

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               |
|                                | <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                            | 0.250%                  | \$ 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               |
| <b>Total Rate For Benefits</b> | <b>114.355%</b>         | <b>\$ 70.900</b>        | <b>115.161%</b>           | <b>\$ 71.400</b>          | <b>116.270%</b>         | <b>\$ 74.413</b>        | <b>120.114%</b>         | <b>\$ 76.873</b>        | <b>120.895%</b>        | <b>\$ 77.373</b>       |
| <b>Total Cost Per Hour</b>     |                         | <b>\$ 132.900</b>       |                           | <b>\$ 133.400</b>         |                         | <b>\$ 138.413</b>       |                         | <b>\$ 140.873</b>       |                        | <b>\$ 141.373</b>      |
| Statutory EESISIP              | 7.735%                  | \$ 4.796                | 7.345%                    | \$ 4.554                  | 7.345%                  | \$ 4.701                | 7.345%                  | \$ 4.701                | 7.345%                 | \$ 4.701               |
|                                |                         | <b>\$ 137.696</b>       |                           | <b>\$ 137.954</b>         |                         | <b>\$ 143.114</b>       |                         | <b>\$ 145.574</b>       |                        | <b>\$ 146.074</b>      |

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.) |
|--------------------------------|-------------------------|-------------------------|---------------------------|---------------------------|-------------------------|-------------------------|-------------------------|-------------------------|------------------------|------------------------|
| <b>OT Rate</b>                 | \$ 93.00                | \$ 93.00                | \$ 93.00                  | \$ 93.00                  | \$ 96.00                | \$ 96.00                | \$ 96.00                | \$ 96.00                | \$ 96.00               | \$ 96.00               |
| <b>Hourly Rate</b>             | \$ 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                            | 0.250%                  | \$ 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               |
| <b>Total Rate For Benefits</b> | <b>114.355%</b>         | <b>\$ 74.817</b>        | <b>115.161%</b>           | <b>\$ 75.317</b>          | <b>116.270%</b>         | <b>\$ 78.456</b>        | <b>120.114%</b>         | <b>\$ 80.916</b>        | <b>120.895%</b>        | <b>\$ 81.416</b>       |
| <b>Total Cost Per Hour</b>     |                         | <b>\$ 167.817</b>       |                           | <b>\$ 168.317</b>         |                         | <b>\$ 174.456</b>       |                         | <b>\$ 176.916</b>       |                        | <b>\$ 177.416</b>      |
| Statutory EESISIP              | 7.735%                  | \$ 7.194                | 7.345%                    | \$ 6.831                  | 7.345%                  | \$ 7.051                | 7.345%                  | \$ 7.051                | 7.345%                 | \$ 7.051               |
|                                |                         | <b>\$ 175.010</b>       |                           | <b>\$ 175.148</b>         |                         | <b>\$ 181.507</b>       |                         | <b>\$ 183.967</b>       |                        | <b>\$ 184.467</b>      |

