

Joint Industry Board of the Electrical Industry

**1st Year 1st Half Apprentice Wage and Benefits for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 16.25	16.25	\$ 16.25	16.25	\$ 16.75	16.75	\$ 17.25	17.25	\$ 17.25	17.25
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.041	0.250%	\$ 0.041	0.250%	\$ 0.042	0.250%	\$ 0.043	0.250%	\$ 0.043
P H B P -- Pension Trust	5.375%	\$ 0.873	5.375%	\$ 0.873	5.375%	\$ 0.900	5.375%	\$ 0.927	5.375%	\$ 0.927
P H B P -- Medical	14.543%	\$ 2.363	14.543%	\$ 2.363	14.543%	\$ 2.436	14.543%	\$ 2.509	14.543%	\$ 2.509
Dental Plan	2.040%	\$ 0.332	2.040%	\$ 0.332	2.040%	\$ 0.342	2.040%	\$ 0.352	2.040%	\$ 0.352
N. E. B. F.	3.000%	\$ 0.488	3.000%	\$ 0.488	3.000%	\$ 0.503	3.000%	\$ 0.518	3.000%	\$ 0.518
Annuity	6.154%	\$ 1.000	6.154%	\$ 1.000	5.970%	\$ 1.000	5.797%	\$ 1.000	5.797%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.346	8.284%	\$ 1.346	8.284%	\$ 1.388	8.284%	\$ 1.429	8.284%	\$ 1.429
HRA	10.789%	\$ 1.750	10.789%	\$ 1.750	10.448%	\$ 1.750	10.145%	\$ 1.750	10.145%	\$ 1.750
DSP Percentage	15.000%	\$ 2.438	15.000%	\$ 2.438	15.000%	\$ 2.513	15.000%	\$ 2.588	15.000%	\$ 2.588
DSP Hourly	15.385%	\$ 2.500	15.385%	\$ 2.500	14.925%	\$ 2.500	14.493%	\$ 2.500	14.493%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.081	0.500%	\$ 0.081	0.500%	\$ 0.084	0.500%	\$ 0.086	0.500%	\$ 0.086
Comp. & Dis. Supp.	1.885%	\$ 0.306	1.885%	\$ 0.306	1.885%	\$ 0.316	1.885%	\$ 0.325	1.885%	\$ 0.325
Total Rate For Benefits	83.185%	\$ 13.518	83.185%	\$ 13.518	82.221%	\$ 13.772	81.312%	\$ 14.026	81.312%	\$ 14.026
Total Cost Per Hour	\$ 29.768	\$ 29.768	\$ 29.768	\$ 29.768	\$ 30.522	\$ 30.522	\$ 31.276	\$ 31.276	\$ 31.276	\$ 31.276
Statutory EESISIP	5.185%	\$ 0.839	6.105%	\$ 0.992	6.105%	\$ 1.023	6.105%	\$ 1.053	5.425%	\$ 0.936
		\$ 30.607		\$ 30.760		\$ 31.545		\$ 32.329		\$ 32.212

Joint Industry Board of the Electrical Industry

**1st Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

	5/11/2016		5/11/2016		7/27/2016		7/27/2016		5/10/2017		5/9/2018		5/9/2018		1/2/2019		1/2/2019			
OT Rate	\$	24.38	\$	24.38	\$	24.38	\$	24.38	\$	25.13	\$	25.13	\$	25.88	\$	25.88	\$	25.88		
Hourly Rate	\$	16.25	\$	16.25	\$	16.25	\$	16.25	\$	16.75	\$	16.75	\$	17.25	\$	17.25	\$	17.25		
		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		
Benefit and Wage Fund		0.250%	\$	0.041		0.250%	\$	0.041		0.250%	\$	0.042		0.250%	\$	0.043		0.250%	\$	0.043
P H B P -- Pension Trust		5.375%	\$	0.873		5.375%	\$	0.873		5.375%	\$	0.900		5.375%	\$	0.927		5.375%	\$	0.927
P H B P -- Medical		14.543%	\$	2.363		14.543%	\$	2.363		14.543%	\$	2.436		14.543%	\$	2.509		14.543%	\$	2.509
Dental Plan		2.040%	\$	0.332		2.040%	\$	0.332		2.040%	\$	0.342		2.040%	\$	0.352		2.040%	\$	0.352
N . E . B . F .		3.000%	\$	0.731		3.000%	\$	0.731		3.000%	\$	0.754		3.000%	\$	0.776		3.000%	\$	0.776
Annuity		6.154%	\$	1.000		6.154%	\$	1.000		5.970%	\$	1.000		5.797%	\$	1.000		5.797%	\$	1.000
Employer paid FICA		8.284%	\$	2.019		8.284%	\$	2.019		8.284%	\$	2.081		8.284%	\$	2.143		8.284%	\$	2.143
HRA		10.769%	\$	1.750		10.769%	\$	1.750		10.448%	\$	1.750		10.145%	\$	1.750		10.145%	\$	1.750
DSP Percentage		15.000%	\$	2.438		15.000%	\$	2.438		15.000%	\$	2.513		15.000%	\$	2.588		15.000%	\$	2.588
DSP Hourly		15.385%	\$	2.500		15.385%	\$	2.500		14.925%	\$	2.500		14.493%	\$	2.500		14.493%	\$	2.500
Educational & Cultural		0.500%	\$	0.081		0.500%	\$	0.081		0.500%	\$	0.084		0.500%	\$	0.086		0.500%	\$	0.086
Comp. & Dts. Supp.		1.885%	\$	0.459		1.885%	\$	0.459		1.885%	\$	0.474		1.885%	\$	0.488		1.885%	\$	0.488
Total Rate For Benefits		83.185%	\$	14.587		83.185%	\$	14.587		82.221%	\$	14.875		81.312%	\$	15.162		81.312%	\$	15.162
Total Cost Per Hour			\$	38.962			\$	38.962			\$	40.000			\$	41.037			\$	41.037
Statutory EESISIP		5.165%	\$	1.259		6.105%	\$	1.488		6.105%	\$	1.534		6.105%	\$	1.580		5.425%	\$	1.404
			\$	40.221			\$	40.451			\$	41.534			\$	42.617			\$	42.441

Joint Industry Board of the Electrical Industry

**2nd Year 1st Half Apprentice Wage and Benefits for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 19.05	19.05	\$ 19.05	19.05	\$ 19.55	19.55	\$ 20.05	20.05	\$ 20.05	20.05
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.049	0.250%	\$ 0.050	0.250%	\$ 0.050
P.H.B.P. -- Pension Trust	5.375%	\$ 1.024	5.375%	\$ 1.024	5.375%	\$ 1.051	5.375%	\$ 1.078	5.375%	\$ 1.078
P.H.B.P. -- Medical	14.543%	\$ 2.770	14.543%	\$ 2.770	14.543%	\$ 2.843	14.543%	\$ 2.916	14.543%	\$ 2.916
Dental Plan	2.040%	\$ 0.389	2.040%	\$ 0.389	2.040%	\$ 0.399	2.040%	\$ 0.409	2.040%	\$ 0.409
N.E.B.F.	3.000%	\$ 0.572	3.000%	\$ 0.572	3.000%	\$ 0.587	3.000%	\$ 0.602	3.000%	\$ 0.602
Annuity	5.249%	\$ 1.000	5.249%	\$ 1.000	5.115%	\$ 1.000	4.988%	\$ 1.000	4.988%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.578	8.284%	\$ 1.578	8.284%	\$ 1.620	8.284%	\$ 1.661	8.284%	\$ 1.661
HRA	9.186%	\$ 1.750	9.186%	\$ 1.750	8.951%	\$ 1.750	8.728%	\$ 1.750	8.728%	\$ 1.750
DSP Percentage	15.000%	\$ 2.858	15.000%	\$ 2.858	15.000%	\$ 2.933	15.000%	\$ 3.008	15.000%	\$ 3.008
DSP Hourly	13.123%	\$ 2.500	13.123%	\$ 2.500	12.788%	\$ 2.500	12.469%	\$ 2.500	12.469%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.095	0.500%	\$ 0.095	0.500%	\$ 0.098	0.500%	\$ 0.100	0.500%	\$ 0.100
Comp. & Dis. Supp.	1.885%	\$ 0.359	1.885%	\$ 0.359	1.885%	\$ 0.369	1.885%	\$ 0.378	1.885%	\$ 0.378
Total Rate For Benefits	78.436%	\$ 14.942	78.436%	\$ 14.942	77.732%	\$ 15.197	77.062%	\$ 15.451	77.062%	\$ 15.451
Total Cost Per Hour		\$ 33.992		\$ 33.992		\$ 34.747		\$ 35.501		\$ 35.501
Statutory EESISIP	5.165%	\$ 0.984	6.105%	\$ 1.163	6.105%	\$ 1.194	6.105%	\$ 1.224	5.425%	\$ 1.088
		\$ 34.976		\$ 35.155		\$ 35.940		\$ 36.725		\$ 36.589

Joint Industry Board of the Electrical Industry

**2nd Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

	5/11/2016		7/27/2016		5/10/2017		5/9/2018		1/2/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
OT Rate	\$ 28.58	\$ 28.58	\$ 28.58	\$ 28.58	\$ 29.33	\$ 29.33	\$ 30.06	\$ 30.06	\$ 30.08	\$ 30.08
Hourly Rate	\$ 19.05	\$ 19.05	\$ 19.05	\$ 19.05	\$ 19.55	\$ 19.55	\$ 20.05	\$ 20.05	\$ 20.05	\$ 20.05
Benefit and Wage Fund	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.049	0.250%	\$ 0.050	0.250%	\$ 0.050
P H B P -- Pension Trust	5.375%	\$ 1.024	5.375%	\$ 1.024	5.375%	\$ 1.051	5.375%	\$ 1.078	5.375%	\$ 1.078
P H B P -- Medical	14.543%	\$ 2.770	14.543%	\$ 2.770	14.543%	\$ 2.843	14.543%	\$ 2.918	14.543%	\$ 2.916
Dental Plan	2.040%	\$ 0.389	2.040%	\$ 0.389	2.040%	\$ 0.399	2.040%	\$ 0.409	2.040%	\$ 0.409
N . E . B . F .	3.000%	\$ 0.857	3.000%	\$ 0.857	3.000%	\$ 0.880	3.000%	\$ 0.902	3.000%	\$ 0.902
Annuity	5.249%	\$ 1.000	5.249%	\$ 1.000	5.115%	\$ 1.000	4.988%	\$ 1.000	4.988%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.367	8.284%	\$ 2.367	8.284%	\$ 2.429	8.284%	\$ 2.491	8.284%	\$ 2.491
HRA	9.186%	\$ 1.750	9.186%	\$ 1.750	8.951%	\$ 1.750	8.728%	\$ 1.750	8.728%	\$ 1.750
DSP Percentage	15.000%	\$ 2.858	15.000%	\$ 2.858	15.000%	\$ 2.933	15.000%	\$ 3.008	15.000%	\$ 3.008
DSP Hourly	13.123%	\$ 2.500	13.123%	\$ 2.500	12.788%	\$ 2.500	12.469%	\$ 2.500	12.469%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.095	0.500%	\$ 0.095	0.500%	\$ 0.098	0.500%	\$ 0.100	0.500%	\$ 0.100
Comp. & Dis. Supp.	1.885%	\$ 0.539	1.885%	\$ 0.539	1.885%	\$ 0.553	1.885%	\$ 0.567	1.885%	\$ 0.567
Total Rate For Benefits	78.436%	\$ 16.196	78.436%	\$ 16.196	77.732%	\$ 16.484	77.062%	\$ 16.771	77.062%	\$ 16.771
Total Cost Per Hour		\$ 44.771		\$ 44.771		\$ 45.809		\$ 46.846		\$ 46.846
Statutory EESISIP	5.165%	\$ 1.476	6.105%	\$ 1.745	6.105%	\$ 1.790	6.105%	\$ 1.836	5.425%	\$ 1.632
		\$ 46.247		\$ 46.516		\$ 47.599		\$ 48.682		\$ 48.478

