

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR '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.)

PREVAILING RATE CHART	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	1/1/2026(at 4:01 p.m.)	1/1/2026(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>
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>114.105%</b>	<b>\$ 70.745</b>	<b>114.911%</b>	<b>\$ 71.245</b>	<b>116.020%</b>	<b>\$ 74.253</b>	<b>119.864%</b>	<b>\$ 76.713</b>	<b>120.645%</b>	<b>\$ 77.213</b>
<b>Total Cost Per Hour</b>		<b>\$ 132.745</b>		<b>\$ 133.245</b>		<b>\$ 138.253</b>		<b>\$ 140.713</b>		<b>\$ 141.213</b>

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR '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.)

PREVAILING RATE CHART	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	1/1/2026(at 4:01 p.m.)	1/1/2026(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.)	4/14/2027(at 4:01 p.m.)	1/6/2028(at 4:01 p.m.)	1/6/2028(at 4:01 p.m.)
OT Rate	\$ 93.00	\$ 93.00	\$ 93.00	\$ 93.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00
Hourly Rate	\$ 62.00	\$ 62.00	\$ 62.00	\$ 62.00	\$ 64.00	\$ 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>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.093	0.150%	\$ 0.093	0.150%	\$ 0.096	0.150%	\$ 0.096	0.150%	\$ 0.096	\$ 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	\$ 0.192
Apprentice	1.550%	\$ 0.961	1.550%	\$ 0.961	1.550%	\$ 0.992	2.050%	\$ 1.312	2.050%	\$ 1.312	\$ 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	\$ 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	\$ 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	\$ 11.000
Dental Plan	3.140%	\$ 1.947	3.140%	\$ 1.947	3.140%	\$ 2.010	4.140%	\$ 2.650	4.140%	\$ 2.650	\$ 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	\$ 2.880
NEIB	0.000%	\$ -	0.806%	\$ 0.500	0.781%	\$ 0.500	0.781%	\$ 0.500	1.563%	\$ 1.000	\$ 1.000
Annuity	11.290%	\$ 7.000	11.290%	\$ 7.000	11.719%	\$ 7.500	14.063%	\$ 9.000	14.063%	\$ 9.000	\$ 9.000
HRA	11.290%	\$ 7.000	11.290%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000	\$ 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	\$ 7.344
DSP Percentage	16.500%	\$ 10.230	16.500%	\$ 10.230	16.500%	\$ 10.560	16.500%	\$ 10.560	16.500%	\$ 10.560	\$ 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	\$ 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	\$ 1.906
<b>Total Rate For Benefits</b>	<b>114.105%</b>	<b>\$ 74.662</b>	<b>114.911%</b>	<b>\$ 75.162</b>	<b>116.020%</b>	<b>\$ 78.296</b>	<b>119.864%</b>	<b>\$ 80.756</b>	<b>120.645%</b>	<b>\$ 81.256</b>	<b>\$ 81.256</b>
<b>Total Cost Per Hour</b>		<b>\$ 167.662</b>		<b>\$ 168.162</b>		<b>\$ 174.296</b>		<b>\$ 176.756</b>		<b>\$ 177.256</b>	

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR '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.)

PREVAILING RATE CHART	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	1/1/2026(at 4:01 p.m.)	1/1/2026(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>
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>109.668% \$</b>	<b>79.783</b>	<b>110.355% \$</b>	<b>80.283</b>	<b>111.303% \$</b>	<b>83.588</b>	<b>114.933% \$</b>	<b>86.315</b>	<b>115.599% \$</b>	<b>86.815</b>
<b>Total Cost Per Hour</b>	<b>\$</b>	<b>152.533</b>	<b>\$</b>	<b>153.033</b>	<b>\$</b>	<b>158.688</b>	<b>\$</b>	<b>161.415</b>	<b>\$</b>	<b>161.915</b>

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED SWING 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.)