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                  |
|                                | <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                            | 0.250%                  | \$ 0.182                | 0.250%                    | \$ 0.182                  | 0.250%                  | \$ 0.188                | 0.250%                  | \$ 0.188                | 0.250%                 | \$ 0.188               |
| Legal Services Plan            | 0.150%                  | \$ 0.109                | 0.150%                    | \$ 0.109                  | 0.150%                  | \$ 0.113                | 0.150%                  | \$ 0.113                | 0.150%                 | \$ 0.113               |
| Job Security Fund              | 0.300%                  | \$ 0.218                | 0.300%                    | \$ 0.218                  | 0.300%                  | \$ 0.225                | 0.300%                  | \$ 0.225                | 0.300%                 | \$ 0.225               |
| Apprentice                     | 1.550%                  | \$ 1.128                | 1.550%                    | \$ 1.128                  | 1.550%                  | \$ 1.164                | 2.050%                  | \$ 1.540                | 2.050%                 | \$ 1.540               |
| P H B P -- Pension Trust       | 13.390%                 | \$ 9.741                | 13.390%                   | \$ 9.741                  | 13.390%                 | \$ 10.056               | 13.390%                 | \$ 10.056               | 13.390%                | \$ 10.056              |
| P H B P -- Medical             | 26.060%                 | \$ 18.959               | 26.060%                   | \$ 18.959                 | 26.060%                 | \$ 19.571               | 26.060%                 | \$ 19.571               | 26.060%                | \$ 19.571              |
| P H B P -- Medical             | 13.746%                 | \$ 10.000               | 13.746%                   | \$ 10.000                 | 14.647%                 | \$ 11.000               | 14.647%                 | \$ 11.000               | 14.647%                | \$ 11.000              |
| Dental Plan                    | 3.140%                  | \$ 2.284                | 3.140%                    | \$ 2.284                  | 3.140%                  | \$ 2.358                | 4.140%                  | \$ 3.109                | 4.140%                 | \$ 3.109               |
| N .E .B .F .                   | 3.000%                  | \$ 2.183                | 3.000%                    | \$ 2.183                  | 3.000%                  | \$ 2.253                | 3.000%                  | \$ 2.253                | 3.000%                 | \$ 2.253               |
| NEIB                           | 0.000%                  | \$ -                    | 0.687%                    | \$ 0.500                  | 0.666%                  | \$ 0.500                | 0.666%                  | \$ 0.500                | 1.332%                 | \$ 1.000               |
| Annuity                        | 10.263%                 | \$ 7.467                | 10.263%                   | \$ 7.467                  | 10.652%                 | \$ 8.000                | 12.783%                 | \$ 9.600                | 12.783%                | \$ 9.600               |
| HRA                            | 10.263%                 | \$ 7.467                | 10.263%                   | \$ 7.467                  | 9.942%                  | \$ 7.467                | 9.942%                  | \$ 7.467                | 9.942%                 | \$ 7.467               |
| DSP (401(k) Plan) - FICA       | 7.650%                  | \$ 5.565                | 7.650%                    | \$ 5.565                  | 7.650%                  | \$ 5.745                | 7.650%                  | \$ 5.745                | 7.650%                 | \$ 5.745               |
| DSP Percentage                 | 16.500%                 | \$ 12.004               | 16.500%                   | \$ 12.004                 | 16.500%                 | \$ 12.392               | 16.500%                 | \$ 12.392               | 16.500%                | \$ 12.392              |
| 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%                 | \$ 1.254               |
| Comp. & Dis. Supp.             | 1.985%                  | \$ 1.444                | 1.985%                    | \$ 1.444                  | 1.985%                  | \$ 1.491                | 1.985%                  | \$ 1.491                | 1.985%                 | \$ 1.491               |
| <b>Total Rate For Benefits</b> | <b>109.918%</b>         | <b>\$ 79.965</b>        | <b>110.605%</b>           | <b>\$ 80.465</b>          | <b>111.553%</b>         | <b>\$ 83.776</b>        | <b>115.183%</b>         | <b>\$ 86.503</b>        | <b>115.849%</b>        | <b>\$ 87.003</b>       |
| <b>Total Cost Per Hour</b>     |                         | <b>\$ 152.715</b>       |                           | <b>\$ 153.215</b>         |                         | <b>\$ 158.876</b>       |                         | <b>\$ 161.603</b>       |                        | <b>\$ 162.103</b>      |
| Statutory EESISIP              | 7.735%                  | \$ 5.627                | 7.345%                    | \$ 5.343                  | 7.345%                  | \$ 5.516                | 7.345%                  | \$ 5.516                | 7.345%                 | \$ 5.516               |
|                                |                         | <b>\$ 158.342</b>       |                           | <b>\$ 158.559</b>         |                         | <b>\$ 164.392</b>       |                         | <b>\$ 167.119</b>       |                        | <b>\$ 167.619</b>      |

