

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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

<u>PREVAILING RATE CHART</u>	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)
Hourly Rate	\$ 59.00	\$ 59.00	\$ 61.00	\$ 61.00	\$ 62.00	\$ 62.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.092	0.150%	\$ 0.093
Job Security Fund	0.300%	\$ 0.177	0.300%	\$ 0.183	0.300%	\$ 0.186
Apprentice	1.300%	\$ 0.767	1.300%	\$ 0.793	1.300%	\$ 0.806
P H B P -- Pension Trust	13.390%	\$ 7.900	13.390%	\$ 8.168	13.390%	\$ 8.302
P H B P -- Medical	26.060%	\$ 15.375	26.060%	\$ 15.897	26.060%	\$ 16.157
P H B P -- Medical	8.898%	\$ 5.250	9.836%	\$ 6.000	9.677%	\$ 6.000
Dental Plan	3.140%	\$ 1.853	3.140%	\$ 1.915	3.140%	\$ 1.947
N .E .B .F .	3.000%	\$ 1.770	3.000%	\$ 1.830	3.000%	\$ 1.860
Annuity	9.322%	\$ 5.500	9.016%	\$ 5.500	10.484%	\$ 6.500
HRA	11.017%	\$ 6.500	10.656%	\$ 6.500	11.290%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.514	7.650%	\$ 4.667	7.650%	\$ 4.743
DSP Percentage	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.230
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.985	1.670%	\$ 1.019	1.670%	\$ 1.035
Comp. & Dis. Supp.	1.985%	\$ 1.171	1.985%	\$ 1.211	1.985%	\$ 1.231
Total Rate For Benefits	104.232%	\$ 61.497	104.653%	\$ 63.838	106.597%	\$ 66.090
Total Cost Per Hour		\$ 120.497		\$ 124.838		\$ 128.090

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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)
OT Rate	\$ 88.50	\$ 88.50	\$ 91.50	\$ 91.50	\$ 93.00	\$ 93.00
Hourly Rate	\$ 59.00	\$ 59.00	\$ 61.00	\$ 61.00	\$ 62.00	\$ 62.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.092	0.150%	\$ 0.093
Job Security Fund	0.300%	\$ 0.177	0.300%	\$ 0.183	0.300%	\$ 0.186
Apprentice	1.300%	\$ 0.767	1.300%	\$ 0.793	1.300%	\$ 0.806
P H B P -- Pension Trust	13.390%	\$ 7.900	13.390%	\$ 8.168	13.390%	\$ 8.302
P H B P -- Medical	26.060%	\$ 15.375	26.060%	\$ 15.897	26.060%	\$ 16.157
P H B P -- Medical	8.898%	\$ 5.250	9.836%	\$ 6.000	9.677%	\$ 6.000
Dental Plan	3.140%	\$ 1.853	3.140%	\$ 1.915	3.140%	\$ 1.947
N .E .B .F .	3.000%	\$ 2.655	3.000%	\$ 2.745	3.000%	\$ 2.790
Annuity	9.322%	\$ 5.500	9.016%	\$ 5.500	10.484%	\$ 6.500
HRA	11.017%	\$ 6.500	10.656%	\$ 6.500	11.290%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 6.770	7.650%	\$ 7.000	7.650%	\$ 7.115
DSP Percentage	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.230
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.985	1.670%	\$ 1.019	1.670%	\$ 1.035
Comp. & Dis. Supp.	1.985%	\$ 1.757	1.985%	\$ 1.816	1.985%	\$ 1.846
Total Rate For Benefits	104.232%	\$ 65.224	104.653%	\$ 67.692	106.597%	\$ 70.007
Total Cost Per Hour		\$ 153.724		\$ 159.192		\$ 163.007