Joint Industry Board of the Electrical Industry

**3rd Year 1st Half Apprentice Wage and Benefits for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 21.15	21.15	\$ 21.15	21.15	\$ 21.65	21.65	\$ 22.15	22.15	\$ 22.15	22.15
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.054	0.250%	\$ 0.055	0.250%	\$ 0.055
P H B P -- Pension Trust	5.375%	\$ 1.137	5.375%	\$ 1.137	5.375%	\$ 1.164	5.375%	\$ 1.191	5.375%	\$ 1.191
P H B P -- Medical	14.543%	\$ 3.076	14.543%	\$ 3.076	14.543%	\$ 3.149	14.543%	\$ 3.221	14.543%	\$ 3.221
Dental Plan	2.040%	\$ 0.431	2.040%	\$ 0.431	2.040%	\$ 0.442	2.040%	\$ 0.452	2.040%	\$ 0.452
N . E . B . F .	3.000%	\$ 0.635	3.000%	\$ 0.635	3.000%	\$ 0.650	3.000%	\$ 0.665	3.000%	\$ 0.665
Annuity	4.728%	\$ 1.000	4.728%	\$ 1.000	4.619%	\$ 1.000	4.515%	\$ 1.000	4.515%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.752	8.284%	\$ 1.752	8.284%	\$ 1.794	8.284%	\$ 1.835	8.284%	\$ 1.835
HRA	8.274%	\$ 1.750	8.274%	\$ 1.750	8.083%	\$ 1.750	7.901%	\$ 1.750	7.901%	\$ 1.750
DSP Percentage	15.000%	\$ 3.173	15.000%	\$ 3.173	15.000%	\$ 3.246	15.000%	\$ 3.323	15.000%	\$ 3.323
DSP Hourly	11.820%	\$ 2.500	11.820%	\$ 2.500	11.547%	\$ 2.500	11.287%	\$ 2.500	11.287%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.106	0.500%	\$ 0.106	0.500%	\$ 0.108	0.500%	\$ 0.111	0.500%	\$ 0.111
Comp. & Dis. Supp.	1.885%	\$ 0.399	1.885%	\$ 0.399	1.885%	\$ 0.406	1.885%	\$ 0.418	1.885%	\$ 0.418
Total Rate For Benefits	75.700%	\$ 16.010	75.700%	\$ 16.010	75.127%	\$ 16.265	74.579%	\$ 16.519	74.579%	\$ 16.519
Total Cost Per Hour		\$ 37.160		\$ 37.160		\$ 37.915		\$ 38.669		\$ 38.669
Statutory EESISIP	5.165%	\$ 1.092	6.105%	\$ 1.291	6.105%	\$ 1.322	6.105%	\$ 1.352	5.425%	\$ 1.202
		\$ 38.253		\$ 38.452		\$ 39.237		\$ 40.022		\$ 39.871

Joint Industry Board of the Electrical Industry

**3rd Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

	5/11/2016		7/27/2016		5/10/2017		5/9/2018		1/2/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
OT Rate	\$ 31.73	\$ 31.73	\$ 31.73	\$ 31.73	\$ 32.48	\$ 32.48	\$ 33.23	\$ 33.23	\$ 33.23	\$ 33.23
Hourly Rate	\$ 21.15	\$ 21.15	\$ 21.15	\$ 21.15	\$ 21.65	\$ 21.65	\$ 22.15	\$ 22.15	\$ 22.15	\$ 22.15
Benefit and Wage Fund	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.054	0.250%	\$ 0.055	0.250%	\$ 0.055
P H B P -- Pension Trust	5.375%	\$ 1.137	5.375%	\$ 1.137	5.375%	\$ 1.164	5.375%	\$ 1.191	5.375%	\$ 1.191
P H B P -- Medical	14.543%	\$ 3.076	14.543%	\$ 3.076	14.543%	\$ 3.149	14.543%	\$ 3.221	14.543%	\$ 3.221
Dental Plan	2.040%	\$ 0.431	2.040%	\$ 0.431	2.040%	\$ 0.442	2.040%	\$ 0.452	2.040%	\$ 0.452
N . E . B . F .	3.000%	\$ 0.952	3.000%	\$ 0.952	3.000%	\$ 0.974	3.000%	\$ 0.997	3.000%	\$ 0.997
Annuity	4.728%	\$ 1.000	4.728%	\$ 1.000	4.619%	\$ 1.000	4.515%	\$ 1.000	4.515%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.628	8.284%	\$ 2.628	8.284%	\$ 2.680	8.284%	\$ 2.752	8.284%	\$ 2.752
HRA	8.274%	\$ 1.750	8.274%	\$ 1.750	8.083%	\$ 1.750	7.901%	\$ 1.750	7.901%	\$ 1.750
DSP Percentage	15.000%	\$ 3.173	15.000%	\$ 3.173	15.000%	\$ 3.248	15.000%	\$ 3.323	15.000%	\$ 3.323
DSP Hourly	11.820%	\$ 2.500	11.820%	\$ 2.500	11.547%	\$ 2.500	11.287%	\$ 2.500	11.287%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.106	0.500%	\$ 0.106	0.500%	\$ 0.108	0.500%	\$ 0.111	0.500%	\$ 0.111
Comp. & Dis. Supp.	1.885%	\$ 0.598	1.885%	\$ 0.598	1.885%	\$ 0.612	1.885%	\$ 0.626	1.885%	\$ 0.626
Total Rate For Benefits	75.700%	\$ 17.403	75.700%	\$ 17.403	75.127%	\$ 17.691	74.579%	\$ 17.978	74.579%	\$ 17.978
Total Cost Per Hour		\$ 49.128		\$ 49.128		\$ 50.166		\$ 51.203		\$ 51.203
Statutory EESISIP	5.165%	\$ 1.639	6.105%	\$ 1.937	6.105%	\$ 1.983	6.105%	\$ 2.028	5.425%	\$ 1.802
		\$ 50.767		\$ 51.065		\$ 52.148		\$ 53.231		\$ 53.005

Joint Industry Board of the Electrical Industry

4th Year 1st Half Apprentice Wage and Benefits for those accepted into Program Prior to 5/10/2007
 Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 23.10	\$ 23.10	\$ 23.10	\$ 23.10	\$ 23.60	\$ 23.60	\$ 24.10	\$ 24.10	\$ 24.10	\$ 24.10
	<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>
Benefit and Wage Fund	0.250%	\$ 0.058	0.250%	\$ 0.058	0.250%	\$ 0.058	0.250%	\$ 0.060	0.250%	\$ 0.060
P H B P -- Pension Trust	5.375%	\$ 1.242	5.375%	\$ 1.242	5.375%	\$ 1.269	5.375%	\$ 1.295	5.375%	\$ 1.295
P H B P -- Medical	14.543%	\$ 3.359	14.543%	\$ 3.359	14.543%	\$ 3.432	14.543%	\$ 3.505	14.543%	\$ 3.505
Dental Plan	2.040%	\$ 0.471	2.040%	\$ 0.471	2.040%	\$ 0.481	2.040%	\$ 0.492	2.040%	\$ 0.492
N . E . B . F .	3.000%	\$ 0.693	3.000%	\$ 0.693	3.000%	\$ 0.708	3.000%	\$ 0.723	3.000%	\$ 0.723
Annuity	4.329%	\$ 1.000	4.329%	\$ 1.000	4.237%	\$ 1.000	4.149%	\$ 1.000	4.149%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.914	8.284%	\$ 1.914	8.284%	\$ 1.955	8.284%	\$ 1.996	8.284%	\$ 1.996
HRA	7.578%	\$ 1.750	7.578%	\$ 1.750	7.419%	\$ 1.750	7.261%	\$ 1.750	7.261%	\$ 1.750
DSP Percentage	15.000%	\$ 3.465	15.000%	\$ 3.465	15.000%	\$ 3.540	15.000%	\$ 3.615	15.000%	\$ 3.615
DSP Hourly	10.823%	\$ 2.500	10.823%	\$ 2.500	10.593%	\$ 2.500	10.373%	\$ 2.500	10.373%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.116	0.500%	\$ 0.116	0.500%	\$ 0.118	0.500%	\$ 0.121	0.500%	\$ 0.121
Comp. & Dis. Supp.	1.885%	\$ 0.435	1.885%	\$ 0.435	1.885%	\$ 0.445	1.885%	\$ 0.454	1.885%	\$ 0.454
Total Rate For Benefits	73.604%	\$ 17.003	73.604%	\$ 17.003	73.123%	\$ 17.257	72.661%	\$ 17.511	72.661%	\$ 17.511
Total Cost Per Hour		\$ 40.103		\$ 40.103		\$ 40.857		\$ 41.611		\$ 41.611
Statutory EESISIP	5.165%	\$ 1.193	6.105%	\$ 1.410	6.105%	\$ 1.441	6.105%	\$ 1.471	5.425%	\$ 1.307
		\$ 41.296		\$ 41.513		\$ 42.298		\$ 43.083		\$ 42.919

Joint Industry Board of the Electrical Industry

4th Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program Prior to 5/10/2007
 Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016		5/11/2016		7/27/2016		7/27/2016		5/10/2017		5/10/2017		5/9/2018		5/9/2018		1/2/2019		1/2/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
OT Rate	\$	34.65	\$	34.65	\$	34.65	\$	34.65	\$	35.40	\$	35.40	\$	36.15	\$	36.15	\$	36.15	\$	36.15
Hourly Rate	\$	23.10	\$	23.10	\$	23.10	\$	23.10	\$	23.60	\$	23.60	\$	24.10	\$	24.10	\$	24.10	\$	24.10
Benefit and Wage Fund																				
P H B P -- Pension Trust	0.250%	\$	0.058	\$	0.250%	\$	0.058	\$	0.250%	\$	0.058	\$	0.250%	\$	0.060	\$	0.250%	\$	0.060	\$
P H B P -- Medical	5.375%	\$	1.242	\$	5.375%	\$	1.242	\$	5.375%	\$	1.269	\$	5.375%	\$	1.295	\$	5.375%	\$	1.295	\$
Dental Plan	14.543%	\$	3.359	\$	14.543%	\$	3.359	\$	14.543%	\$	3.432	\$	14.543%	\$	3.505	\$	14.543%	\$	3.505	\$
N.E.B.F.	2.040%	\$	0.471	\$	2.040%	\$	0.471	\$	2.040%	\$	0.481	\$	2.040%	\$	0.492	\$	2.040%	\$	0.492	\$
Annuity	3.000%	\$	1.040	\$	3.000%	\$	1.040	\$	3.000%	\$	1.062	\$	3.000%	\$	1.085	\$	3.000%	\$	1.085	\$
Employer paid FICA	4.329%	\$	1.000	\$	4.329%	\$	1.000	\$	4.329%	\$	1.062	\$	4.329%	\$	1.085	\$	4.329%	\$	1.085	\$
HRA	8.284%	\$	2.870	\$	8.284%	\$	2.870	\$	8.284%	\$	2.933	\$	8.284%	\$	2.995	\$	8.284%	\$	2.995	\$
DSP Percentage	7.576%	\$	1.750	\$	7.576%	\$	1.750	\$	7.576%	\$	1.750	\$	7.576%	\$	1.750	\$	7.576%	\$	1.750	\$
DSP Hourly	15.000%	\$	3.465	\$	15.000%	\$	3.465	\$	15.000%	\$	3.540	\$	15.000%	\$	3.615	\$	15.000%	\$	3.615	\$
Educational & Cultural	10.823%	\$	2.500	\$	10.823%	\$	2.500	\$	10.823%	\$	2.500	\$	10.823%	\$	2.500	\$	10.823%	\$	2.500	\$
Comp. & Dis. Supp.	0.500%	\$	0.118	\$	0.500%	\$	0.118	\$	0.500%	\$	0.118	\$	0.500%	\$	0.121	\$	0.500%	\$	0.121	\$
Total Rate For Benefits	1.885%	\$	0.653	\$	1.885%	\$	0.653	\$	1.885%	\$	0.667	\$	1.885%	\$	0.681	\$	1.885%	\$	0.681	\$
Total Cost Per Hour																				
Statutory EESISP	\$	53.174	\$	53.174	\$	53.174	\$	53.174	\$	54.211	\$	54.211	\$	55.248	\$	55.248	\$	55.248	\$	55.248
	5.165%	\$	1.790	\$	6.105%	\$	2.115	\$	6.105%	\$	2.161	\$	6.105%	\$	2.207	\$	6.105%	\$	2.207	\$
		\$	54.963	\$	59.289	\$	55.289	\$	59.372	\$	61.372	\$	61.455	\$	63.455	\$	63.455	\$	63.455	\$