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|                                | 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.) |
|--------------------------------|-------------------------|-------------------------|---------------------------|---------------------------|-------------------------|-------------------------|-------------------------|-------------------------|------------------------|------------------------|
| <b>OT Rate</b>                 | \$ 109.13               | \$ 109.13               | \$ 109.13                 | \$ 109.13                 | \$ 112.65               | \$ 112.65               | \$ 112.65               | \$ 112.65               | \$ 112.65              | \$ 112.65              |
| <b>Hourly Rate</b>             | \$ 72.75                | \$ 72.75                | \$ 72.75                  | \$ 72.75                  | \$ 75.10                | \$ 75.10                | \$ 75.10                | \$ 75.10                | \$ 75.10               | \$ 75.10               |
|                                | <b>New%Contr</b>        | <b>Dollar Equiv</b>     | <b>New%Contr</b>          | <b>Dollar Equiv</b>       | <b>New%Contr</b>        | <b>Dollar Equiv</b>     | <b>New%Contr</b>        | <b>Dollar Equiv</b>     | <b>New%Contr</b>       | <b>Dollar Equiv</b>    |
| JIB                            | 0.250%                  | \$ 0.182                | 0.250%                    | \$ 0.182                  | 0.250%                  | \$ 0.188                | 0.250%                  | \$ 0.188                | 0.250%                 | \$ 0.188               |
| Legal Services Plan            | 0.150%                  | \$ 0.109                | 0.150%                    | \$ 0.109                  | 0.150%                  | \$ 0.113                | 0.150%                  | \$ 0.113                | 0.150%                 | \$ 0.113               |
| Job Security Fund              | 0.300%                  | \$ 0.218                | 0.300%                    | \$ 0.218                  | 0.300%                  | \$ 0.225                | 0.300%                  | \$ 0.225                | 0.300%                 | \$ 0.225               |
| Apprentice                     | 1.550%                  | \$ 1.128                | 1.550%                    | \$ 1.128                  | 1.550%                  | \$ 1.164                | 2.050%                  | \$ 1.540                | 2.050%                 | \$ 1.540               |
| P H B P -- Pension Trust       | 13.390%                 | \$ 9.741                | 13.390%                   | \$ 9.741                  | 13.390%                 | \$ 10.056               | 13.390%                 | \$ 10.056               | 13.390%                | \$ 10.056              |
| P H B P -- Medical             | 26.060%                 | \$ 18.959               | 26.060%                   | \$ 18.959                 | 26.060%                 | \$ 19.571               | 26.060%                 | \$ 19.571               | 26.060%                | \$ 19.571              |
| P H B P -- Medical             | 13.746%                 | \$ 10.000               | 13.746%                   | \$ 10.000                 | 14.647%                 | \$ 11.000               | 14.647%                 | \$ 11.000               | 14.647%                | \$ 11.000              |
| Dental Plan                    | 3.140%                  | \$ 2.284                | 3.140%                    | \$ 2.284                  | 3.140%                  | \$ 2.358                | 4.140%                  | \$ 3.109                | 4.140%                 | \$ 3.109               |
| N . E . B . F .                | 3.000%                  | \$ 3.274                | 3.000%                    | \$ 3.274                  | 3.000%                  | \$ 3.380                | 3.000%                  | \$ 3.380                | 3.000%                 | \$ 3.380               |
| NEIB                           | 0.000%                  | \$ -                    | 0.687%                    | \$ 0.500                  | 0.666%                  | \$ 0.500                | 0.666%                  | \$ 0.500                | 1.332%                 | \$ 1.000               |
| Annuity                        | 10.263%                 | \$ 7.467                | 10.263%                   | \$ 7.467                  | 10.652%                 | \$ 8.000                | 12.783%                 | \$ 9.600                | 12.783%                | \$ 9.600               |
| HRA                            | 10.263%                 | \$ 7.467                | 10.263%                   | \$ 7.467                  | 9.942%                  | \$ 7.467                | 9.942%                  | \$ 7.467                | 9.942%                 | \$ 7.467               |
| DSP (401(k) Plan) - FICA       | 7.650%                  | \$ 8.348                | 7.650%                    | \$ 8.348                  | 7.650%                  | \$ 8.618                | 7.650%                  | \$ 8.618                | 7.650%                 | \$ 8.618               |
| DSP Percentage                 | 16.500%                 | \$ 12.004               | 16.500%                   | \$ 12.004                 | 16.500%                 | \$ 12.392               | 16.500%                 | \$ 12.392               | 16.500%                | \$ 12.392              |
| 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%                 | \$ 1.254               |
| Comp. & Dis. Supp.             | 1.985%                  | \$ 2.166                | 1.985%                    | \$ 2.166                  | 1.985%                  | \$ 2.236                | 1.985%                  | \$ 2.236                | 1.985%                 | \$ 2.236               |
| <b>Total Rate For Benefits</b> | <b>109.918%</b>         | <b>\$ 84.561</b>        | <b>110.605%</b>           | <b>\$ 85.061</b>          | <b>111.553%</b>         | <b>\$ 88.521</b>        | <b>115.183%</b>         | <b>\$ 91.247</b>        | <b>115.849%</b>        | <b>\$ 91.747</b>       |
| <b>Total Cost Per Hour</b>     |                         | <b>\$ 193.686</b>       |                           | <b>\$ 194.186</b>         |                         | <b>\$ 201.171</b>       |                         | <b>\$ 203.897</b>       |                        | <b>\$ 204.397</b>      |
| Statutory EESISIP              | 7.735%                  | \$ 8.441                | 7.345%                    | \$ 8.015                  | 7.345%                  | \$ 8.274                | 7.345%                  | \$ 8.274                | 7.345%                 | \$ 8.274               |
|                                |                         | <b>\$ 202.127</b>       |                           | <b>\$ 202.201</b>         |                         | <b>\$ 209.445</b>       |                         | <b>\$ 212.171</b>       |                        | <b>\$ 212.671</b>      |

