

**Joint Industry Board of the Electrical Industry**

1st Year M - Helper Wage and Benefits for those accepted into Program

**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.)
Hourly Rate	\$ 18.50	18.50	\$ 18.50	18.50	\$ 19.25	19.25	\$ 19.25	19.25
	<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>
Legal Services Plan	0.150%	\$ 0.028	0.150%	\$ 0.028	0.150%	\$ 0.029	0.150%	\$ 0.029
P H B P – Pension Trust	8.380%	\$ 1.550	8.380%	\$ 1.550	8.380%	\$ 1.613	8.380%	\$ 1.613
P H B P – Medical	12.540%	\$ 2.320	12.540%	\$ 2.320	12.540%	\$ 2.414	12.540%	\$ 2.414
P H B P – Medical	10.811%	\$ 2.000	10.811%	\$ 2.000	12.987%	\$ 2.500	15.584%	\$ 3.000
Dental Plan	2.040%	\$ 0.377	2.040%	\$ 0.377	2.040%	\$ 0.393	2.540%	\$ 0.489
N . E . B . F .	3.000%	\$ 0.555	3.000%	\$ 0.555	3.000%	\$ 0.578	3.000%	\$ 0.578
Annuity	10.811%	\$ 2.000	10.811%	\$ 2.000	10.390%	\$ 2.000	12.987%	\$ 2.500
HRA	14.865%	\$ 2.750	14.865%	\$ 2.750	14.286%	\$ 2.750	14.286%	\$ 2.750
Employer paid FICA	8.284%	\$ 1.533	8.284%	\$ 1.533	8.284%	\$ 1.595	8.284%	\$ 1.595
DSP Percentage	15.500%	\$ 2.868	15.500%	\$ 2.868	15.500%	\$ 2.984	15.500%	\$ 2.984
DSP Hourly	13.514%	\$ 2.500	13.514%	\$ 2.500	12.987%	\$ 2.500	12.987%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.096	0.520%	\$ 0.096	0.520%	\$ 0.100	0.520%	\$ 0.100
Comp. & Dis. Supp.	1.985%	\$ 0.367	1.985%	\$ 0.367	1.985%	\$ 0.382	1.985%	\$ 0.382
<b>Total Rate For Benefits</b>	<b>102.399%</b>	<b>\$ 18.944</b>	<b>102.399%</b>	<b>\$ 18.944</b>	<b>103.048%</b>	<b>\$ 19.837</b>	<b>108.743%</b>	<b>\$ 20.933</b>
<b>Total Cost Per Hour</b>		<b>\$ 37.444</b>		<b>\$ 37.444</b>		<b>\$ 39.087</b>		<b>\$ 40.183</b>
Statutory EESISIP	7.605%	\$ 1.407	7.225%	\$ 1.337	7.225%	\$ 1.391	7.225%	\$ 1.391
		<b>\$ 38.851</b>		<b>\$ 38.780</b>		<b>\$ 40.478</b>		<b>\$ 41.574</b>