Joint Industry Board of the Electrical Industry

1st Year 2nd Half Apprentice Wage and Benefits for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 17.65	17.65	\$ 17.65	17.65	\$ 18.15	18.15	\$ 18.65	18.65	\$ 18.65	18.65
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.044	0.250%	\$ 0.044	0.250%	\$ 0.045	0.250%	\$ 0.047	0.250%	\$ 0.047
P H B P -- Pension Trust	5.375%	\$ 0.949	5.375%	\$ 0.949	5.375%	\$ 0.976	5.375%	\$ 1.002	5.375%	\$ 1.002
P H B P -- Medical	14.543%	\$ 2.567	14.543%	\$ 2.567	14.543%	\$ 2.640	14.543%	\$ 2.712	14.543%	\$ 2.712
Dental Plan	2.040%	\$ 0.360	2.040%	\$ 0.360	2.040%	\$ 0.370	2.040%	\$ 0.380	2.040%	\$ 0.380
N . E . B . F .	3.000%	\$ 0.530	3.000%	\$ 0.530	3.000%	\$ 0.545	3.000%	\$ 0.560	3.000%	\$ 0.560
Annuity	5.666%	\$ 1.000	5.666%	\$ 1.000	5.510%	\$ 1.000	5.362%	\$ 1.000	5.362%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.462	8.284%	\$ 1.462	8.284%	\$ 1.504	8.284%	\$ 1.545	8.284%	\$ 1.545
HRA	9.915%	\$ 1.750	9.915%	\$ 1.750	9.642%	\$ 1.750	9.383%	\$ 1.750	9.383%	\$ 1.750
DSP Percentage	15.000%	\$ 2.648	15.000%	\$ 2.648	15.000%	\$ 2.723	15.000%	\$ 2.798	15.000%	\$ 2.798
DSP Hourly	14.164%	\$ 2.500	14.164%	\$ 2.500	13.774%	\$ 2.500	13.405%	\$ 2.500	13.405%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.088	0.500%	\$ 0.088	0.500%	\$ 0.091	0.500%	\$ 0.093	0.500%	\$ 0.093
Comp. & Dts. Supp.	1.885%	\$ 0.333	1.885%	\$ 0.333	1.885%	\$ 0.342	1.885%	\$ 0.352	1.885%	\$ 0.352
Total Rate For Benefits	80.622%	\$ 14.230	80.622%	\$ 14.230	79.803%	\$ 14.484	79.027%	\$ 14.739	79.027%	\$ 14.739
Total Cost Per Hour		\$ 31.880		\$ 31.880		\$ 32.634		\$ 33.389		\$ 33.389
Statutory EESIS	5.165%	\$ 0.912	6.105%	\$ 1.078	6.105%	\$ 1.108	6.105%	\$ 1.139	5.425%	\$ 0.962
		\$ 32.791		\$ 32.957		\$ 33.742		\$ 34.527		\$ 34.400

Joint Industry Board of the Electrical Industry

1st Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
OT Rate	\$ 26.48	\$ 26.48	\$ 26.48	\$ 26.48	\$ 27.23	\$ 27.23	\$ 27.98	\$ 27.98	\$ 27.98	\$ 27.98
Hourly Rate	\$ 17.65	\$ 17.65	\$ 17.65	\$ 17.65	\$ 18.15	\$ 18.15	\$ 18.65	\$ 18.65	\$ 18.65	\$ 18.65
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.044	0.250%	\$ 0.044	0.250%	\$ 0.045	0.250%	\$ 0.047	0.250%	\$ 0.047
P H B P – Pension Trust	5.375%	\$ 0.949	5.375%	\$ 0.949	5.375%	\$ 0.976	5.375%	\$ 1.002	5.375%	\$ 1.002
P H B P – Medical	14.543%	\$ 2.567	14.543%	\$ 2.567	14.543%	\$ 2.640	14.543%	\$ 2.712	14.543%	\$ 2.712
Dental Plan	2.040%	\$ 0.360	2.040%	\$ 0.360	2.040%	\$ 0.370	2.040%	\$ 0.380	2.040%	\$ 0.380
N . E . B . F .	3.000%	\$ 0.794	3.000%	\$ 0.794	3.000%	\$ 0.817	3.000%	\$ 0.839	3.000%	\$ 0.839
Annuity	5.666%	\$ 1.000	5.666%	\$ 1.000	5.510%	\$ 1.000	5.362%	\$ 1.000	5.362%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.193	8.284%	\$ 2.193	8.284%	\$ 2.265	8.284%	\$ 2.317	8.284%	\$ 2.317
HRA	9.915%	\$ 1.750	9.915%	\$ 1.750	9.642%	\$ 1.750	9.383%	\$ 1.750	9.383%	\$ 1.750
DSP Percentage	15.000%	\$ 2.648	15.000%	\$ 2.648	15.000%	\$ 2.723	15.000%	\$ 2.798	15.000%	\$ 2.798
DSP Hourly	14.164%	\$ 2.500	14.164%	\$ 2.500	13.774%	\$ 2.500	13.405%	\$ 2.500	13.405%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.088	0.500%	\$ 0.088	0.500%	\$ 0.091	0.500%	\$ 0.093	0.500%	\$ 0.093
Comp. & Dis. Supp.	1.885%	\$ 0.499	1.885%	\$ 0.499	1.885%	\$ 0.513	1.885%	\$ 0.527	1.885%	\$ 0.527
Total Rate For Benefits	80.622%	\$ 15.392	80.622%	\$ 15.392	79.803%	\$ 15.679	79.027%	\$ 15.967	79.027%	\$ 15.967
Total Cost Per Hour		\$ 41.867		\$ 41.867		\$ 42.904		\$ 43.942		\$ 43.942
Statutory EESISP	5.165%	\$ 1.367	6.105%	\$ 1.616	6.105%	\$ 1.662	6.105%	\$ 1.708	5.425%	\$ 1.516
		\$ 43.234		\$ 43.483		\$ 44.566		\$ 45.649		\$ 45.459

Joint Industry Board of the Electrical Industry

2nd Year 2nd Half Apprentice Wage and Benefits for those accepted into Program Prior to 5/10/2007
 Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 20.10	20.10	\$ 20.10	20.10	\$ 20.60	20.60	\$ 21.10	21.10	\$ 21.10	21.10
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.050	0.250%	\$ 0.050	0.250%	\$ 0.052	0.250%	\$ 0.053	0.250%	\$ 0.053
P H B P -- Pension Trust	5.375%	\$ 1.080	5.375%	\$ 1.080	5.375%	\$ 1.107	5.375%	\$ 1.134	5.375%	\$ 1.134
P H B P -- Medical	14.543%	\$ 2.923	14.543%	\$ 2.923	14.543%	\$ 2.996	14.543%	\$ 3.069	14.543%	\$ 3.069
Dental Plan	2.040%	\$ 0.410	2.040%	\$ 0.410	2.040%	\$ 0.420	2.040%	\$ 0.430	2.040%	\$ 0.430
N . E . B . F .	3.000%	\$ 0.603	3.000%	\$ 0.603	3.000%	\$ 0.618	3.000%	\$ 0.633	3.000%	\$ 0.633
Annuity	4.975%	\$ 1.000	4.975%	\$ 1.000	4.854%	\$ 1.000	4.739%	\$ 1.000	4.739%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.665	8.284%	\$ 1.665	8.284%	\$ 1.707	8.284%	\$ 1.748	8.284%	\$ 1.748
HRA	8.706%	\$ 1.750	8.706%	\$ 1.750	8.485%	\$ 1.750	8.294%	\$ 1.750	8.294%	\$ 1.750
DSP Percentage	15.000%	\$ 3.015	15.000%	\$ 3.015	15.000%	\$ 3.090	15.000%	\$ 3.165	15.000%	\$ 3.165
DSP Hourly	12.438%	\$ 2.500	12.438%	\$ 2.500	12.136%	\$ 2.500	11.848%	\$ 2.500	11.848%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.101	0.500%	\$ 0.101	0.500%	\$ 0.103	0.500%	\$ 0.106	0.500%	\$ 0.106
Comp. & Dis. Supp.	1.885%	\$ 0.379	1.885%	\$ 0.379	1.885%	\$ 0.388	1.885%	\$ 0.398	1.885%	\$ 0.398
Total Rate For Benefits	76.996%	\$ 15.476	76.996%	\$ 15.476	76.363%	\$ 15.731	75.759%	\$ 15.965	75.759%	\$ 15.985
Total Cost Per Hour		\$ 35.576		\$ 35.576		\$ 36.331		\$ 37.085		\$ 37.085
Statutory EESISP	5.185%	\$ 1.038	6.105%	\$ 1.227	6.105%	\$ 1.258	6.105%	\$ 1.288	5.425%	\$ 1.145
		\$ 36.614		\$ 36.803		\$ 37.588		\$ 38.373		\$ 38.230