Joint Industry Board of the Electrical Industry

'A' RATED GRAVEYARD 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                    | \$ 81.49                | 81.49                   | \$ 81.49                  | 81.49                     | \$ 84.12                | 84.12                   | \$ 84.12                | 84.12                   | \$ 84.12               | 84.12                  |
|                                | <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                            | 0.250%                  | \$ 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               |
| <b>Total Rate For Benefits</b> | <b>107.551%</b>         | <b>\$ 87.643</b>        | <b>108.164%</b>           | <b>\$ 88.143</b>          | <b>109.016%</b>         | <b>\$ 91.704</b>        | <b>112.554%</b>         | <b>\$ 94.680</b>        | <b>113.148%</b>        | <b>\$ 95.180</b>       |
| <b>Total Cost Per Hour</b>     |                         | <b>\$ 169.133</b>       |                           | <b>\$ 169.633</b>         |                         | <b>\$ 175.824</b>       |                         | <b>\$ 178.800</b>       |                        | <b>\$ 179.300</b>      |
| Statutory EESISIP              | 7.735%                  | \$ 6.303                | 7.345%                    | \$ 5.985                  | 7.345%                  | \$ 6.179                | 7.345%                  | \$ 6.179                | 7.345%                 | \$ 6.179               |
|                                |                         | <b>\$ 175.436</b>       |                           | <b>\$ 175.619</b>         |                         | <b>\$ 182.003</b>       |                         | <b>\$ 184.979</b>       |                        | <b>\$ 185.479</b>      |