**Joint Industry Board of the Electrical Industry**

**1st Year M - Helper Wage and Benefits OT for those accepted into Program  
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.)
<b>OT Rate</b>	\$ 27.75	\$ 27.75	\$ 27.75	\$ 27.75	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88
<b>Hourly Rate</b>	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50	\$ 19.25	\$ 19.25	\$ 19.25	\$ 19.25
	<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>Legal Services Plan</b>	0.150%	\$ 0.028	0.150%	\$ 0.028	0.150%	\$ 0.029	0.150%	\$ 0.029
<b>P H B P -- Pension Trust</b>	8.380%	\$ 1.550	8.380%	\$ 1.550	8.380%	\$ 1.613	8.380%	\$ 1.613
<b>P H B P -- Medical</b>	12.540%	\$ 2.320	12.540%	\$ 2.320	12.540%	\$ 2.414	12.540%	\$ 2.414
<b>P H B P -- Medical</b>	10.811%	\$ 2.000	10.811%	\$ 2.000	12.987%	\$ 2.500	15.584%	\$ 3.000
<b>Dental Plan</b>	2.040%	\$ 0.377	2.040%	\$ 0.377	2.040%	\$ 0.393	2.540%	\$ 0.489
<b>N.E.B.F.</b>	3.000%	\$ 0.833	3.000%	\$ 0.833	3.000%	\$ 0.866	3.000%	\$ 0.866
<b>Annuity</b>	10.811%	\$ 2.000	10.811%	\$ 2.000	10.390%	\$ 2.000	12.987%	\$ 2.500
<b>HRA</b>	14.865%	\$ 2.750	14.865%	\$ 2.750	14.286%	\$ 2.750	14.286%	\$ 2.750
<b>Employer paid FICA</b>	8.284%	\$ 2.299	8.284%	\$ 2.299	8.284%	\$ 2.392	8.284%	\$ 2.392
<b>DSP Percentage</b>	15.500%	\$ 2.868	15.500%	\$ 2.868	15.500%	\$ 2.984	15.500%	\$ 2.984
<b>DSP Hourly</b>	13.514%	\$ 2.500	13.514%	\$ 2.500	12.987%	\$ 2.500	12.987%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.520%	\$ 0.096	0.520%	\$ 0.096	0.520%	\$ 0.100	0.520%	\$ 0.100
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 0.551	1.985%	\$ 0.551	1.985%	\$ 0.573	1.985%	\$ 0.573
<b>Total Rate For Benefits</b>	<b>102.399%</b>	<b>\$ 20.171</b>	<b>102.399%</b>	<b>\$ 20.171</b>	<b>103.048%</b>	<b>\$ 21.114</b>	<b>108.743%</b>	<b>\$ 22.210</b>
<b>Total Cost Per Hour</b>		<b>\$ 47.921</b>		<b>\$ 47.921</b>		<b>\$ 49.989</b>		<b>\$ 51.085</b>
<b>Statutory EESISIP</b>	7.605%	\$ 2.110	7.225%	\$ 2.005	7.225%	\$ 2.086	7.225%	\$ 2.086
		<b>\$ 50.032</b>		<b>\$ 49.926</b>		<b>\$ 52.075</b>		<b>\$ 53.171</b>

**Joint Industry Board of the Electrical Industry**

**2nd Year M - Helper Wage and Benefits for those accepted into Program  
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.)
Hourly Rate	\$ 20.50	20.50	\$ 20.50	20.50	\$ 21.25	21.25	\$ 21.25	21.25
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.031	0.150%	\$ 0.031	0.150%	\$ 0.032	0.150%	\$ 0.032
P H B P – Pension Trust	8.380%	\$ 1.718	8.380%	\$ 1.718	8.380%	\$ 1.781	8.380%	\$ 1.781
P H B P – Medical	12.540%	\$ 2.571	12.540%	\$ 2.571	12.540%	\$ 2.665	12.540%	\$ 2.665
P H B P – Medical	9.756%	\$ 2.000	9.756%	\$ 2.000	11.765%	\$ 2.500	14.118%	\$ 3.000
Dental Plan	2.040%	\$ 0.418	2.040%	\$ 0.418	2.040%	\$ 0.434	2.540%	\$ 0.540
N . E . B . F .	3.000%	\$ 0.615	3.000%	\$ 0.615	3.000%	\$ 0.638	3.000%	\$ 0.638
Annuity	9.756%	\$ 2.000	9.756%	\$ 2.000	9.412%	\$ 2.000	11.765%	\$ 2.500
HRA	13.415%	\$ 2.750	13.415%	\$ 2.750	12.941%	\$ 2.750	12.941%	\$ 2.750
Employer paid FICA	8.284%	\$ 1.698	8.284%	\$ 1.698	8.284%	\$ 1.760	8.284%	\$ 1.760
DSP Percentage	15.500%	\$ 3.178	15.500%	\$ 3.178	15.500%	\$ 3.294	15.500%	\$ 3.294
DSP Hourly	12.195%	\$ 2.500	12.195%	\$ 2.500	11.765%	\$ 2.500	11.765%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.107	0.520%	\$ 0.107	0.520%	\$ 0.111	0.520%	\$ 0.111
Comp. & Dis. Supp.	1.985%	\$ 0.407	1.985%	\$ 0.407	1.985%	\$ 0.422	1.985%	\$ 0.422
<b>Total Rate For Benefits</b>	<b>97.521%</b>	<b>\$ 19.992</b>	<b>97.521%</b>	<b>\$ 19.992</b>	<b>98.281%</b>	<b>\$ 20.885</b>	<b>103.487%</b>	<b>\$ 21.991</b>
<b>Total Cost Per Hour</b>		<b>\$ 40.492</b>		<b>\$ 40.492</b>		<b>\$ 42.135</b>		<b>\$ 43.241</b>
Statutory EESISIP	7.605%	\$ 1.559	7.225%	\$ 1.481	7.225%	\$ 1.535	7.225%	\$ 1.535
		<b>\$ 42.051</b>		<b>\$ 41.973</b>		<b>\$ 43.670</b>		<b>\$ 44.776</b>