Joint Industry Board of the Electrical Industry

2nd Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016		7/27/2016		5/10/2017		5/9/2018		1/2/2019	
OT Rate	\$ 30.15	\$ 30.15	\$ 30.15	\$ 30.15	\$ 30.90	\$ 30.90	\$ 31.65	\$ 31.65	\$ 31.65	\$ 31.65
Hourly Rate	\$ 20.10	\$ 20.10	\$ 20.10	\$ 20.10	\$ 20.60	\$ 20.60	\$ 21.10	\$ 21.10	\$ 21.10	\$ 21.10
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.050	0.250%	\$ 0.050	0.250%	\$ 0.052	0.250%	\$ 0.053	0.250%	\$ 0.053
P H B P -- Pension Trust	5.375%	\$ 1.080	5.375%	\$ 1.080	5.375%	\$ 1.107	5.375%	\$ 1.134	5.375%	\$ 1.134
P H B P -- Medical	14.543%	\$ 2.923	14.543%	\$ 2.923	14.543%	\$ 2.995	14.543%	\$ 3.069	14.543%	\$ 3.069
Dental Plan	2.040%	\$ 0.410	2.040%	\$ 0.410	2.040%	\$ 0.420	2.040%	\$ 0.430	2.040%	\$ 0.430
N . E . B . F .	3.000%	\$ 0.905	3.000%	\$ 0.905	3.000%	\$ 0.927	3.000%	\$ 0.950	3.000%	\$ 0.950
Annuity	4.975%	\$ 1.000	4.975%	\$ 1.000	4.854%	\$ 1.000	4.739%	\$ 1.000	4.739%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.498	8.284%	\$ 2.498	8.284%	\$ 2.560	8.284%	\$ 2.622	8.284%	\$ 2.622
HRA	8.706%	\$ 1.750	8.706%	\$ 1.750	8.495%	\$ 1.750	8.294%	\$ 1.750	8.294%	\$ 1.750
DSP Percentage	15.000%	\$ 3.015	15.000%	\$ 3.015	15.000%	\$ 3.090	15.000%	\$ 3.165	15.000%	\$ 3.165
DSP Hourly	12.438%	\$ 2.500	12.438%	\$ 2.500	12.136%	\$ 2.500	11.848%	\$ 2.500	11.848%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.101	0.500%	\$ 0.101	0.500%	\$ 0.103	0.500%	\$ 0.106	0.500%	\$ 0.106
Comp. & Dts. Supp.	1.885%	\$ 0.568	1.885%	\$ 0.568	1.885%	\$ 0.582	1.885%	\$ 0.597	1.885%	\$ 0.597
Total Rate For Benefits	76.996%	\$ 16.800	76.996%	\$ 16.800	76.363%	\$ 17.087	75.759%	\$ 17.374	75.759%	\$ 17.374
Total Cost Per Hour		\$ 46.950		\$ 46.950		\$ 47.987		\$ 49.024		\$ 49.024
Statutory EESBP	5.185%	\$ 1.557	6.105%	\$ 1.841	6.105%	\$ 1.885	6.105%	\$ 1.932	5.425%	\$ 1.717
		\$ 48.507		\$ 48.790		\$ 49.874		\$ 50.957		\$ 50.741

Joint Industry Board of the Electrical Industry

3rd Year 2nd Half Apprentice Wage and Benefits for those accepted into Program Prior to 5/10/2007

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016		7/27/2016		5/10/2017		5/9/2018		1/2/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Hourly Rate	\$ 22.13	\$ 22.13	\$ 22.13	\$ 22.13	\$ 22.63	\$ 22.63	\$ 23.13	\$ 23.13	\$ 23.13	\$ 23.13
Benefit and Wage Fund	0.250%	\$ 0.055	0.250%	\$ 0.055	0.250%	\$ 0.057	0.250%	\$ 0.058	0.250%	\$ 0.058
P H B P -- Pension Trust	5.375%	\$ 1.189	5.375%	\$ 1.189	5.375%	\$ 1.216	5.375%	\$ 1.243	5.375%	\$ 1.243
P H B P -- Medical	14.543%	\$ 3.218	14.543%	\$ 3.218	14.543%	\$ 3.291	14.543%	\$ 3.364	14.543%	\$ 3.364
Dental Plan	2.040%	\$ 0.451	2.040%	\$ 0.451	2.040%	\$ 0.462	2.040%	\$ 0.472	2.040%	\$ 0.472
N . E . B . F .	3.000%	\$ 0.664	3.000%	\$ 0.664	3.000%	\$ 0.679	3.000%	\$ 0.694	3.000%	\$ 0.694
Annuity	4.519%	\$ 1.000	4.519%	\$ 1.000	4.419%	\$ 1.000	4.323%	\$ 1.000	4.323%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.833	8.284%	\$ 1.833	8.284%	\$ 1.875	8.284%	\$ 1.916	8.284%	\$ 1.916
HRA	7.908%	\$ 1.750	7.908%	\$ 1.750	7.733%	\$ 1.750	7.568%	\$ 1.750	7.568%	\$ 1.750
DSP Percentage	15.000%	\$ 3.320	15.000%	\$ 3.320	15.000%	\$ 3.395	15.000%	\$ 3.470	15.000%	\$ 3.470
DSP Hourly	11.297%	\$ 2.500	11.297%	\$ 2.500	11.047%	\$ 2.500	10.808%	\$ 2.500	10.808%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.111	0.500%	\$ 0.111	0.500%	\$ 0.113	0.500%	\$ 0.116	0.500%	\$ 0.116
Comp. & Dts. Supp.	1.885%	\$ 0.417	1.885%	\$ 0.417	1.885%	\$ 0.427	1.885%	\$ 0.436	1.885%	\$ 0.436
Total Rate For Benefits	74.600%	\$ 16.509	74.600%	\$ 16.509	74.077%	\$ 16.764	73.575%	\$ 17.018	73.575%	\$ 17.018
Total Cost Per Hour		\$ 38.639		\$ 38.639		\$ 39.394		\$ 40.148		\$ 40.148
Statutory EESISIP	5.165%	\$ 1.143	6.105%	\$ 1.351	6.105%	\$ 1.362	6.105%	\$ 1.412	5.425%	\$ 1.255
		\$ 39.782		\$ 39.990		\$ 40.775		\$ 41.560		\$ 41.403

Joint Industry Board of the Electrical Industry

3rd Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016		5/11/2016		7/27/2016		7/27/2016		5/10/2017		5/10/2017		5/9/2018		5/9/2018		1/2/2019		1/2/2019	
OT Rate	\$	33.20	\$	33.20	\$	33.20	\$	33.20	\$	33.95	\$	33.95	\$	34.70	\$	34.70	\$	34.70	\$	34.70
Hourly Rate	\$	22.13		22.13	\$	22.13		22.13	\$	22.63		22.63	\$	23.13		23.13	\$	23.13		23.13
		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv
Benefit and Wage Fund		0.250%	\$	0.055		0.250%	\$	0.055		0.250%	\$	0.057		0.250%	\$	0.058		0.250%	\$	0.058
P H B P -- Pension Trust		5.375%	\$	1.189		5.375%	\$	1.189		5.375%	\$	1.216		5.375%	\$	1.243		5.375%	\$	1.243
P H B P -- Medical		14.543%	\$	3.218		14.543%	\$	3.218		14.543%	\$	3.291		14.543%	\$	3.364		14.543%	\$	3.364
Dental Plan		2.040%	\$	0.451		2.040%	\$	0.451		2.040%	\$	0.462		2.040%	\$	0.472		2.040%	\$	0.472
N . E . B . F .		3.000%	\$	0.996		3.000%	\$	0.996		3.000%	\$	1.018		3.000%	\$	1.041		3.000%	\$	1.041
Annuity		4.519%	\$	1.000		4.519%	\$	1.000		4.419%	\$	1.000		4.323%	\$	1.000		4.323%	\$	1.000
Employer paid FICA		8.284%	\$	2.750		8.284%	\$	2.750		8.284%	\$	2.812		8.284%	\$	2.874		8.284%	\$	2.874
HRA		7.908%	\$	1.750		7.908%	\$	1.750		7.733%	\$	1.750		7.566%	\$	1.750		7.566%	\$	1.750
DSP Percentage		15.000%	\$	3.320		15.000%	\$	3.320		15.000%	\$	3.395		15.000%	\$	3.470		15.000%	\$	3.470
DSP Hourly		11.297%	\$	2.500		11.297%	\$	2.500		11.047%	\$	2.500		10.808%	\$	2.500		10.808%	\$	2.500
Educational & Cultural		0.500%	\$	0.111		0.500%	\$	0.111		0.500%	\$	0.113		0.500%	\$	0.116		0.500%	\$	0.116
Comp. & Dts. Supp.		1.885%	\$	0.626		1.885%	\$	0.626		1.885%	\$	0.640		1.885%	\$	0.654		1.885%	\$	0.654
Total Rate For Benefits		74.600%	\$	17.966		74.600%	\$	17.966		74.077%	\$	18.254		73.575%	\$	18.541		73.575%	\$	18.541
Total Cost Per Hour			\$	51.161			\$	51.161			\$	52.199			\$	53.236			\$	53.236
Statutory EESBP		5.165%	\$	1.715		6.105%	\$	2.027		6.105%	\$	2.072		6.105%	\$	2.118		5.425%	\$	1.882
			\$	52.876			\$	53.188			\$	54.271			\$	55.354			\$	55.118

Joint Industry Board of the Electrical Industry

4th Year 2nd Half Apprentice Wage and Benefits for those accepted into Program Prior to 5/10/2007
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 25.20	25.20	\$ 25.20	25.20	\$ 25.70	25.70	\$ 26.20	26.20	\$ 26.20	26.20
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.063	0.250%	\$ 0.063	0.250%	\$ 0.064	0.250%	\$ 0.066	0.250%	\$ 0.066
P H B P – Pension Trust	5.375%	\$ 1.355	5.375%	\$ 1.355	5.375%	\$ 1.381	5.375%	\$ 1.408	5.375%	\$ 1.408
P H B P – Medical	14.543%	\$ 3.665	14.543%	\$ 3.665	14.543%	\$ 3.738	14.543%	\$ 3.810	14.543%	\$ 3.810
Dental Plan	2.040%	\$ 0.514	2.040%	\$ 0.514	2.040%	\$ 0.524	2.040%	\$ 0.534	2.040%	\$ 0.534
N . E . B . F .	3.000%	\$ 0.756	3.000%	\$ 0.756	3.000%	\$ 0.771	3.000%	\$ 0.786	3.000%	\$ 0.786
Annuity	3.968%	\$ 1.000	3.968%	\$ 1.000	3.891%	\$ 1.000	3.817%	\$ 1.000	3.817%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.088	8.284%	\$ 2.088	8.284%	\$ 2.129	8.284%	\$ 2.170	8.284%	\$ 2.170
HRA	6.944%	\$ 1.750	6.944%	\$ 1.750	6.809%	\$ 1.750	6.679%	\$ 1.750	6.679%	\$ 1.750
DSP Percentage	15.000%	\$ 3.780	15.000%	\$ 3.780	15.000%	\$ 3.855	15.000%	\$ 3.930	15.000%	\$ 3.930
DSP Hourly	9.921%	\$ 2.500	9.921%	\$ 2.500	9.728%	\$ 2.500	9.542%	\$ 2.500	9.542%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.126	0.500%	\$ 0.126	0.500%	\$ 0.129	0.500%	\$ 0.131	0.500%	\$ 0.131
Comp. & Dis. Supp.	1.885%	\$ 0.475	1.885%	\$ 0.475	1.885%	\$ 0.484	1.885%	\$ 0.494	1.885%	\$ 0.494
Total Rate For Benefits	71.710%	\$ 18.071	71.710%	\$ 18.071	71.305%	\$ 18.325	70.915%	\$ 18.580	70.915%	\$ 18.580
Total Cost Per Hour		\$ 43.271		\$ 43.271		\$ 44.025		\$ 44.780		\$ 44.780
Statutory EESISP	5.165%	\$ 1.302	6.105%	\$ 1.538	6.105%	\$ 1.569	6.105%	\$ 1.600	5.425%	\$ 1.421
		\$ 44.573		\$ 44.809		\$ 45.594		\$ 46.379		\$ 46.201

Joint Industry Board of the Electrical Industry

4th Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program Prior to 5/10/2007

