

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.)

	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>	
Hourly Rate	\$ 27.50	27.50	
	<u>New%Contr</u>	<u>Dollar Equiv</u>	
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 EESIS	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 EESIS	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.)

	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>
Hourly Rate	\$ 32.00	32.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>
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 EESISIP	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.)

	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>	<u>4/09/2025(at 4:01 p.m.) - 05/31/2025</u>
OT Rate	\$ 48.00	\$ 48.00
Hourly Rate	\$ 32.00	32.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>
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 EESIS	7.605%	\$ 3.650
		\$ 82.377

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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%	\$ -	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 EESISIP	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

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.)

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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	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%	\$ 0.046	0.150%	\$ 0.047	0.150%	\$ 0.047	0.150%	\$ 0.047	0.150%	\$ 0.047	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%	\$ 2.556	8.380%	\$ 2.640	8.380%	\$ 2.640	8.380%	\$ 2.640	8.380%	\$ 2.640	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%	\$ 4.435	14.540%	\$ 4.580	14.540%	\$ 4.580	14.540%	\$ 4.580	14.540%	\$ 4.580	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	6.557%	\$ 2.000	6.557%	\$ 2.000	6.557%	\$ 2.000	6.557%	\$ 2.000	6.557%	\$ 2.000	6.557%	\$ 2.000	6.557%	\$ 2.000	6.557%	\$ 2.000
Dental Plan	2.040%	\$ 0.622	2.040%	\$ 0.622	2.040%	\$ 0.622	2.040%	\$ 0.643	2.040%	\$ 0.643	2.040%	\$ 0.643	2.040%	\$ 0.643	2.040%	\$ 0.643	2.040%	\$ 0.643	2.040%	\$ 0.643
N .E .B .F .	3.000%	\$ 1.373	3.000%	\$ 1.373	3.000%	\$ 1.373	3.000%	\$ 1.418	3.000%	\$ 1.418	3.000%	\$ 1.418	3.000%	\$ 1.418	3.000%	\$ 1.418	3.000%	\$ 1.418	3.000%	\$ 1.418
NEIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Annuity	9.836%	\$ 3.000	9.836%	\$ 3.000	9.836%	\$ 3.000	9.836%	\$ 3.000	9.836%	\$ 3.000	9.836%	\$ 3.000	9.836%	\$ 3.000	9.836%	\$ 3.000	9.836%	\$ 3.000	9.836%	\$ 3.000
HRA	16.393%	\$ 5.000	16.393%	\$ 5.000	16.393%	\$ 5.000	16.393%	\$ 5.000	16.393%	\$ 5.000	16.393%	\$ 5.000	16.393%	\$ 5.000	16.393%	\$ 5.000	16.393%	\$ 5.000	16.393%	\$ 5.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.500	7.650%	\$ 3.500	7.650%	\$ 3.500	7.650%	\$ 3.615	7.650%	\$ 3.615	7.650%	\$ 3.615	7.650%	\$ 3.615	7.650%	\$ 3.615	7.650%	\$ 3.615	7.650%	\$ 3.615
DSP Percentage	15.500%	\$ 4.728	15.500%	\$ 4.728	15.500%	\$ 4.728	15.500%	\$ 4.883	15.500%	\$ 4.883	15.500%	\$ 4.883	15.500%	\$ 4.883	15.500%	\$ 4.883	15.500%	\$ 4.883	15.500%	\$ 4.883
DSP Hourly	4.918%	\$ 1.500	4.918%	\$ 1.500	4.918%	\$ 1.500	4.918%	\$ 1.500	4.918%	\$ 1.500	4.918%	\$ 1.500	4.918%	\$ 1.500	4.918%	\$ 1.500	4.918%	\$ 1.500	4.918%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.159	0.520%	\$ 0.159	0.520%	\$ 0.159	0.520%	\$ 0.164	0.520%	\$ 0.164	0.520%	\$ 0.164	0.520%	\$ 0.164	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%	\$ 0.908	1.985%	\$ 0.938	1.985%	\$ 0.938	1.985%	\$ 0.938	1.985%	\$ 0.938	1.985%	\$ 0.938	1.985%	\$ 0.938	1.985%	\$ 0.938
Total Rate for Benefits	91.470%	\$ 29.825	91.470%	\$ 29.825	91.470%	\$ 29.825	91.470%	\$ 30.926	91.470%	\$ 30.926	91.470%	\$ 30.926	91.47							

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.)
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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.)
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