PREVAILING RATE CHART	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	1/1/2026(at 4:01 p.m.)	1/1/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/6/2028(at 4:01 p.m.)	1/6/2028(at 4:01 p.m.)
OT Rate	\$ 109.13	\$ 109.13	\$ 109.13	\$ 109.13	\$ 112.65	\$ 112.65	\$ 112.65	\$ 112.65	\$ 112.65	\$ 112.65
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>
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
Total Rate For Benefits	109.668%	\$ 84.379	110.355%	\$ 84.879	111.303%	\$ 88.333	114.933%	\$ 91.059	115.599%	\$ 91.559
Total Cost Per Hour		\$ 193.504		\$ 194.004		\$ 200.983		\$ 203.709		\$ 204.209

Joint Industry Board of the Electrical Industry

**PREVAILING RATES FOR '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.)**

<b>PREVAILING RATE CHART</b>	<b>4/09/2025(at 4:01 p.m.)</b>	<b>4/09/2025(at 4:01 p.m.)</b>	<b>1/1/2026(at 4:01 p.m.)</b>	<b>1/1/2026(at 4:01 p.m.)</b>	<b>4/15/2026(at 4:01 p.m.)</b>	<b>4/15/2026(at 4:01 p.m.)</b>	<b>4/14/2027(at 4:01 p.m.)</b>	<b>4/14/2027(at 4:01 p.m.)</b>	<b>1/6/2028(at 4:01 p.m.)</b>	<b>1/6/2028(at 4:01 p.m.)</b>
<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>
<b>Legal Services Plan</b>	0.150%	\$ 0.122	0.150%	\$ 0.122	0.150%	\$ 0.126	0.150%	\$ 0.126	0.150%	\$ 0.126
<b>Job Security Fund</b>	0.300%	\$ 0.244	0.300%	\$ 0.244	0.300%	\$ 0.252	0.300%	\$ 0.252	0.300%	\$ 0.252
<b>Apprentice</b>	1.550%	\$ 1.263	1.550%	\$ 1.263	1.550%	\$ 1.304	2.050%	\$ 1.724	2.050%	\$ 1.724
<b>P H B P -- Pension Trust</b>	13.390%	\$ 10.912	13.390%	\$ 10.912	13.390%	\$ 11.264	13.390%	\$ 11.264	13.390%	\$ 11.264
<b>P H B P -- Medical</b>	26.060%	\$ 21.236	26.060%	\$ 21.236	26.060%	\$ 21.922	26.060%	\$ 21.922	26.060%	\$ 21.922
<b>P H B P -- Medical</b>	12.271%	\$ 10.000	12.271%	\$ 10.000	13.077%	\$ 11.000	13.077%	\$ 11.000	13.077%	\$ 11.000
<b>Dental Plan</b>	3.140%	\$ 2.559	3.140%	\$ 2.559	3.140%	\$ 2.641	4.140%	\$ 3.483	4.140%	\$ 3.483
<b>N . E . B . F .</b>	3.000%	\$ 2.445	3.000%	\$ 2.445	3.000%	\$ 2.524	3.000%	\$ 2.524	3.000%	\$ 2.524
<b>NEIB</b>	0.000%	\$ -	0.614%	\$ 0.500	0.594%	\$ 0.500	0.594%	\$ 0.500	1.189%	\$ 1.000
<b>Annuity</b>	9.817%	\$ 8.000	9.817%	\$ 8.000	10.190%	\$ 8.571	12.227%	\$ 10.286	12.227%	\$ 10.286
<b>HRA</b>	9.817%	\$ 8.000	9.817%	\$ 8.000	9.510%	\$ 8.000	9.510%	\$ 8.000	9.510%	\$ 8.000
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 6.234	7.650%	\$ 6.234	7.650%	\$ 6.435	7.650%	\$ 6.435	7.650%	\$ 6.435
<b>DSP Percentage</b>	16.500%	\$ 13.446	16.500%	\$ 13.446	16.500%	\$ 13.880	16.500%	\$ 13.880	16.500%	\$ 13.880
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.670%	\$ 1.361	1.670%	\$ 1.361	1.670%	\$ 1.405	1.670%	\$ 1.405	1.670%	\$ 1.405
<b>Comp. &amp; Dis. Supp.</b>	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>107.301%</b>	<b>\$ 87.439</b>	<b>107.914%</b>	<b>\$ 87.939</b>	<b>108.766%</b>	<b>\$ 91.494</b>	<b>112.304%</b>	<b>\$ 94.470</b>	<b>112.898%</b>	<b>\$ 94.970</b>
<b>Total Cost Per Hour</b>		<b>\$ 168.929</b>		<b>\$ 169.429</b>		<b>\$ 175.614</b>		<b>\$ 178.590</b>		<b>\$ 179.090</b>