Joint Industry Board of the Electrical Industry

'A' RATED GRAVEYARD SHIFT 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.) |
|--------------------------------|-------------------------|-------------------------|---------------------------|---------------------------|-------------------------|-------------------------|-------------------------|-------------------------|------------------------|------------------------|
| <b>OT Rate</b>                 | \$ 122.24               | \$ 122.24               | \$ 122.24                 | \$ 122.24                 | \$ 126.18               | \$ 126.18               | \$ 126.18               | \$ 126.18               | \$ 126.18              | \$ 126.18              |
| <b>Hourly Rate</b>             | \$ 81.49                | \$ 81.49                | \$ 81.49                  | \$ 81.49                  | \$ 84.12                | \$ 84.12                | \$ 84.12                | \$ 84.12                | \$ 84.12               | \$ 84.12               |
|                                | <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                            | 0.250%                  | \$ 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%                  | \$ 3.667                | 3.000%                    | \$ 3.667                  | 3.000%                  | \$ 3.785                | 3.000%                  | \$ 3.785                | 3.000%                 | \$ 3.785               |
| 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%                  | \$ 9.351                | 7.650%                    | \$ 9.351                  | 7.650%                  | \$ 9.653                | 7.650%                  | \$ 9.653                | 7.650%                 | \$ 9.653               |
| 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%                  | \$ 2.426                | 1.985%                    | \$ 2.426                  | 1.985%                  | \$ 2.505                | 1.985%                  | \$ 2.505                | 1.985%                 | \$ 2.505               |
| <b>Total Rate For Benefits</b> | <b>107.551%</b>         | <b>\$ 92.791</b>        | <b>108.164%</b>           | <b>\$ 93.291</b>          | <b>109.016%</b>         | <b>\$ 97.018</b>        | <b>112.554%</b>         | <b>\$ 99.994</b>        | <b>113.148%</b>        | <b>\$ 100.494</b>      |
| <b>Total Cost Per Hour</b>     |                         | <b>\$ 215.026</b>       |                           | <b>\$ 215.526</b>         |                         | <b>\$ 223.198</b>       |                         | <b>\$ 226.174</b>       |                        | <b>\$ 226.674</b>      |
| Statutory EESISIP              | 7.735%                  | \$ 9.455                | 7.345%                    | \$ 8.978                  | 7.345%                  | \$ 9.268                | 7.345%                  | \$ 9.268                | 7.345%                 | \$ 9.268               |
|                                |                         | <b>\$ 224.481</b>       |                           | <b>\$ 224.504</b>         |                         | <b>\$ 232.466</b>       |                         | <b>\$ 235.442</b>       |                        | <b>\$ 235.942</b>      |

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%                  | \$ -                    | 0.806%                    | \$ 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         | 0.000%                  | \$ -                    | 0.000%                    | \$ -                      | 0.000%                  | \$ -                    | 0.000%                  | \$ -                    | 0.000%                 | \$ -                   |
| Comp. & Dis. Supp.             | 0.000%                  | \$ -                    | 0.000%                    | \$ -                      | 0.000%                  | \$ -                    | 0.000%                  | \$ -                    | 0.000%                 | \$ -                   |
| <b>Total Rate For Benefits</b> | <b>49.731%</b>          | <b>\$ 30.833</b>        | <b>50.537%</b>            | <b>\$ 31.333</b>          | <b>50.588%</b>          | <b>\$ 32.376</b>        | <b>52.931%</b>          | <b>\$ 33.876</b>        | <b>53.713%</b>         | <b>\$ 34.376</b>       |
| <b>Total Cost Per Hour</b>     |                         | <b>\$ 92.833</b>        |                           | <b>\$ 93.333</b>          |                         | <b>\$ 96.376</b>        |                         | <b>\$ 97.876</b>        |                        | <b>\$ 98.376</b>       |
| Statutory EESISIP              | 7.735%                  | \$ 4.796                | 7.345%                    | \$ 4.554                  | 7.345%                  | \$ 4.701                | 7.345%                  | \$ 4.701                | 7.345%                 | \$ 4.701               |
|                                |                         | <b>\$ 97.629</b>        |                           | <b>\$ 97.887</b>          |                         | <b>\$ 101.077</b>       |                         | <b>\$ 102.577</b>       |                        | <b>\$ 103.077</b>      |