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
OT Rate	\$ 37.80	\$ 37.80	\$ 37.80	\$ 37.80	\$ 38.55	\$ 38.55	\$ 39.30	\$ 39.30	\$ 39.30	\$ 39.30
Hourly Rate	\$ 25.20	\$ 25.20	\$ 25.20	\$ 25.20	\$ 25.70	\$ 25.70	\$ 26.20	\$ 26.20	\$ 26.20	\$ 26.20
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.063	0.250%	\$ 0.063	0.250%	\$ 0.064	0.250%	\$ 0.066	0.250%	\$ 0.066
P H B P -- Pension Trust	5.375%	\$ 1.365	5.375%	\$ 1.365	5.375%	\$ 1.381	5.375%	\$ 1.408	5.375%	\$ 1.408
P H B P -- Medical	14.543%	\$ 3.665	14.543%	\$ 3.665	14.543%	\$ 3.738	14.543%	\$ 3.810	14.543%	\$ 3.810
Dental Plan	2.040%	\$ 0.514	2.040%	\$ 0.514	2.040%	\$ 0.524	2.040%	\$ 0.534	2.040%	\$ 0.534
N . E . B . F .	3.000%	\$ 1.134	3.000%	\$ 1.134	3.000%	\$ 1.157	3.000%	\$ 1.179	3.000%	\$ 1.179
Annuity	3.968%	\$ 1.000	3.968%	\$ 1.000	3.891%	\$ 1.000	3.817%	\$ 1.000	3.817%	\$ 1.000
Employer paid FICA	8.284%	\$ 3.131	8.284%	\$ 3.131	8.284%	\$ 3.194	8.284%	\$ 3.256	8.284%	\$ 3.256
HRA	6.944%	\$ 1.750	6.944%	\$ 1.750	6.809%	\$ 1.750	6.679%	\$ 1.750	6.679%	\$ 1.750
DSP Percentage	15.000%	\$ 3.780	15.000%	\$ 3.780	15.000%	\$ 3.855	15.000%	\$ 3.930	15.000%	\$ 3.930
DSP Hourly	9.921%	\$ 2.500	9.921%	\$ 2.500	9.728%	\$ 2.500	9.542%	\$ 2.500	9.542%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.126	0.500%	\$ 0.126	0.500%	\$ 0.129	0.500%	\$ 0.131	0.500%	\$ 0.131
Comp. & Dis. Supp.	1.885%	\$ 0.713	1.885%	\$ 0.713	1.885%	\$ 0.727	1.885%	\$ 0.741	1.885%	\$ 0.741
Total Rate For Benefits	71.710%	\$ 19.730	71.710%	\$ 19.730	71.305%	\$ 20.018	70.915%	\$ 20.305	70.915%	\$ 20.305
Total Cost Per Hour		\$ 57.530		\$ 57.530		\$ 58.568		\$ 59.605		\$ 59.605
Statutory EESISIP	5.165%	\$ 1.952	6.105%	\$ 2.308	6.105%	\$ 2.353	6.105%	\$ 2.399	5.425%	\$ 2.132
		\$ 59.483		\$ 59.838		\$ 60.921		\$ 62.004		\$ 61.737

Joint Industry Board of the Electrical Industry

**1st Year 1st Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 13.50	13.50	\$ 13.50	13.50	\$ 14.00	14.00	\$ 14.50	14.50	\$ 15.00	15.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.034	0.250%	\$ 0.034	0.250%	\$ 0.035	0.250%	\$ 0.036	0.250%	\$ 0.038
P H B P -- Pension Trust	5.375%	\$ 0.726	5.375%	\$ 0.726	5.375%	\$ 0.753	5.375%	\$ 0.779	5.375%	\$ 0.806
P H B P -- Medical	14.543%	\$ 1.963	14.543%	\$ 1.963	14.543%	\$ 2.036	14.543%	\$ 2.109	14.543%	\$ 2.181
Dental Plan	2.040%	\$ 0.275	2.040%	\$ 0.275	2.040%	\$ 0.286	2.040%	\$ 0.296	2.040%	\$ 0.306
N . E . B . F .	3.000%	\$ 0.405	3.000%	\$ 0.405	3.000%	\$ 0.420	3.000%	\$ 0.435	3.000%	\$ 0.450
Annuity	7.407%	\$ 1.000	7.407%	\$ 1.000	7.143%	\$ 1.000	6.897%	\$ 1.000	6.667%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.118	8.284%	\$ 1.118	8.284%	\$ 1.160	8.284%	\$ 1.201	8.284%	\$ 1.243
HRA	12.963%	\$ 1.750	12.963%	\$ 1.750	12.500%	\$ 1.750	12.069%	\$ 1.750	11.667%	\$ 1.750
DSP Percentage	15.000%	\$ 2.025	15.000%	\$ 2.025	15.000%	\$ 2.100	15.000%	\$ 2.175	15.000%	\$ 2.250
DSP Hourly	18.519%	\$ 2.500	18.519%	\$ 2.500	17.857%	\$ 2.500	17.241%	\$ 2.500	16.667%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.068	0.500%	\$ 0.068	0.500%	\$ 0.070	0.500%	\$ 0.073	0.500%	\$ 0.075
Comp. & Dts. Supp.	1.885%	\$ 0.254	1.885%	\$ 0.254	1.885%	\$ 0.264	1.885%	\$ 0.273	1.885%	\$ 0.283
Total Rate For Benefits	89.766%	\$ 12.118	89.766%	\$ 12.118	88.377%	\$ 12.373	87.084%	\$ 12.627	85.877%	\$ 12.882
Total Cost Per Hour	\$ 25.618	\$ 25.618	\$ 25.618	\$ 25.618	\$ 26.373	\$ 26.373	\$ 27.127	\$ 27.127	\$ 27.882	\$ 27.882
Statutory EESBP	5.165%	\$ 0.697	6.105%	\$ 0.824	6.105%	\$ 0.855	6.105%	\$ 0.885	5.425%	\$ 0.814
		\$ 26.316		\$ 26.443		\$ 27.227		\$ 28.012		\$ 28.695

Joint Industry Board of the Electrical Industry

**1st Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

	5/11/2016		7/27/2016		5/10/2017		5/9/2018		1/2/2019	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
OT Rate	20.25	20.25	20.25	20.25	21.00	21.00	21.75	21.75	22.50	22.50
Hourly Rate	13.50	13.50	13.50	13.50	14.00	14.00	14.50	14.50	15.00	15.00
Benefit and Wage Fund	0.250%	0.034	0.250%	0.034	0.250%	0.035	0.250%	0.036	0.250%	0.038
P H B P – Pension Trust	5.375%	0.726	5.375%	0.726	5.375%	0.753	5.375%	0.779	5.375%	0.806
P H B P – Medical	14.543%	1.963	14.543%	1.963	14.543%	2.036	14.543%	2.109	14.543%	2.181
Dental Plan	2.040%	0.275	2.040%	0.275	2.040%	0.266	2.040%	0.296	2.040%	0.306
N . E . B . F .	3.000%	0.608	3.000%	0.608	3.000%	0.630	3.000%	0.653	3.000%	0.675
Annuity	7.407%	1.000	7.407%	1.000	7.143%	1.000	6.897%	1.000	6.667%	1.000
Employer paid FICA	8.284%	1.678	8.284%	1.678	8.284%	1.740	8.284%	1.802	8.284%	1.864
HRA	12.963%	1.750	12.963%	1.750	12.500%	1.750	12.069%	1.750	11.667%	1.750
DSP Percentage	15.000%	2.025	15.000%	2.025	15.000%	2.100	15.000%	2.175	15.000%	2.250
DSP Hourly	18.519%	2.500	18.519%	2.500	17.857%	2.500	17.241%	2.500	16.667%	2.500
Educational & Cultural	0.500%	0.068	0.500%	0.068	0.500%	0.070	0.500%	0.073	0.500%	0.075
Comp. & Dis. Supp.	1.885%	0.382	1.885%	0.382	1.885%	0.396	1.885%	0.410	1.885%	0.424
Total Rate For Benefits	89.766%	13.007	89.766%	13.007	88.377%	13.295	87.084%	13.582	85.877%	13.868
Total Cost Per Hour		33.257		33.257		34.295		35.332		36.369
Statutory EESISIP	5.165%	1.046	6.105%	1.236	6.105%	1.262	6.105%	1.328	5.425%	1.221
		34.303		34.494		35.577		36.660		37.590

Joint Industry Board of the Electrical Industry

2nd Year 1st Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
 Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50	\$ 16.00	\$ 16.00	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.039	0.250%	\$ 0.039	0.250%	\$ 0.040	0.250%	\$ 0.041	0.250%	\$ 0.041
P H B P -- Pension Trust	5.375%	\$ 0.833	5.375%	\$ 0.833	5.375%	\$ 0.860	5.375%	\$ 0.887	5.375%	\$ 0.887
P H B P -- Medical	14.543%	\$ 2.254	14.543%	\$ 2.254	14.543%	\$ 2.327	14.543%	\$ 2.400	14.543%	\$ 2.400
Dental Plan	2.040%	\$ 0.316	2.040%	\$ 0.316	2.040%	\$ 0.326	2.040%	\$ 0.337	2.040%	\$ 0.337
N . E . B . F .	3.000%	\$ 0.465	3.000%	\$ 0.465	3.000%	\$ 0.480	3.000%	\$ 0.495	3.000%	\$ 0.495
Annuity	6.452%	\$ 1.000	6.452%	\$ 1.000	6.250%	\$ 1.000	6.061%	\$ 1.000	6.061%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.284	8.284%	\$ 1.284	8.284%	\$ 1.325	8.284%	\$ 1.367	8.284%	\$ 1.367
HRA	11.290%	\$ 1.750	11.290%	\$ 1.750	10.938%	\$ 1.750	10.606%	\$ 1.750	10.606%	\$ 1.750
DSP Percentage	15.000%	\$ 2.325	15.000%	\$ 2.325	15.000%	\$ 2.400	15.000%	\$ 2.475	15.000%	\$ 2.475
DSP Hourly	16.129%	\$ 2.500	16.129%	\$ 2.500	15.625%	\$ 2.500	15.152%	\$ 2.500	15.152%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.078	0.500%	\$ 0.078	0.500%	\$ 0.080	0.500%	\$ 0.083	0.500%	\$ 0.083
Comp. & Dis. Supp.	1.885%	\$ 0.292	1.885%	\$ 0.292	1.885%	\$ 0.302	1.885%	\$ 0.311	1.885%	\$ 0.311
Total Rate For Benefits	84.748%	\$ 13.136	84.748%	\$ 13.136	83.690%	\$ 13.390	82.695%	\$ 13.645	82.695%	\$ 13.645
Total Cost Per Hour		\$ 28.636		\$ 28.636		\$ 29.390		\$ 30.145		\$ 30.145
Statutory EESISIP	5.165%	\$ 0.801	6.105%	\$ 0.946	6.105%	\$ 0.977	6.105%	\$ 1.007	5.425%	\$ 0.895
		\$ 29.437		\$ 29.582		\$ 30.367		\$ 31.152		\$ 31.040