Joint Industry Board of the Electrical Industry

**PREVAILING RATES FOR '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.)**

<b>PREVAILING RATE CHART</b>	<b>4/09/2025(at 4:01 p.m.)</b>	<b>4/09/2025(at 4:01 p.m.)</b>	<b>1/1/2026(at 4:01 p.m.)</b>	<b>1/1/2026(at 4:01 p.m.)</b>	<b>4/15/2026(at 4:01 p.m.)</b>	<b>4/15/2026(at 4:01 p.m.)</b>	<b>4/14/2027(at 4:01 p.m.)</b>	<b>4/14/2027(at 4:01 p.m.)</b>	<b>1/6/2028(at 4:01 p.m.)</b>	<b>1/6/2028(at 4:01 p.m.)</b>
<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
	<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>
<b>Legal Services Plan</b>	0.150%	\$ 0.122	0.150%	\$ 0.122	0.150%	\$ 0.126	0.150%	\$ 0.126	0.150%	\$ 0.126
<b>Job Security Fund</b>	0.300%	\$ 0.244	0.300%	\$ 0.244	0.300%	\$ 0.252	0.300%	\$ 0.252	0.300%	\$ 0.252
<b>Apprentice</b>	1.550%	\$ 1.263	1.550%	\$ 1.263	1.550%	\$ 1.304	2.050%	\$ 1.724	2.050%	\$ 1.724
<b>P H B P -- Pension Trust</b>	13.390%	\$ 10.912	13.390%	\$ 10.912	13.390%	\$ 11.264	13.390%	\$ 11.264	13.390%	\$ 11.264
<b>P H B P -- Medical</b>	26.060%	\$ 21.236	26.060%	\$ 21.236	26.060%	\$ 21.922	26.060%	\$ 21.922	26.060%	\$ 21.922
<b>P H B P -- Medical</b>	12.271%	\$ 10.000	12.271%	\$ 10.000	13.077%	\$ 11.000	13.077%	\$ 11.000	13.077%	\$ 11.000
<b>Dental Plan</b>	3.140%	\$ 2.559	3.140%	\$ 2.559	3.140%	\$ 2.641	4.140%	\$ 3.483	4.140%	\$ 3.483
<b>N .E .B .F .</b>	3.000%	\$ 3.667	3.000%	\$ 3.667	3.000%	\$ 3.785	3.000%	\$ 3.785	3.000%	\$ 3.785
<b>NEIB</b>	0.000%	\$ -	0.614%	\$ 0.500	0.594%	\$ 0.500	0.594%	\$ 0.500	1.189%	\$ 1.000
<b>Annuity</b>	9.817%	\$ 8.000	9.817%	\$ 8.000	10.190%	\$ 8.571	12.227%	\$ 10.286	12.227%	\$ 10.286
<b>HRA</b>	9.817%	\$ 8.000	9.817%	\$ 8.000	9.510%	\$ 8.000	9.510%	\$ 8.000	9.510%	\$ 8.000
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 9.351	7.650%	\$ 9.351	7.650%	\$ 9.653	7.650%	\$ 9.653	7.650%	\$ 9.653
<b>DSP Percentage</b>	16.500%	\$ 13.446	16.500%	\$ 13.446	16.500%	\$ 13.880	16.500%	\$ 13.880	16.500%	\$ 13.880
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.670%	\$ 1.361	1.670%	\$ 1.361	1.670%	\$ 1.405	1.670%	\$ 1.405	1.670%	\$ 1.405
<b>Comp. &amp; Dis. Supp.</b>	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>107.301%</b>	<b>\$ 92.588</b>	<b>107.914%</b>	<b>\$ 93.088</b>	<b>108.766%</b>	<b>\$ 96.808</b>	<b>112.304%</b>	<b>\$ 99.784</b>	<b>112.898%</b>	<b>\$ 100.284</b>
<b>Total Cost Per Hour</b>		<b>\$ 214.823</b>		<b>\$ 215.323</b>		<b>\$ 222.988</b>		<b>\$ 225.964</b>		<b>\$ 226.464</b>