**Joint Industry Board of the Electrical Industry**

2nd Year M - Helper Wage and Benefits OT for those accepted into Program

**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.)
OT Rate	\$ 30.75	\$ 30.75	\$ 30.75	\$ 30.75	\$ 31.88	\$ 31.88	\$ 31.88	\$ 31.88
Hourly Rate	\$ 20.50	\$ 20.50	\$ 20.50	\$ 20.50	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25
	<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>
Legal Services Plan	0.150%	\$ 0.031	0.150%	\$ 0.031	0.150%	\$ 0.032	0.150%	\$ 0.032
P H B P – Pension Trust	8.380%	\$ 1.718	8.380%	\$ 1.718	8.380%	\$ 1.781	8.380%	\$ 1.781
P H B P – Medical	12.540%	\$ 2.571	12.540%	\$ 2.571	12.540%	\$ 2.665	12.540%	\$ 2.665
P H B P – Medical	9.756%	\$ 2.000	9.756%	\$ 2.000	11.765%	\$ 2.500	14.118%	\$ 3.000
Dental Plan	2.040%	\$ 0.418	2.040%	\$ 0.418	2.040%	\$ 0.434	2.540%	\$ 0.540
N . E . B . F .	3.000%	\$ 0.923	3.000%	\$ 0.923	3.000%	\$ 0.956	3.000%	\$ 0.956
Annuity	9.756%	\$ 2.000	9.756%	\$ 2.000	9.412%	\$ 2.000	11.765%	\$ 2.500
HRA	13.415%	\$ 2.750	13.415%	\$ 2.750	12.941%	\$ 2.750	12.941%	\$ 2.750
Employer paid FICA	8.284%	\$ 2.547	8.284%	\$ 2.547	8.284%	\$ 2.641	8.284%	\$ 2.641
DSP Percentage	15.500%	\$ 3.178	15.500%	\$ 3.178	15.500%	\$ 3.294	15.500%	\$ 3.294
DSP Hourly	12.195%	\$ 2.500	12.195%	\$ 2.500	11.765%	\$ 2.500	11.765%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.107	0.520%	\$ 0.107	0.520%	\$ 0.111	0.520%	\$ 0.111
Comp. & Dis. Supp.	1.985%	\$ 0.610	1.985%	\$ 0.610	1.985%	\$ 0.633	1.985%	\$ 0.633
<b>Total Rate For Benefits</b>	<b>97.521%</b>	<b>\$ 21.352</b>	<b>97.521%</b>	<b>\$ 21.352</b>	<b>98.281%</b>	<b>\$ 22.295</b>	<b>103.487%</b>	<b>\$ 23.401</b>
<b>Total Cost Per Hour</b>		<b>\$ 52.102</b>		<b>\$ 52.102</b>		<b>\$ 54.170</b>		<b>\$ 55.276</b>
Statutory EESISIP	7.605%	\$ 2.339	7.225%	\$ 2.222	7.225%	\$ 2.303	7.225%	\$ 2.303
		<b>\$ 54.440</b>		<b>\$ 54.324</b>		<b>\$ 56.473</b>		<b>\$ 57.579</b>

