.493%	$ 5.000	14.493%	$ 5.000	14.493%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 2.563	7.650%	$ 2.563	7.650%	$ 2.639	7.650%	$ 2.639	7.650%	$ 2.639
DSP Percentage	15.500%	$ 5.193	15.500%	$ 5.193	15.500%	$ 5.348	15.500%	$ 5.348	15.500%	$ 5.348
DSP Hourly	4.478%	$ 1.500	4.478%	$ 1.500	4.348%	$ 1.500	4.348%	$ 1.500	4.348%	$ 1.500
Educational & Cultural	0.520%	$ 0.174	0.520%	$ 0.174	0.520%	$ 0.179	0.520%	$ 0.179	0.520%	$ 0.179
Comp. & Dis. Supp.	1.985%	$ 0.665	1.985%	$ 0.665	1.985%	$ 0.685	1.985%	$ 0.685	1.985%	$ 0.685
Total Rate for Benefits	**88.093%**	**$ 29.511**	**88.093%**	**$ 29.511**	**88.548%**	**$ 30.549**	**90.497%**	**$ 31.221**	**91.946%**	**$ 31.721**
Total Cost Per Hour		**$ 63.011**		**$ 63.011**		**$ 65.049**		**$ 65.721**		**$ 66.221**
Statutory EESISP	7.605%	$ 2.548	7.225%	$ 2.420	7.225%	$ 2.493	7.225%	$ 2.493	7.225%	$ 2.493
		$ 65.559		**$ 65.432**		**$ 67.542**		**$ 68.214**		**$ 68.714**

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 4 Journeypersons 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.)

	6/1/2025	6/1/2025	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.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	$ 50.25	$ 50.25	$ 50.25	$ 50.25	$ 51.75	$ 51.75	$ 51.75	$ 51.75	$ 51.75	$ 51.75
Hourly Rate	$ 33.50	33.50	$ 33.50	33.50	$ 34.50	34.50	$ 34.50	34.50	$ 34.50	34.50
	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%	$ 0.050	0.150%	$ 0.050	0.150%	$ 0.052	0.150%	$ 0.052	0.150%	$ 0.052
P H B P -- Pension Trust	8.380%	$ 2.807	8.380%	$ 2.807	8.380%	$ 2.891	8.380%	$ 2.891	8.380%	$ 2.891
P H B P -- Medical	14.540%	$ 4.871	14.540%	$ 4.871	14.540%	$ 5.016	14.540%	$ 5.016	14.540%	$ 5.016
P H B P -- Medical	5.970%	$ 2.000	5.970%	$ 2.000	7.246%	$ 2.500	8.696%	$ 3.000	8.696%	$ 3.000
Dental Plan	2.040%	$ 0.683	2.040%	$ 0.683	2.040%	$ 0.704	2.540%	$ 0.876	2.540%	$ 0.876
N .E .B .F .	3.000%	$ 1.508	3.000%	$ 1.508	3.000%	$ 1.553	3.000%	$ 1.553	3.000%	$ 1.553
NEIB	0.000%	$ -			0.000%	$ -	0.000%	$ -	1.449%	$ 0.500
Annuity	8.955%	$ 3.000	8.955%	$ 3.000	8.696%	$ 3.000	8.696%	$ 3.000	8.696%	$ 3.000
HRA	14.925%	$ 5.000	14.925%	$ 5.000	14.493%	$ 5.000	14.493%	$ 5.000	14.493%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 3.844	7.650%	$ 3.844	7.650%	$ 3.959	7.650%	$ 3.959	7.650%	$ 3.959
DSP Percentage	15.500%	$ 5.193	15.500%	$ 5.193	15.500%	$ 5.348	15.500%	$ 5.348	15.500%	$ 5.348
DSP Hourly	4.478%	$ 1.500	4.478%	$ 1.500	4.348%	$ 1.500	4.348%	$ 1.500	4.348%	$ 1.500
Educational & Cultural	0.520%	$ 0.174	0.520%	$ 0.174	0.520%	$ 0.179	0.520%	$ 0.179	0.520%	$ 0.179
Comp. & Dis. Supp.	1.985%	$ 0.997	1.985%	$ 0.997	1.985%	$ 1.027	1.985%	$ 1.027	1.985%	$ 1.027
Total Rate for Benefits	**88.093%**	**$ 31.628**	**88.093%**	**$ 31.628**	**88.548%**	**$ 32.728**	**90.497%**	**$ 33.401**	**91.946%**	**$ 33.901**
Total Cost Per Hour		**$ 81.878**		**$ 81.878**		**$ 84.478**		**$ 85.151**		**$ 85.651**
Statutory EESISP	7.605%	$ 3.822	7.225%	$ 3.631	7.225%	$ 3.739	7.225%	$ 3.739	7.225%	$ 3.739
		$ 85.699		**$ 85.508**		**$ 88.217**		**$ 88.890**		**$ 89.390**

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 5 Journeypersons

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.)