Joint Industry Board of the Electrical Industry

**PREVAILING RATES FOR '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.)**

<b>PREVAILING RATE CHART</b>	<b>4/09/2025(at 4:01 p.m.)</b>	<b>4/09/2025(at 4:01 p.m.)</b>	<b>1/1/2026(at 4:01 p.m.)</b>	<b>1/1/2026(at 4:01 p.m.)</b>	<b>4/15/2026(at 4:01 p.m.)</b>	<b>4/15/2026(at 4:01 p.m.)</b>	<b>4/14/2027(at 4:01 p.m.)</b>	<b>4/14/2027(at 4:01 p.m.)</b>	<b>1/6/2028(at 4:01 p.m.)</b>	<b>1/6/2028(at 4:01 p.m.)</b>
<b>Hourly Rate</b>	\$ 62.00	62.00	\$ 62.00	62.00	\$ 64.00	64.00	\$ 64.00	64.00	\$ 64.00	64.00
	<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>
<b>Job Security Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Apprentice</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Pension Trust</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Dental Plan</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>N . E . B . F .</b>	3.000%	\$ 1.860	3.000%	\$ 1.860	3.000%	\$ 1.920	3.000%	\$ 1.920	3.000%	\$ 1.920
<b>NEIB</b>	0.000%	\$ -	0.806%	\$ 0.500	0.781%	\$ 0.500	0.781%	\$ 0.500	1.563%	\$ 1.000
<b>Annuity</b>	11.290%	\$ 7.000	11.290%	\$ 7.000	11.719%	\$ 7.500	14.063%	\$ 9.000	14.063%	\$ 9.000
<b>HRA</b>	11.290%	\$ 7.000	11.290%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 4.743	7.650%	\$ 4.743	7.650%	\$ 4.896	7.650%	\$ 4.896	7.650%	\$ 4.896
<b>DSP Percentage</b>	16.500%	\$ 10.230	16.500%	\$ 10.230	16.500%	\$ 10.560	16.500%	\$ 10.560	16.500%	\$ 10.560
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Comp. &amp; Dis. Supp.</b>	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>

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED TEMPORARY LIGHT PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/9/2025 (at 4:01 p.m.) to 4/12/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	4/09/2025(at 4:01 p.m.)	4/09/2025(at 4:01 p.m.)	1/1/2026(at 4:01 p.m.)	1/1/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/15/2026(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	4/14/2027(at 4:01 p.m.)	1/6/2028(at 4:01 p.m.)	1/6/2028(at 4:01 p.m.)
OT Rate	\$ 93.00	\$ 93.00	\$ 93.00	\$ 93.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00
Hourly Rate	\$ 62.00	\$ 62.00	\$ 62.00	\$ 62.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00
	<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>
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%	\$ 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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Comp. & Dis. Supp.	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Total Rate For Benefits	49.731%	\$ 34.135	50.537%	\$ 34.635	50.588%	\$ 35.784	52.931%	\$ 37.284	53.713%	\$ 37.784
Total Cost Per Hour		\$ 127.135		\$ 127.635		\$ 131.784		\$ 133.284		\$ 133.784