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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)
Hourly Rate	\$ 69.23	69.23	\$ 71.58	71.58	\$ 72.75	72.75
	<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	0.000%	\$ -	0.150%	\$ 0.107	0.150%	\$ 0.109
Job Security Fund	0.300%	\$ 0.208	0.300%	\$ 0.215	0.300%	\$ 0.218
Apprentice	1.300%	\$ 0.900	1.300%	\$ 0.931	1.300%	\$ 0.946
P H B P -- Pension Trust	13.390%	\$ 9.270	13.390%	\$ 9.585	13.390%	\$ 9.741
P H B P -- Medical	26.060%	\$ 18.041	26.060%	\$ 18.654	26.060%	\$ 18.959
P H B P -- Medical	7.583%	\$ 5.250	8.382%	\$ 6.000	8.247%	\$ 6.000
Dental Plan	3.140%	\$ 2.174	3.140%	\$ 2.248	3.140%	\$ 2.284
N .E .B .F .	3.000%	\$ 2.077	3.000%	\$ 2.147	3.000%	\$ 2.183
Annuity	8.474%	\$ 5.867	8.196%	\$ 5.867	9.530%	\$ 6.933
HRA	10.015%	\$ 6.933	9.686%	\$ 6.933	10.263%	\$ 7.467
DSP (401(k) Plan) - FICA	7.650%	\$ 5.296	7.650%	\$ 5.476	7.650%	\$ 5.565
DSP Percentage	16.500%	\$ 11.423	16.500%	\$ 11.811	16.500%	\$ 12.004
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.156	1.670%	\$ 1.195	1.670%	\$ 1.215
Comp. & Dis. Supp.	1.985%	\$ 1.374	1.985%	\$ 1.421	1.985%	\$ 1.444
Total Rate For Benefits	101.068%	\$ 69.969	101.409%	\$ 72.589	103.186%	\$ 75.068
						\$ 150.136
Total Cost Per Hour		\$ 139.199		\$ 144.169		\$ 147.818

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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)
OT Rate	\$ 103.85	\$ 103.85	\$ 107.37	\$ 107.37	\$ 109.13	\$ 109.13
Hourly Rate	\$ 69.23	\$ 69.23	\$ 71.58	\$ 71.58	\$ 72.75	\$ 72.75
	<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	0.000%	\$ -	0.150%	\$ 0.107	0.150%	\$ 0.109
Job Security Fund	0.300%	\$ 0.208	0.300%	\$ 0.215	0.300%	\$ 0.218
Apprentice	1.300%	\$ 0.900	1.300%	\$ 0.931	1.300%	\$ 0.946
P H B P -- Pension Trust	13.390%	\$ 9.270	13.390%	\$ 9.585	13.390%	\$ 9.741
P H B P -- Medical	26.060%	\$ 18.041	26.060%	\$ 18.654	26.060%	\$ 18.959
P H B P -- Medical	7.583%	\$ 5.250	8.382%	\$ 6.000	8.247%	\$ 6.000
Dental Plan	3.140%	\$ 2.174	3.140%	\$ 2.248	3.140%	\$ 2.284
N .E .B .F .	3.000%	\$ 3.115	3.000%	\$ 3.221	3.000%	\$ 3.274
Annuity	8.474%	\$ 5.867	8.196%	\$ 5.867	9.530%	\$ 6.933
HRA	10.015%	\$ 6.933	9.686%	\$ 6.933	10.263%	\$ 7.467
DSP (401(k) Plan) - FICA	7.650%	\$ 7.944	7.650%	\$ 8.214	7.650%	\$ 8.348
DSP Percentage	16.500%	\$ 11.423	16.500%	\$ 11.811	16.500%	\$ 12.004
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.156	1.670%	\$ 1.195	1.670%	\$ 1.215
Comp. & Dis. Supp.	1.985%	\$ 2.061	1.985%	\$ 2.131	1.985%	\$ 2.166
Total Rate For Benefits	101.068%	\$ 74.343	101.409%	\$ 77.111	103.186%	\$ 79.664
Total Cost Per Hour		\$ 178.188		\$ 184.481		\$ 188.789

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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)
Hourly Rate	\$ 77.54	77.54	\$ 80.17	80.17	\$ 81.49	81.49
	<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	0.000%	\$ -	0.150%	\$ 0.120	0.150%	\$ 0.122
Job Security Fund	0.300%	\$ 0.233	0.300%	\$ 0.241	0.300%	\$ 0.244
Apprentice	1.300%	\$ 1.008	1.300%	\$ 1.042	1.300%	\$ 1.059
P H B P -- Pension Trust	13.390%	\$ 10.383	13.390%	\$ 10.735	13.390%	\$ 10.912
P H B P -- Medical	26.060%	\$ 20.207	26.060%	\$ 20.892	26.060%	\$ 21.236
P H B P -- Medical	6.771%	\$ 5.250	7.484%	\$ 6.000	7.363%	\$ 6.000
Dental Plan	3.140%	\$ 2.435	3.140%	\$ 2.517	3.140%	\$ 2.559
N .E .B .F .	3.000%	\$ 2.326	3.000%	\$ 2.405	3.000%	\$ 2.445
Annuity	8.106%	\$ 6.286	7.840%	\$ 6.286	9.116%	\$ 7.429
HRA	9.580%	\$ 7.429	9.266%	\$ 7.429	9.817%	\$ 8.000
DSP (401(k) Plan) - FICA	7.650%	\$ 5.932	7.650%	\$ 6.133	7.650%	\$ 6.234
DSP Percentage	16.500%	\$ 12.794	16.500%	\$ 13.228	16.500%	\$ 13.446
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.295	1.670%	\$ 1.339	1.670%	\$ 1.361
Comp. & Dis. Supp.	1.985%	\$ 1.539	1.985%	\$ 1.591	1.985%	\$ 1.618
Total Rate For Benefits	99.452%	\$ 77.115	99.736%	\$ 79.958	101.441%	\$ 82.664
Total Cost Per Hour		\$ 154.655		\$ 160.128		\$ 164.154