	6/1/2025	6/1/2025	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.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	$ 36.50	36.50	$ 36.50	36.50	$ 37.50	37.50	$ 37.50	37.50	$ 37.50	37.50
	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%	$ 0.055	0.150%	$ 0.055	0.150%	$ 0.056	0.150%	$ 0.056	0.150%	$ 0.056
P H B P -- Pension Trust	8.380%	$ 3.059	8.380%	$ 3.059	8.380%	$ 3.143	8.380%	$ 3.143	8.380%	$ 3.143
P H B P -- Medical	14.540%	$ 5.307	14.540%	$ 5.307	14.540%	$ 5.453	14.540%	$ 5.453	14.540%	$ 5.453
P H B P -- Medical	5.479%	$ 2.000	5.479%	$ 2.000	6.667%	$ 2.500	8.000%	$ 3.000	8.000%	$ 3.000
Dental Plan	2.040%	$ 0.745	2.040%	$ 0.745	2.040%	$ 0.765	2.540%	$ 0.953	2.540%	$ 0.953
N .E .B .F .	3.000%	$ 1.095	3.000%	$ 1.095	3.000%	$ 1.125	3.000%	$ 1.125	3.000%	$ 1.125
NEIB	0.000%	$ -			0.000%	$ -	0.000%	$ -	1.333%	$ 0.500
Annuity	8.219%	$ 3.000	8.219%	$ 3.000	8.000%	$ 3.000	8.000%	$ 3.000	8.000%	$ 3.000
HRA	13.699%	$ 5.000	13.699%	$ 5.000	13.333%	$ 5.000	13.333%	$ 5.000	13.333%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 2.792	7.650%	$ 2.792	7.650%	$ 2.869	7.650%	$ 2.869	7.650%	$ 2.869
DSP Percentage	15.500%	$ 5.658	15.500%	$ 5.658	15.500%	$ 5.813	15.500%	$ 5.813	15.500%	$ 5.813
DSP Hourly	4.110%	$ 1.500	4.110%	$ 1.500	4.000%	$ 1.500	4.000%	$ 1.500	4.000%	$ 1.500
Educational & Cultural	0.520%	$ 0.190	0.520%	$ 0.190	0.520%	$ 0.195	0.520%	$ 0.195	0.520%	$ 0.195
Comp. & Dis. Supp.	1.985%	$ 0.725	1.985%	$ 0.725	1.985%	$ 0.744	1.985%	$ 0.744	1.985%	$ 0.744
Total Rate for Benefits	**85.272%**	**$ 31.124**	**85.272%**	**$ 31.124**	**85.765%**	**$ 32.162**	**87.598%**	**$ 32.849**	**88.932%**	**$ 33.349**
Total Cost Per Hour		**$ 67.624**		**$ 67.624**		**$ 69.662**		**$ 70.349**		**$ 70.849**
Statutory EESISP	7.605%	$ 2.776	7.225%	$ 2.637	7.225%	$ 2.709	7.225%	$ 2.709	7.225%	$ 2.709
		$ 70.400		**$ 70.261**		**$ 72.371**		**$ 73.059**		**$ 73.559**

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 5 Journeypersons 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.)