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<b>Hourly Rate</b>	\$ 22.50	22.50	\$ 22.50	22.50	\$ 23.25	23.25	\$ 23.25	23.25
	<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>Legal Services Plan</b>	0.150%	\$ 0.034	0.150%	\$ 0.034	0.150%	\$ 0.035	0.150%	\$ 0.035
<b>P H B P – Pension Trust</b>	8.380%	\$ 1.886	8.380%	\$ 1.886	8.380%	\$ 1.948	8.380%	\$ 1.948
<b>P H B P – Medical</b>	12.540%	\$ 2.822	12.540%	\$ 2.822	12.540%	\$ 2.916	12.540%	\$ 2.916
<b>P H B P – Medical</b>	8.889%	\$ 2.000	8.889%	\$ 2.000	10.753%	\$ 2.500	12.903%	\$ 3.000
<b>Dental Plan</b>	2.040%	\$ 0.459	2.040%	\$ 0.459	2.040%	\$ 0.474	2.540%	\$ 0.591
<b>N . E . B . F .</b>	3.000%	\$ 0.675	3.000%	\$ 0.675	3.000%	\$ 0.698	3.000%	\$ 0.698
<b>Annuity</b>	8.889%	\$ 2.000	8.889%	\$ 2.000	8.602%	\$ 2.000	10.753%	\$ 2.500
<b>HRA</b>	12.222%	\$ 2.750	12.222%	\$ 2.750	11.828%	\$ 2.750	11.828%	\$ 2.750
<b>Employer paid FICA</b>	8.284%	\$ 1.864	8.284%	\$ 1.864	8.284%	\$ 1.926	8.284%	\$ 1.926
<b>DSP Percentage</b>	15.500%	\$ 3.488	15.500%	\$ 3.488	15.500%	\$ 3.604	15.500%	\$ 3.604
<b>DSP Hourly</b>	11.111%	\$ 2.500	11.111%	\$ 2.500	10.753%	\$ 2.500	10.753%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.520%	\$ 0.117	0.520%	\$ 0.117	0.520%	\$ 0.121	0.520%	\$ 0.121
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 0.447	1.985%	\$ 0.447	1.985%	\$ 0.462	1.985%	\$ 0.462
<b>Total Rate For Benefits</b>	<b>93.510%</b>	<b>\$ 21.040</b>	<b>93.510%</b>	<b>\$ 21.040</b>	<b>94.334%</b>	<b>\$ 21.933</b>	<b>99.136%</b>	<b>\$ 23.049</b>
<b>Total Cost Per Hour</b>		<b>\$ 43.540</b>		<b>\$ 43.540</b>		<b>\$ 45.183</b>		<b>\$ 46.299</b>
<b>Statutory EESIS</b>	7.605%	\$ 1.711	7.225%	\$ 1.626	7.225%	\$ 1.680	7.225%	\$ 1.680
		<b>\$ 45.251</b>		<b>\$ 45.165</b>		<b>\$ 46.863</b>		<b>\$ 47.979</b>