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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)
OT Rate	\$ 116.31	\$ 116.31	\$ 120.26	\$ 120.26	\$ 122.24	\$ 122.24
Hourly Rate	\$ 77.54	\$ 77.54	\$ 80.17	\$ 80.17	\$ 81.49	\$ 81.49
	<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	0.000%	\$ -	0.150%	\$ 0.120	0.150%	\$ 0.122
Job Security Fund	0.300%	\$ 0.233	0.300%	\$ 0.241	0.300%	\$ 0.244
Apprentice	1.300%	\$ 1.008	1.300%	\$ 1.042	1.300%	\$ 1.059
P H B P -- Pension Trust	13.390%	\$ 10.383	13.390%	\$ 10.735	13.390%	\$ 10.912
P H B P -- Medical	26.060%	\$ 20.207	26.060%	\$ 20.892	26.060%	\$ 21.236
P H B P -- Medical	6.771%	\$ 5.250	7.484%	\$ 6.000	7.363%	\$ 6.000
Dental Plan	3.140%	\$ 2.435	3.140%	\$ 2.517	3.140%	\$ 2.559
N .E .B .F .	3.000%	\$ 3.489	3.000%	\$ 3.608	3.000%	\$ 3.667
Annuity	8.106%	\$ 6.286	7.840%	\$ 6.286	9.116%	\$ 7.429
HRA	9.580%	\$ 7.429	9.266%	\$ 7.429	9.817%	\$ 8.000
DSP (401(k) Plan) - FICA	7.650%	\$ 8.898	7.650%	\$ 9.200	7.650%	\$ 9.351
DSP Percentage	16.500%	\$ 12.794	16.500%	\$ 13.228	16.500%	\$ 13.446
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.295	1.670%	\$ 1.339	1.670%	\$ 1.361
Comp. & Dis. Supp.	1.985%	\$ 2.309	1.985%	\$ 2.387	1.985%	\$ 2.426
Total Rate For Benefits	99.452%	\$ 82.014	99.736%	\$ 85.023	101.441%	\$ 87.812
Total Cost Per Hour		\$ 198.324		\$ 205.278		\$ 210.047

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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)
Hourly Rate	\$ 59.00	59.00	\$ 61.00	61.00	\$ 62.00	62.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
N .E .B .F .	3.000%	\$ 1.770	3.000%	\$ 1.830	3.000%	\$ 1.860
Annuity	9.322%	\$ 5.500	9.016%	\$ 5.500	10.484%	\$ 6.500
HRA	11.017%	\$ 6.500	10.656%	\$ 6.500	11.290%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.514	7.650%	\$ 4.667	7.650%	\$ 4.743
DSP Percentage	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.230
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Comp. & Dis. Supp.	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Total Rate For Benefits	47.489%	\$ 28.019	46.822%	\$ 28.562	48.924%	\$ 30.333
Total Cost Per Hour		\$ 87.019		\$ 89.562		\$ 92.333

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED TEMPORARY LIGHT PACKAGE OF Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	04/13/2022 (at 4:01 p.m.)	04/13/2022 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)	4/10/2024(at 4:01 p.m.)
OT Rate	\$ 88.50	\$ 88.50	\$ 91.50	\$ 91.50	\$ 93.00	\$ 93.00
Hourly Rate	\$ 59.00	\$ 59.00	\$ 61.00	\$ 61.00	\$ 62.00	\$ 62.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Job Security Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
N .E .B .F .	3.000%	\$ 2.655	3.000%	\$ 2.745	3.000%	\$ 2.790
Annuity	9.322%	\$ 5.500	9.016%	\$ 5.500	10.484%	\$ 6.500
HRA	11.017%	\$ 6.500	10.656%	\$ 6.500	11.290%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 6.770	7.650%	\$ 7.000	7.650%	\$ 7.115
DSP Percentage	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.230
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Comp. & Dis. Supp.	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Total Rate For Benefits	47.489%	\$ 31.160	46.822%	\$ 31.810	48.924%	\$ 33.635
Total Cost Per Hour		\$ 119.660		\$ 123.310		\$ 126.635