	6/1/2025	6/1/2025	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.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	$ 54.75	$ 54.75	$ 54.75	$ 54.75	$ 56.25	$ 56.25	$ 56.25	$ 56.25	$ 56.25	$ 56.25
Hourly Rate	$ 36.50	36.50	$ 36.50	36.50	$ 37.50	37.50	$ 37.50	37.50	$ 37.50	37.50
	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%	$ 0.055	0.150%	$ 0.055	0.150%	$ 0.056	0.150%	$ 0.056	0.150%	$ 0.056
P H B P -- Pension Trust	8.380%	$ 3.059	8.380%	$ 3.059	8.380%	$ 3.143	8.380%	$ 3.143	8.380%	$ 3.143
P H B P -- Medical	14.540%	$ 5.307	14.540%	$ 5.307	14.540%	$ 5.453	14.540%	$ 5.453	14.540%	$ 5.453
P H B P -- Medical	5.479%	$ 2.000	5.479%	$ 2.000	6.667%	$ 2.500	8.000%	$ 3.000	8.000%	$ 3.000
Dental Plan	2.040%	$ 0.745	2.040%	$ 0.745	2.040%	$ 0.765	2.540%	$ 0.953	2.540%	$ 0.953
N .E .B .F .	3.000%	$ 1.643	3.000%	$ 1.643	3.000%	$ 1.688	3.000%	$ 1.688	3.000%	$ 1.688
NEIB	0.000%	$ -			0.000%	$ -	0.000%	$ -	1.333%	$ 0.500
Annuity	8.219%	$ 3.000	8.219%	$ 3.000	8.000%	$ 3.000	8.000%	$ 3.000	8.000%	$ 3.000
HRA	13.699%	$ 5.000	13.699%	$ 5.000	13.333%	$ 5.000	13.333%	$ 5.000	13.333%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 4.188	7.650%	$ 4.188	7.650%	$ 4.303	7.650%	$ 4.303	7.650%	$ 4.303
DSP Percentage	15.500%	$ 5.658	15.500%	$ 5.658	15.500%	$ 5.813	15.500%	$ 5.813	15.500%	$ 5.813
DSP Hourly	4.110%	$ 1.500	4.110%	$ 1.500	4.000%	$ 1.500	4.000%	$ 1.500	4.000%	$ 1.500
Educational & Cultural	0.520%	$ 0.190	0.520%	$ 0.190	0.520%	$ 0.195	0.520%	$ 0.195	0.520%	$ 0.195
Comp. & Dis. Supp.	1.985%	$ 1.087	1.985%	$ 1.087	1.985%	$ 1.117	1.985%	$ 1.117	1.985%	$ 1.117
Total Rate for Benefits	**85.272%**	**$ 33.430**	**85.272%**	**$ 33.430**	**85.765%**	**$ 34.531**	**87.598%**	**$ 35.218**	**88.932%**	**$ 35.718**
Total Cost Per Hour		**$ 88.180**		**$ 88.180**		**$ 90.781**		**$ 91.468**		**$ 91.968**
Statutory EESISP	7.605%	$ 4.164	7.225%	$ 3.956	7.225%	$ 4.064	7.225%	$ 4.064	7.225%	$ 4.064
		$ 92.344		**$ 92.136**		**$ 94.845**		**$ 95.533**		**$ 96.033**

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 6 Journeypersons

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.)

	6/1/2025	6/1/2025	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.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
Hourly Rate	$ 43.50	43.50	$ 43.50	43.50	$ 44.50	44.50	$ 44.50	44.50	$ 44.50	44.50
	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%	$ 0.065	0.150%	$ 0.065	0.150%	$ 0.067	0.150%	$ 0.067	0.150%	$ 0.067
P H B P -- Pension Trust	8.380%	$ 3.645	8.380%	$ 3.645	8.380%	$ 3.729	8.380%	$ 3.729	8.380%	$ 3.729
P H B P -- Medical	14.540%	$ 6.325	14.540%	$ 6.325	14.540%	$ 6.470	14.540%	$ 6.470	14.540%	$ 6.470
P H B P -- Medical	4.598%	$ 2.000	4.598%	$ 2.000	5.618%	$ 2.500	6.742%	$ 3.000	6.742%	$ 3.000
Dental Plan	2.040%	$ 0.887	2.040%	$ 0.887	2.040%	$ 0.908	2.540%	$ 1.130	2.540%	$ 1.130
N .E .B .F .	3.000%	$ 1.305	3.000%	$ 1.305	3.000%	$ 1.335	3.000%	$ 1.335	3.000%	$ 1.335
NEIB	0.000%	$ -			0.000%	$ -	0.000%	$ -	1.124%	$ 0.500
Annuity	6.897%	$ 3.000	6.897%	$ 3.000	6.742%	$ 3.000	6.742%	$ 3.000	6.742%	$ 3.000
HRA	11.494%	$ 5.000	11.494%	$ 5.000	11.236%	$ 5.000	11.236%	$ 5.000	11.236%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 3.328	7.650%	$ 3.328	7.650%	$ 3.404	7.650%	$ 3.404	7.650%	$ 3.404
DSP Percentage	15.500%	$ 6.743	15.500%	$ 6.743	15.500%	$ 6.898	15.500%	$ 6.898	15.500%	$ 6.898
DSP Hourly	3.448%	$ 1.500	3.448%	$ 1.500	3.371%	$ 1.500	3.371%	$ 1.500	3.371%	$ 1.500
Educational & Cultural	0.520%	$ 0.226	0.520%	$ 0.226	0.520%	$ 0.231	0.520%	$ 0.231	0.520%	$ 0.231
Comp. & Dis. Supp.	1.985%	$ 0.863	1.985%	$ 0.863	1.985%	$ 0.883	1.985%	$ 0.883	1.985%	$ 0.883
Total Rate for Benefits	**80.202%**	**$ 34.888**	**80.202%**	**$ 34.888**	**80.731%**	**$ 35.925**	**82.355%**	**$ 36.648**	**83.478%**	**$ 37.148**
Total Cost Per Hour		**$ 78.388**		**$ 78.388**		**$ 80.425**		**$ 81.148**		**$ 81.648**
Statutory EESISP	7.605%	$ 3.308	7.225%	$ 3.143	7.225%	$ 3.215	7.225%	$ 3.215	7.225%	$ 3.215
		$ 81.696		**$ 81.531**		**$ 83.641**		**$ 84.363**		**$ 84.863**