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<b>OT Rate</b>	\$ 33.75	\$ 33.75	\$ 33.75	\$ 33.75	\$ 34.88	\$ 34.88	\$ 34.88	\$ 34.88
<b>Hourly Rate</b>	\$ 22.50	\$ 22.50	\$ 22.50	\$ 22.50	\$ 23.25	\$ 23.25	\$ 23.25	\$ 23.25
	<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>Legal Services Plan</b>	0.150%	\$ 0.034	0.150%	\$ 0.034	0.150%	\$ 0.035	0.150%	\$ 0.035
<b>P H B P – Pension Trust</b>	8.380%	\$ 1.886	8.380%	\$ 1.886	8.380%	\$ 1.948	8.380%	\$ 1.948
<b>P H B P – Medical</b>	12.540%	\$ 2.822	12.540%	\$ 2.822	12.540%	\$ 2.916	12.540%	\$ 2.916
<b>P H B P – Medical</b>	8.889%	\$ 2.000	8.889%	\$ 2.000	10.753%	\$ 2.500	12.903%	\$ 3.000
<b>Dental Plan</b>	2.040%	\$ 0.459	2.040%	\$ 0.459	2.040%	\$ 0.474	2.540%	\$ 0.591
<b>N . E . B . F .</b>	3.000%	\$ 1.013	3.000%	\$ 1.013	3.000%	\$ 1.046	3.000%	\$ 1.046
<b>Annuity</b>	8.889%	\$ 2.000	8.889%	\$ 2.000	8.602%	\$ 2.000	10.753%	\$ 2.500
<b>HRA</b>	12.222%	\$ 2.750	12.222%	\$ 2.750	11.828%	\$ 2.750	11.828%	\$ 2.750
<b>Employer paid FICA</b>	8.284%	\$ 2.796	8.284%	\$ 2.796	8.284%	\$ 2.889	8.284%	\$ 2.889
<b>DSP Percentage</b>	15.500%	\$ 3.488	15.500%	\$ 3.488	15.500%	\$ 3.604	15.500%	\$ 3.604
<b>DSP Hourly</b>	11.111%	\$ 2.500	11.111%	\$ 2.500	10.753%	\$ 2.500	10.753%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.520%	\$ 0.117	0.520%	\$ 0.117	0.520%	\$ 0.121	0.520%	\$ 0.121
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 0.670	1.985%	\$ 0.670	1.985%	\$ 0.692	1.985%	\$ 0.692
<b>Total Rate For Benefits</b>	<b>93.510%</b>	<b>\$ 22.533</b>	<b>93.510%</b>	<b>\$ 22.533</b>	<b>94.334%</b>	<b>\$ 23.475</b>	<b>99.136%</b>	<b>\$ 24.592</b>
<b>Total Cost Per Hour</b>		<b>\$ 56.283</b>		<b>\$ 56.283</b>		<b>\$ 58.350</b>		<b>\$ 59.467</b>
<b>Statutory EESISP</b>	7.605%	\$ 2.567	7.225%	\$ 2.438	7.225%	\$ 2.520	7.225%	\$ 2.520
		<b>\$ 58.849</b>		<b>\$ 58.721</b>		<b>\$ 60.870</b>		<b>\$ 61.986</b>

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Hourly Rate	\$ 25.50	25.50	\$ 25.50	25.50	\$ 26.25	26.25	\$ 26.25	26.25
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.038	0.150%	\$ 0.038	0.150%	\$ 0.039	0.150%	\$ 0.039
P H B P -- Pension Trust	8.380%	\$ 2.137	8.380%	\$ 2.137	8.380%	\$ 2.200	8.380%	\$ 2.200
P H B P -- Medical	12.540%	\$ 3.198	12.540%	\$ 3.198	12.540%	\$ 3.292	12.540%	\$ 3.292
P H B P -- Medical	7.843%	\$ 2.000	7.843%	\$ 2.000	9.524%	\$ 2.500	11.429%	\$ 3.000
Dental Plan	2.040%	\$ 0.520	2.040%	\$ 0.520	2.040%	\$ 0.536	2.540%	\$ 0.667
N . E . B . F .	3.000%	\$ 0.765	3.000%	\$ 0.765	3.000%	\$ 0.788	3.000%	\$ 0.788
Annuity	7.843%	\$ 2.000	7.843%	\$ 2.000	7.619%	\$ 2.000	9.524%	\$ 2.500
HRA	10.784%	\$ 2.750	10.784%	\$ 2.750	10.476%	\$ 2.750	10.476%	\$ 2.750
Employer paid FICA	8.284%	\$ 2.112	8.284%	\$ 2.112	8.284%	\$ 2.175	8.284%	\$ 2.175
DSP Percentage	15.500%	\$ 3.953	15.500%	\$ 3.953	15.500%	\$ 4.069	15.500%	\$ 4.069
DSP Hourly	9.804%	\$ 2.500	9.804%	\$ 2.500	9.524%	\$ 2.500	9.524%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.133	0.520%	\$ 0.133	0.520%	\$ 0.137	0.520%	\$ 0.137
Comp. & Dis. Supp.	1.985%	\$ 0.506	1.985%	\$ 0.506	1.985%	\$ 0.521	1.985%	\$ 0.521
<b>Total Rate For Benefits</b>	<b>88.674%</b>	<b>\$ 22.612</b>	<b>88.674%</b>	<b>\$ 22.612</b>	<b>89.542%</b>	<b>\$ 23.505</b>	<b>93.851%</b>	<b>\$ 24.636</b>
<b>Total Cost Per Hour</b>		<b>\$ 48.112</b>		<b>\$ 48.112</b>		<b>\$ 49.755</b>		<b>\$ 50.886</b>
Statutory EESISIP	7.605%	\$ 1.939	7.225%	\$ 1.842	7.225%	\$ 1.897	7.225%	\$ 1.897
		<b>\$ 50.051</b>		<b>\$ 49.954</b>		<b>\$ 51.651</b>		<b>\$ 52.783</b>