Joint Industry Board of the Electrical Industry

**2nd Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
OT Rate	\$ 23.25	\$ 23.25	\$ 23.25	\$ 23.25	\$ 24.00	\$ 24.00	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75
Hourly Rate	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50	\$ 16.00	\$ 16.00	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.039	0.250%	\$ 0.039	0.250%	\$ 0.040	0.250%	\$ 0.041	0.250%	\$ 0.041
P H B P -- Pension Trust	5.375%	\$ 0.833	5.375%	\$ 0.833	5.375%	\$ 0.860	5.375%	\$ 0.887	5.375%	\$ 0.887
P H B P -- Medical	14.543%	\$ 2.254	14.543%	\$ 2.254	14.543%	\$ 2.327	14.543%	\$ 2.400	14.543%	\$ 2.400
Dental Plan	2.040%	\$ 0.316	2.040%	\$ 0.316	2.040%	\$ 0.326	2.040%	\$ 0.337	2.040%	\$ 0.337
N. E. B. F.	3.000%	\$ 0.698	3.000%	\$ 0.698	3.000%	\$ 0.720	3.000%	\$ 0.743	3.000%	\$ 0.743
Annuity	6.452%	\$ 1.000	6.452%	\$ 1.000	6.250%	\$ 1.000	6.061%	\$ 1.000	6.061%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.926	8.284%	\$ 1.926	8.284%	\$ 1.988	8.284%	\$ 2.050	8.284%	\$ 2.050
HRA	11.290%	\$ 1.750	11.290%	\$ 1.750	10.938%	\$ 1.750	10.606%	\$ 1.750	10.606%	\$ 1.750
DSP Percentage	15.000%	\$ 2.325	15.000%	\$ 2.325	15.000%	\$ 2.400	15.000%	\$ 2.475	15.000%	\$ 2.475
DSP Hourly	16.129%	\$ 2.500	16.129%	\$ 2.500	15.625%	\$ 2.500	15.152%	\$ 2.500	15.152%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.078	0.500%	\$ 0.078	0.500%	\$ 0.080	0.500%	\$ 0.083	0.500%	\$ 0.083
Comp. & Dts. Supp.	1.885%	\$ 0.438	1.885%	\$ 0.438	1.885%	\$ 0.452	1.885%	\$ 0.467	1.885%	\$ 0.467
Total Rate For Benefits	84.748%	\$ 14.157	84.748%	\$ 14.157	83.690%	\$ 14.444	82.695%	\$ 14.731	82.695%	\$ 14.731
Total Cost Per Hour		\$ 37.407		\$ 37.407		\$ 38.444		\$ 39.481		\$ 39.481
Statutory EESISIP	5.185%	\$ 1.201	6.105%	\$ 1.419	6.105%	\$ 1.465	6.105%	\$ 1.511	5.425%	\$ 1.343
		\$ 38.607		\$ 38.826		\$ 39.909		\$ 40.992		\$ 40.824

Joint Industry Board of the Electrical Industry

**3rd Year 1st Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 17.50	17.50	\$ 17.50	17.50	\$ 18.00	18.00	\$ 18.50	18.50	\$ 18.50	18.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.044	0.250%	\$ 0.044	0.250%	\$ 0.045	0.250%	\$ 0.046	0.250%	\$ 0.046
P H B P -- Pension Trust	5.375%	\$ 0.941	5.375%	\$ 0.941	5.375%	\$ 0.968	5.375%	\$ 0.994	5.375%	\$ 0.994
P H B P -- Medical	14.543%	\$ 2.545	14.543%	\$ 2.545	14.543%	\$ 2.618	14.543%	\$ 2.690	14.543%	\$ 2.690
Dental Plan	2.040%	\$ 0.357	2.040%	\$ 0.357	2.040%	\$ 0.367	2.040%	\$ 0.377	2.040%	\$ 0.377
N . E . B . F .	3.000%	\$ 0.525	3.000%	\$ 0.525	3.000%	\$ 0.540	3.000%	\$ 0.555	3.000%	\$ 0.555
Annuity	5.714%	\$ 1.000	5.714%	\$ 1.000	5.556%	\$ 1.000	5.405%	\$ 1.000	5.405%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.450	8.284%	\$ 1.450	8.284%	\$ 1.491	8.284%	\$ 1.533	8.284%	\$ 1.533
HRA	10.000%	\$ 1.750	10.000%	\$ 1.750	9.722%	\$ 1.750	9.459%	\$ 1.750	9.459%	\$ 1.750
DSP Percentage	15.000%	\$ 2.625	15.000%	\$ 2.625	15.000%	\$ 2.700	15.000%	\$ 2.775	15.000%	\$ 2.775
DSP Hourly	14.286%	\$ 2.500	14.286%	\$ 2.500	13.889%	\$ 2.500	13.514%	\$ 2.500	13.514%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.088	0.500%	\$ 0.088	0.500%	\$ 0.090	0.500%	\$ 0.093	0.500%	\$ 0.093
Comp. & Dis. Supp.	1.885%	\$ 0.330	1.885%	\$ 0.330	1.885%	\$ 0.339	1.885%	\$ 0.349	1.885%	\$ 0.349
Total Rate For Benefits	80.877%	\$ 14.153	80.877%	\$ 14.153	80.044%	\$ 14.408	79.255%	\$ 14.662	79.255%	\$ 14.662
Total Cost Per Hour		\$ 31.653		\$ 31.653		\$ 32.408		\$ 33.162		\$ 33.162
Statutory EESISIP	5.165%	\$ 0.904	6.105%	\$ 1.068	6.105%	\$ 1.099	6.105%	\$ 1.129	5.425%	\$ 1.004
		\$ 32.557		\$ 32.722		\$ 33.507		\$ 34.292		\$ 34.166

Joint Industry Board of the Electrical Industry

3rd Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
 Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
OT Rate	\$ 26.25	\$ 26.25	\$ 26.25	\$ 26.25	\$ 27.00	\$ 27.00	\$ 27.75	\$ 27.75	\$ 27.75	\$ 27.75
Hourly Rate	\$ 17.50	\$ 17.50	\$ 17.50	\$ 17.50	\$ 18.00	\$ 18.00	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50
	<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>
Benefit and Wage Fund	0.250%	\$ 0.044	0.250%	\$ 0.044	0.250%	\$ 0.045	0.250%	\$ 0.046	0.250%	\$ 0.046
P H B P -- Pension Trust	5.375%	\$ 0.941	5.375%	\$ 0.941	5.375%	\$ 0.968	5.375%	\$ 0.994	5.375%	\$ 0.994
P H B P -- Medical	14.543%	\$ 2.545	14.543%	\$ 2.545	14.543%	\$ 2.618	14.543%	\$ 2.690	14.543%	\$ 2.690
Dental Plan	2.040%	\$ 0.357	2.040%	\$ 0.357	2.040%	\$ 0.367	2.040%	\$ 0.377	2.040%	\$ 0.377
N . E . B . F .	3.000%	\$ 0.788	3.000%	\$ 0.788	3.000%	\$ 0.810	3.000%	\$ 0.833	3.000%	\$ 0.833
Annuity	5.714%	\$ 1.000	5.714%	\$ 1.000	5.556%	\$ 1.000	5.405%	\$ 1.000	5.405%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.175	8.284%	\$ 2.175	8.284%	\$ 2.237	8.284%	\$ 2.299	8.284%	\$ 2.299
HRA	10.000%	\$ 1.750	10.000%	\$ 1.750	9.722%	\$ 1.750	9.459%	\$ 1.750	9.459%	\$ 1.750
DSP Percentage	15.000%	\$ 2.625	15.000%	\$ 2.625	15.000%	\$ 2.700	15.000%	\$ 2.775	15.000%	\$ 2.775
DSP Hourly	14.286%	\$ 2.500	14.286%	\$ 2.500	13.889%	\$ 2.500	13.514%	\$ 2.500	13.514%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.088	0.500%	\$ 0.088	0.500%	\$ 0.090	0.500%	\$ 0.093	0.500%	\$ 0.093
Comp. & Dis. Supp.	1.885%	\$ 0.495	1.885%	\$ 0.495	1.885%	\$ 0.509	1.885%	\$ 0.523	1.885%	\$ 0.523
Total Rate For Benefits	80.877%	\$ 15.306	80.877%	\$ 15.306	80.044%	\$ 15.593	79.255%	\$ 15.880	79.255%	\$ 15.880
Total Cost Per Hour		\$ 41.556		\$ 41.556		\$ 42.593		\$ 43.630		\$ 43.630
Statutory EESISIP	5.165%	\$ 1.356	6.105%	\$ 1.603	6.105%	\$ 1.648	6.105%	\$ 1.694	5.425%	\$ 1.505
		\$ 42.912		\$ 43.158		\$ 44.241		\$ 45.325		\$ 45.136

Joint Industry Board of the Electrical Industry

**4th Year 1st Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 19.50	19.50	\$ 19.50	19.50	\$ 20.00	20.00	\$ 20.50	20.50	\$ 20.50	20.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.049	0.250%	\$ 0.049	0.250%	\$ 0.050	0.250%	\$ 0.051	0.250%	\$ 0.051
P H B P -- Pension Trust	5.375%	\$ 1.048	5.375%	\$ 1.048	5.375%	\$ 1.075	5.375%	\$ 1.102	5.375%	\$ 1.102
P H B P -- Medical	14.543%	\$ 2.836	14.543%	\$ 2.836	14.543%	\$ 2.909	14.543%	\$ 2.981	14.543%	\$ 2.981
Dental Plan	2.040%	\$ 0.398	2.040%	\$ 0.398	2.040%	\$ 0.408	2.040%	\$ 0.418	2.040%	\$ 0.418
N. E. B. F.	3.000%	\$ 0.585	3.000%	\$ 0.585	3.000%	\$ 0.600	3.000%	\$ 0.615	3.000%	\$ 0.615
Annuity	5.128%	\$ 1.000	5.128%	\$ 1.000	5.000%	\$ 1.000	4.878%	\$ 1.000	4.878%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.615	8.284%	\$ 1.615	8.284%	\$ 1.657	8.284%	\$ 1.698	8.284%	\$ 1.698
HRA	8.974%	\$ 1.750	8.974%	\$ 1.750	8.750%	\$ 1.750	8.537%	\$ 1.750	8.537%	\$ 1.750
DSP Percentage	15.000%	\$ 2.925	15.000%	\$ 2.925	15.000%	\$ 3.000	15.000%	\$ 3.075	15.000%	\$ 3.075
DSP Hourly	12.821%	\$ 2.500	12.821%	\$ 2.500	12.500%	\$ 2.500	12.195%	\$ 2.500	12.195%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.098	0.500%	\$ 0.098	0.500%	\$ 0.100	0.500%	\$ 0.103	0.500%	\$ 0.103
Comp. & Dis. Supp.	1.885%	\$ 0.368	1.885%	\$ 0.368	1.885%	\$ 0.377	1.885%	\$ 0.386	1.885%	\$ 0.386
Total Rate For Benefits	77.800%	\$ 15.171	77.800%	\$ 15.171	77.127%	\$ 15.425	76.487%	\$ 15.880	76.487%	\$ 15.680
Total Cost Per Hour		\$ 34.671		\$ 34.671		\$ 35.425		\$ 36.180		\$ 36.180
Statutory EESISP	5.165%	\$ 1.007	6.105%	\$ 1.190	6.105%	\$ 1.221	6.105%	\$ 1.252	5.425%	\$ 1.112
		\$ 35.678		\$ 35.861		\$ 36.646		\$ 37.431		\$ 37.292