Joint Industry Board of the Electrical Industry

Full Benefit Package for MJ - 6 Journeypersons 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.)

	6/1/2025	6/1/2025	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.)	1/06/2028(at 4:01 p.m.)	1/06/2028(at 4:01 p.m.)
OT Rate	$ 65.25	$ 65.25	$ 65.25	$ 65.25	$ 66.75	$ 66.75	$ 66.75	$ 66.75	$ 66.75	$ 66.75
Hourly Rate	$ 43.50	43.50	$ 43.50	43.50	$ 44.50	44.50	$ 44.50	44.50	$ 44.50	44.50
	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%	$ 0.065	0.150%	$ 0.065	0.150%	$ 0.067	0.150%	$ 0.067	0.150%	$ 0.067
P H B P -- Pension Trust	8.380%	$ 3.645	8.380%	$ 3.645	8.380%	$ 3.729	8.380%	$ 3.729	8.380%	$ 3.729
P H B P -- Medical	14.540%	$ 6.325	14.540%	$ 6.325	14.540%	$ 6.470	14.540%	$ 6.470	14.540%	$ 6.470
P H B P -- Medical	4.598%	$ 2.000	4.598%	$ 2.000	5.618%	$ 2.500	6.742%	$ 3.000	6.742%	$ 3.000
Dental Plan	2.040%	$ 0.887	2.040%	$ 0.887	2.040%	$ 0.908	2.540%	$ 1.130	2.540%	$ 1.130
N .E .B .F .	3.000%	$ 1.958	3.000%	$ 1.958	3.000%	$ 2.003	3.000%	$ 2.003	3.000%	$ 2.003
NEIB	0.000%	$ -			0.000%	$ -	0.000%	$ -	1.124%	$ 0.500
Annuity	6.897%	$ 3.000	6.897%	$ 3.000	6.742%	$ 3.000	6.742%	$ 3.000	6.742%	$ 3.000
HRA	11.494%	$ 5.000	11.494%	$ 5.000	11.236%	$ 5.000	11.236%	$ 5.000	11.236%	$ 5.000
DSP (401(k) Plan) - FICA	7.650%	$ 4.992	7.650%	$ 4.992	7.650%	$ 5.106	7.650%	$ 5.106	7.650%	$ 5.106
DSP Percentage	15.500%	$ 6.743	15.500%	$ 6.743	15.500%	$ 6.898	15.500%	$ 6.898	15.500%	$ 6.898
DSP Hourly	3.448%	$ 1.500	3.448%	$ 1.500	3.371%	$ 1.500	3.371%	$ 1.500	3.371%	$ 1.500
Educational & Cultural	0.520%	$ 0.226	0.520%	$ 0.226	0.520%	$ 0.231	0.520%	$ 0.231	0.520%	$ 0.231
Comp. & Dis. Supp.	1.985%	$ 1.295	1.985%	$ 1.295	1.985%	$ 1.325	1.985%	$ 1.325	1.985%	$ 1.325
Total Rate for Benefits	**80.202%**	**$ 37.636**	**80.202%**	**$ 37.636**	**80.731%**	**$ 38.737**	**82.355%**	**$ 39.459**	**83.478%**	**$ 39.959**
Total Cost Per Hour		**$ 102.886**		**$ 102.886**		**$ 105.487**		**$ 106.209**		**$ 106.709**
Statutory EESISP	7.605%	$ 4.962	7.225%	$ 4.714	7.225%	$ 4.823	7.225%	$ 4.823	7.225%	$ 4.823
		$ 107.848		**$ 107.600**		**$ 110.309**		**$ 111.032**		**$ 111.532**