**Joint Industry Board of the Electrical Industry**

**4th Year M - Helper Wage and Benefits OT for those accepted into Program  
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.)
OT Rate	\$ 38.25	\$ 38.25	\$ 38.25	\$ 38.25	\$ 39.38	\$ 39.38	\$ 39.38	\$ 39.38
Hourly Rate	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 26.25	\$ 26.25	\$ 26.25	\$ 26.25
	<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>
Legal Services Plan	0.150%	\$ 0.038	0.150%	\$ 0.038	0.150%	\$ 0.039	0.150%	\$ 0.039
P H B P -- Pension Trust	8.380%	\$ 2.137	8.380%	\$ 2.137	8.380%	\$ 2.200	8.380%	\$ 2.200
P H B P -- Medical	12.540%	\$ 3.198	12.540%	\$ 3.198	12.540%	\$ 3.292	12.540%	\$ 3.292
P H B P -- Medical	7.843%	\$ 2.000	7.843%	\$ 2.000	9.524%	\$ 2.500	11.429%	\$ 3.000
Dental Plan	2.040%	\$ 0.520	2.040%	\$ 0.520	2.040%	\$ 0.536	2.540%	\$ 0.667
N . E . B . F .	3.000%	\$ 1.148	3.000%	\$ 1.148	3.000%	\$ 1.181	3.000%	\$ 1.181
Annuity	7.843%	\$ 2.000	7.843%	\$ 2.000	7.619%	\$ 2.000	9.524%	\$ 2.500
HRA	10.784%	\$ 2.750	10.784%	\$ 2.750	10.476%	\$ 2.750	10.476%	\$ 2.750
Employer paid FICA	8.284%	\$ 3.169	8.284%	\$ 3.169	8.284%	\$ 3.262	8.284%	\$ 3.262
DSP Percentage	15.500%	\$ 3.953	15.500%	\$ 3.953	15.500%	\$ 4.069	15.500%	\$ 4.069
DSP Hourly	9.804%	\$ 2.500	9.804%	\$ 2.500	9.524%	\$ 2.500	9.524%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.133	0.520%	\$ 0.133	0.520%	\$ 0.137	0.520%	\$ 0.137
Comp. & Dis. Supp.	1.985%	\$ 0.759	1.985%	\$ 0.759	1.985%	\$ 0.782	1.985%	\$ 0.782
<b>Total Rate For Benefits</b>	<b>88.674%</b>	<b>\$ 24.304</b>	<b>88.674%</b>	<b>\$ 24.304</b>	<b>89.542%</b>	<b>\$ 25.246</b>	<b>93.851%</b>	<b>\$ 26.378</b>
<b>Total Cost Per Hour</b>		<b>\$ 62.554</b>		<b>\$ 62.554</b>		<b>\$ 64.621</b>		<b>\$ 65.753</b>
Statutory EESISP	7.605%	\$ 2.909	7.225%	\$ 2.764	7.225%	\$ 2.845	7.225%	\$ 2.845
		<b>\$ 65.462</b>		<b>\$ 65.317</b>		<b>\$ 67.466</b>		<b>\$ 68.597</b>