Joint Industry Board of the Electrical Industry

**4th Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
OT Rate	\$ 29.25	\$ 29.25	\$ 29.25	\$ 29.25	\$ 30.00	\$ 30.00	\$ 30.75	\$ 30.75	\$ 30.75	\$ 30.75
Hourly Rate	\$ 19.50	\$ 19.50	\$ 19.50	\$ 19.50	\$ 20.00	\$ 20.00	\$ 20.50	\$ 20.50	\$ 20.50	\$ 20.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.049	0.250%	\$ 0.049	0.250%	\$ 0.050	0.250%	\$ 0.051	0.250%	\$ 0.051
P H B P -- Pension Trust	5.375%	\$ 1.048	5.375%	\$ 1.048	5.375%	\$ 1.075	5.375%	\$ 1.102	5.375%	\$ 1.102
P H B P -- Medical	14.543%	\$ 2.836	14.543%	\$ 2.836	14.543%	\$ 2.909	14.543%	\$ 2.981	14.543%	\$ 2.981
Dental Plan	2.040%	\$ 0.398	2.040%	\$ 0.398	2.040%	\$ 0.408	2.040%	\$ 0.418	2.040%	\$ 0.418
N . E . B . F .	3.000%	\$ 0.878	3.000%	\$ 0.878	3.000%	\$ 0.900	3.000%	\$ 0.923	3.000%	\$ 0.923
Annuity	5.128%	\$ 1.000	5.128%	\$ 1.000	5.000%	\$ 1.000	4.878%	\$ 1.000	4.878%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.423	8.284%	\$ 2.423	8.284%	\$ 2.485	8.284%	\$ 2.547	8.284%	\$ 2.547
HRA	8.974%	\$ 1.750	8.974%	\$ 1.750	8.750%	\$ 1.750	8.537%	\$ 1.750	8.537%	\$ 1.750
DSP Percentage	15.000%	\$ 2.925	15.000%	\$ 2.925	15.000%	\$ 3.000	15.000%	\$ 3.075	15.000%	\$ 3.075
DSP Hourly	12.821%	\$ 2.500	12.821%	\$ 2.500	12.500%	\$ 2.500	12.195%	\$ 2.500	12.195%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.098	0.500%	\$ 0.098	0.500%	\$ 0.100	0.500%	\$ 0.103	0.500%	\$ 0.103
Comp. & Dis. Supp.	1.885%	\$ 0.551	1.885%	\$ 0.551	1.885%	\$ 0.566	1.885%	\$ 0.580	1.885%	\$ 0.580
Total Rate For Benefits	77.800%	\$ 16.455	77.800%	\$ 16.455	77.127%	\$ 16.742	76.487%	\$ 17.030	76.487%	\$ 17.030
Total Cost Per Hour		\$ 45.705		\$ 45.705		\$ 46.742		\$ 47.780		\$ 47.780
Statutory EESISP	5.165%	\$ 1.511	6.105%	\$ 1.788	6.105%	\$ 1.832	6.105%	\$ 1.877	5.425%	\$ 1.668
		\$ 47.216		\$ 47.491		\$ 48.574		\$ 49.657		\$ 49.448

Joint Industry Board of the Electrical Industry

1st Year 2nd Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
 Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 14.50	14.50	\$ 14.50	14.50	\$ 15.00	15.00	\$ 15.50	15.50	\$ 15.50	15.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.039	0.250%	\$ 0.039
P H B P – Pension Trust	5.375%	\$ 0.779	5.375%	\$ 0.779	5.375%	\$ 0.806	5.375%	\$ 0.833	5.375%	\$ 0.833
P H B P – Medical	14.543%	\$ 2.109	14.543%	\$ 2.109	14.543%	\$ 2.181	14.543%	\$ 2.254	14.543%	\$ 2.254
Dental Plan	2.040%	\$ 0.296	2.040%	\$ 0.296	2.040%	\$ 0.306	2.040%	\$ 0.316	2.040%	\$ 0.316
N . E . B . F .	3.000%	\$ 0.435	3.000%	\$ 0.435	3.000%	\$ 0.450	3.000%	\$ 0.465	3.000%	\$ 0.465
Annuity	6.897%	\$ 1.000	6.897%	\$ 1.000	6.867%	\$ 1.000	6.452%	\$ 1.000	6.452%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.201	8.284%	\$ 1.201	8.284%	\$ 1.243	8.284%	\$ 1.284	8.284%	\$ 1.284
HRA	12.069%	\$ 1.750	12.069%	\$ 1.750	11.667%	\$ 1.750	11.290%	\$ 1.750	11.290%	\$ 1.750
DSP Percentage	15.000%	\$ 2.175	15.000%	\$ 2.175	15.000%	\$ 2.250	15.000%	\$ 2.325	15.000%	\$ 2.325
DSP Hourly	17.241%	\$ 2.500	17.241%	\$ 2.500	16.667%	\$ 2.500	16.129%	\$ 2.500	16.129%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.073	0.500%	\$ 0.073	0.500%	\$ 0.075	0.500%	\$ 0.078	0.500%	\$ 0.078
Comp. & Dis. Supp.	1.885%	\$ 0.273	1.885%	\$ 0.273	1.885%	\$ 0.283	1.885%	\$ 0.292	1.885%	\$ 0.292
Total Rate For Benefits	87.984%	\$ 12.627	87.984%	\$ 12.627	85.877%	\$ 12.882	84.748%	\$ 13.135	84.748%	\$ 13.136
Total Cost Per Hour		\$ 27.127		\$ 27.127		\$ 27.882		\$ 28.636		\$ 28.636
Statutory EESISIP	5.165%	\$ 0.749	6.105%	\$ 0.885	6.105%	\$ 0.916	6.105%	\$ 0.946	5.425%	\$ 0.841
		\$ 27.876		\$ 28.012		\$ 28.797		\$ 29.582		\$ 29.477

Joint Industry Board of the Electrical Industry

1st Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
 Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016		7/27/2016		5/18/2017		5/9/2018		1/2/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
OT Rate	\$ 21.75	\$ 21.75	\$ 21.75	\$ 21.75	\$ 22.50	\$ 22.50	\$ 23.25	\$ 23.25	\$ 23.25	\$ 23.25
Hourly Rate	\$ 14.50	\$ 14.50	\$ 14.50	\$ 14.50	\$ 15.00	\$ 15.00	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50
Benefit and Wage Fund	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.038	0.250%	\$ 0.039	0.250%	\$ 0.039
P H B P - Pension Trust	5.375%	\$ 0.779	5.375%	\$ 0.779	5.375%	\$ 0.806	5.375%	\$ 0.833	5.375%	\$ 0.833
P H B P - Medical	14.543%	\$ 2.109	14.543%	\$ 2.109	14.543%	\$ 2.181	14.543%	\$ 2.254	14.543%	\$ 2.254
Dental Plan	2.040%	\$ 0.296	2.040%	\$ 0.296	2.040%	\$ 0.306	2.040%	\$ 0.316	2.040%	\$ 0.316
N . E . B . F .	3.000%	\$ 0.653	3.000%	\$ 0.653	3.000%	\$ 0.675	3.000%	\$ 0.698	3.000%	\$ 0.698
Annuity	6.897%	\$ 1.000	6.897%	\$ 1.000	6.667%	\$ 1.000	6.452%	\$ 1.000	6.452%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.802	8.284%	\$ 1.802	8.284%	\$ 1.864	8.284%	\$ 1.926	8.284%	\$ 1.926
HRA	12.069%	\$ 1.750	12.069%	\$ 1.750	11.667%	\$ 1.750	11.290%	\$ 1.750	11.290%	\$ 1.750
DSP Percentage	15.000%	\$ 2.175	15.000%	\$ 2.175	15.000%	\$ 2.250	15.000%	\$ 2.325	15.000%	\$ 2.325
DSP Hourly	17.241%	\$ 2.500	17.241%	\$ 2.500	16.667%	\$ 2.500	16.129%	\$ 2.500	16.129%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.073	0.500%	\$ 0.073	0.500%	\$ 0.075	0.500%	\$ 0.078	0.500%	\$ 0.078
Comp. & Dis. Supp.	1.885%	\$ 0.410	1.885%	\$ 0.410	1.885%	\$ 0.424	1.885%	\$ 0.438	1.885%	\$ 0.438
Total Rate For Benefits	87.084%	\$ 13.582	87.084%	\$ 13.582	85.877%	\$ 13.869	84.748%	\$ 14.157	84.748%	\$ 14.157
Total Cost Per Hour		\$ 36.332		\$ 36.332		\$ 36.369		\$ 37.407		\$ 37.467
Statutory EESISP	5.165%	\$ 1.123	6.105%	\$ 1.328	6.105%	\$ 1.374	6.105%	\$ 1.419	5.425%	\$ 1.261
		\$ 36.455		\$ 36.660		\$ 37.743		\$ 38.826		\$ 38.668

Joint Industry Board of the Electrical Industry

2nd Year 2nd Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
 Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 16.50	16.50	\$ 16.50	16.50	\$ 17.00	17.00	\$ 17.50	17.50	\$ 17.50	17.50
	<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>
Benefit and Wage Fund	0.250%	\$ 0.041	0.250%	\$ 0.041	0.250%	\$ 0.043	0.250%	\$ 0.044	0.250%	\$ 0.044
P H B P -- Pension Trust	5.375%	\$ 0.887	5.375%	\$ 0.887	5.375%	\$ 0.914	5.375%	\$ 0.941	5.375%	\$ 0.941
P H B P -- Medical	14.543%	\$ 2.400	14.543%	\$ 2.400	14.543%	\$ 2.472	14.543%	\$ 2.545	14.543%	\$ 2.545
Dental Plan	2.040%	\$ 0.337	2.040%	\$ 0.337	2.040%	\$ 0.347	2.040%	\$ 0.357	2.040%	\$ 0.357
N . E . B . F .	3.000%	\$ 0.495	3.000%	\$ 0.495	3.000%	\$ 0.510	3.000%	\$ 0.525	3.000%	\$ 0.525
Annuity	6.061%	\$ 1.000	6.061%	\$ 1.000	5.862%	\$ 1.000	5.714%	\$ 1.000	5.714%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.367	8.284%	\$ 1.367	8.284%	\$ 1.408	8.284%	\$ 1.450	8.284%	\$ 1.450
HRA	10.606%	\$ 1.750	10.606%	\$ 1.750	10.294%	\$ 1.750	10.000%	\$ 1.750	10.000%	\$ 1.750
DSP Percentage	15.000%	\$ 2.475	15.000%	\$ 2.475	15.000%	\$ 2.550	15.000%	\$ 2.625	15.000%	\$ 2.625
DSP Hourly	15.152%	\$ 2.500	15.152%	\$ 2.500	14.706%	\$ 2.500	14.286%	\$ 2.500	14.286%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.083	0.500%	\$ 0.083	0.500%	\$ 0.085	0.500%	\$ 0.088	0.500%	\$ 0.088
Comp. & Dis. Supp.	1.885%	\$ 0.311	1.885%	\$ 0.311	1.885%	\$ 0.320	1.885%	\$ 0.330	1.885%	\$ 0.330
Total Rate For Benefits	82.695%	\$ 13.645	82.695%	\$ 13.645	81.759%	\$ 13.899	80.877%	\$ 14.153	80.877%	\$ 14.153
Total Cost Per Hour	\$ 30.145	\$ 30.145	\$ 30.145	\$ 30.145	\$ 30.899	\$ 30.899	\$ 31.653	\$ 31.653	\$ 31.653	\$ 31.653
Statutory EESISIP	5.165%	\$ 0.852	6.105%	\$ 1.007	6.105%	\$ 1.038	6.105%	\$ 1.068	5.425%	\$ 0.940
	\$ 30.997	\$ 31.152	\$ 31.152	\$ 31.152	\$ 31.937	\$ 31.937	\$ 32.722	\$ 32.722	\$ 32.603	\$ 32.603

Joint Industry Board of the Electrical Industry

2nd Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
 Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
OT Rate	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75	\$ 25.50	\$ 25.50	\$ 26.25	\$ 26.25	\$ 26.25	\$ 26.25
Hourly Rate	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 17.00	\$ 17.00	\$ 17.50	\$ 17.50	\$ 17.50	\$ 17.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.041	0.250%	\$ 0.041	0.250%	\$ 0.043	0.250%	\$ 0.044	0.250%	\$ 0.044
P H B P -- Pension Trust	5.375%	\$ 0.887	5.375%	\$ 0.887	5.375%	\$ 0.914	5.375%	\$ 0.941	5.375%	\$ 0.941
P H B P -- Medical	14.543%	\$ 2.400	14.543%	\$ 2.400	14.543%	\$ 2.472	14.543%	\$ 2.545	14.543%	\$ 2.545
Dental Plan	2.040%	\$ 0.337	2.040%	\$ 0.337	2.040%	\$ 0.347	2.040%	\$ 0.357	2.040%	\$ 0.357
N . E . B . F .	3.000%	\$ 0.743	3.000%	\$ 0.743	3.000%	\$ 0.765	3.000%	\$ 0.786	3.000%	\$ 0.786
Annuity	6.061%	\$ 1.000	6.061%	\$ 1.000	5.882%	\$ 1.000	5.714%	\$ 1.000	5.714%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.050	8.284%	\$ 2.050	8.284%	\$ 2.112	8.284%	\$ 2.175	8.284%	\$ 2.175
HRA	10.006%	\$ 1.750	10.006%	\$ 1.750	10.294%	\$ 1.750	10.000%	\$ 1.750	10.000%	\$ 1.750
DSP Percentage	15.000%	\$ 2.475	15.000%	\$ 2.475	15.000%	\$ 2.550	15.000%	\$ 2.625	15.000%	\$ 2.625
DSP Hourly	15.152%	\$ 2.500	15.152%	\$ 2.500	14.706%	\$ 2.500	14.286%	\$ 2.500	14.286%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.083	0.500%	\$ 0.083	0.500%	\$ 0.085	0.500%	\$ 0.088	0.500%	\$ 0.088
Comp. & Dis. Supp.	1.885%	\$ 0.467	1.885%	\$ 0.467	1.885%	\$ 0.481	1.885%	\$ 0.495	1.885%	\$ 0.495
Total Rate For Benefits	82.695%	\$ 14.731	82.695%	\$ 14.731	81.759%	\$ 15.018	80.877%	\$ 15.306	80.877%	\$ 15.306
Total Cost Per Hour	\$ 39.481	\$ 39.481	\$ 39.481	\$ 39.481	\$ 40.518	\$ 40.518	\$ 41.556	\$ 41.556	\$ 41.556	\$ 41.556
Statutory EESISIP	5.165%	\$ 1.278	6.105%	\$ 1.511	6.105%	\$ 1.557	6.105%	\$ 1.603	5.425%	\$ 1.424
	\$ 40.759	\$ 40.759	\$ 40.992	\$ 40.992	\$ 42.075	\$ 42.075	\$ 43.158	\$ 43.158	\$ 42.980	\$ 42.980

Joint Industry Board of the Electrical Industry

**3rd Year 2nd Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

	5/11/2016		7/27/2016		5/10/2017		5/9/2018		1/2/2019	
Hourly Rate	\$ 18.50	18.50	\$ 18.50	18.50	\$ 19.00	19.00	\$ 19.50	19.50	\$ 19.50	19.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.046	0.250%	\$ 0.046	0.250%	\$ 0.048	0.250%	\$ 0.049	0.250%	\$ 0.049
P.H.B.P. – Pension Trust	5.375%	\$ 0.994	5.375%	\$ 0.994	5.375%	\$ 1.021	5.375%	\$ 1.048	5.375%	\$ 1.048
P.H.B.P. – Medical	14.543%	\$ 2.690	14.543%	\$ 2.690	14.543%	\$ 2.763	14.543%	\$ 2.836	14.543%	\$ 2.836
Dental Plan	2.040%	\$ 0.377	2.040%	\$ 0.377	2.040%	\$ 0.388	2.040%	\$ 0.398	2.040%	\$ 0.398
N.E.B.F.	3.000%	\$ 0.555	3.000%	\$ 0.555	3.000%	\$ 0.570	3.000%	\$ 0.585	3.000%	\$ 0.585
Annuity	5.405%	\$ 1.000	5.405%	\$ 1.000	5.263%	\$ 1.000	5.128%	\$ 1.000	5.128%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.533	8.284%	\$ 1.533	8.284%	\$ 1.574	8.284%	\$ 1.615	8.284%	\$ 1.615
HRA	9.459%	\$ 1.750	9.459%	\$ 1.750	9.211%	\$ 1.750	8.974%	\$ 1.750	8.974%	\$ 1.750
DSP Percentage	15.000%	\$ 2.775	15.000%	\$ 2.775	15.000%	\$ 2.850	15.000%	\$ 2.925	15.000%	\$ 2.925
DSP Hourly	13.514%	\$ 2.500	13.514%	\$ 2.500	13.158%	\$ 2.500	12.821%	\$ 2.500	12.821%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.093	0.500%	\$ 0.093	0.500%	\$ 0.095	0.500%	\$ 0.096	0.500%	\$ 0.098
Comp. & Dis. Supp.	1.885%	\$ 0.349	1.885%	\$ 0.349	1.885%	\$ 0.358	1.885%	\$ 0.388	1.885%	\$ 0.368
Total Rate For Benefits	79.255%	\$ 14.662	79.255%	\$ 14.662	78.599%	\$ 14.917	77.800%	\$ 15.171	77.800%	\$ 15.171
Total Cost Per Hour	\$ 33.162	\$ 33.162	\$ 33.162	\$ 33.162	\$ 33.917	\$ 33.917	\$ 34.671	\$ 34.671	\$ 34.671	\$ 34.671
Statutory EESISIP	5.105%	\$ 0.956	6.105%	\$ 1.129	6.105%	\$ 1.160	6.105%	\$ 1.190	5.425%	\$ 1.058
	\$ 34.118	\$ 34.292	\$ 34.292	\$ 34.292	\$ 35.077	\$ 35.077	\$ 35.861	\$ 35.861	\$ 35.729	\$ 35.729

Joint Industry Board of the Electrical Industry

3rd Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
 Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
OT Rate	\$ 27.75	\$ 27.75	\$ 27.75	\$ 27.75	\$ 28.50	\$ 28.50	\$ 29.25	\$ 29.25	\$ 29.25	\$ 29.25
Hourly Rate	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50	\$ 19.00	\$ 19.00	\$ 19.50	\$ 19.50	\$ 19.50	\$ 19.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.046	0.250%	\$ 0.046	0.250%	\$ 0.046	0.250%	\$ 0.049	0.250%	\$ 0.049
P H B P - Pension Trust	5.375%	\$ 0.994	5.375%	\$ 0.994	5.375%	\$ 1.021	5.375%	\$ 1.048	5.375%	\$ 1.048
P H B P - Medical	14.543%	\$ 2.690	14.543%	\$ 2.690	14.543%	\$ 2.763	14.543%	\$ 2.836	14.543%	\$ 2.836
Dental Plan	2.040%	\$ 0.377	2.040%	\$ 0.377	2.040%	\$ 0.388	2.040%	\$ 0.398	2.040%	\$ 0.398
N.E.B.F.	3.000%	\$ 0.833	3.000%	\$ 0.833	3.000%	\$ 0.855	3.000%	\$ 0.875	3.000%	\$ 0.878
Annuity	5.405%	\$ 1.000	5.405%	\$ 1.000	5.263%	\$ 1.000	5.128%	\$ 1.000	5.128%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.299	8.284%	\$ 2.299	8.284%	\$ 2.361	8.284%	\$ 2.423	8.284%	\$ 2.423
HRA	9.459%	\$ 1.750	9.459%	\$ 1.750	9.211%	\$ 1.750	8.974%	\$ 1.750	8.974%	\$ 1.750
DSP Percentage	15.000%	\$ 2.775	15.000%	\$ 2.775	15.000%	\$ 2.850	15.000%	\$ 2.925	15.000%	\$ 2.925
DSP Hourly	13.514%	\$ 2.500	13.514%	\$ 2.500	13.158%	\$ 2.500	12.821%	\$ 2.500	12.821%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.093	0.500%	\$ 0.093	0.500%	\$ 0.095	0.500%	\$ 0.098	0.500%	\$ 0.098
Comp. & Dis. Supp.	1.885%	\$ 0.523	1.885%	\$ 0.523	1.885%	\$ 0.537	1.885%	\$ 0.551	1.885%	\$ 0.551
Total Rate For Benefits	79.255%	\$ 15.880	79.255%	\$ 15.880	78.509%	\$ 16.168	77.800%	\$ 16.455	77.800%	\$ 16.455
Total Cost Per Hour		\$ 43.630		\$ 43.630		\$ 44.668		\$ 45.705		\$ 45.705
Statutory EESISIP	5.165%	\$ 1.433	6.105%	\$ 1.694	6.105%	\$ 1.740	6.105%	\$ 1.786	5.425%	\$ 1.587
		\$ 45.064		\$ 45.325		\$ 46.408		\$ 47.491		\$ 47.292

Joint Industry Board of the Electrical Industry

4th Year 2nd Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
 Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 21.50	21.50	\$ 21.50	21.50	\$ 22.00	22.00	\$ 22.50	22.50	\$ 22.50	22.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.054	0.250%	\$ 0.054	0.250%	\$ 0.055	0.250%	\$ 0.056	0.250%	\$ 0.056
P H B P – Pension Trust	5.375%	\$ 1.156	5.375%	\$ 1.156	5.375%	\$ 1.183	5.375%	\$ 1.209	5.375%	\$ 1.209
P H B P – Medical	14.543%	\$ 3.127	14.543%	\$ 3.127	14.543%	\$ 3.199	14.543%	\$ 3.272	14.543%	\$ 3.272
Dental Plan	2.040%	\$ 0.439	2.040%	\$ 0.439	2.040%	\$ 0.449	2.040%	\$ 0.459	2.040%	\$ 0.459
N. E. B. F.	3.000%	\$ 0.645	3.000%	\$ 0.645	3.000%	\$ 0.660	3.000%	\$ 0.675	3.000%	\$ 0.675
Annuity	4.651%	\$ 1.000	4.651%	\$ 1.000	4.545%	\$ 1.000	4.444%	\$ 1.000	4.444%	\$ 1.000
Employer paid FICA	8.284%	\$ 1.781	8.284%	\$ 1.781	8.284%	\$ 1.822	8.284%	\$ 1.864	8.284%	\$ 1.864
HRA	8.140%	\$ 1.750	8.140%	\$ 1.750	7.955%	\$ 1.750	7.778%	\$ 1.750	7.778%	\$ 1.750
DSP Percentage	15.000%	\$ 3.225	15.000%	\$ 3.225	15.000%	\$ 3.300	15.000%	\$ 3.375	15.000%	\$ 3.375
DSP Hourly	11.628%	\$ 2.500	11.628%	\$ 2.500	11.364%	\$ 2.500	11.111%	\$ 2.500	11.111%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.108	0.500%	\$ 0.108	0.500%	\$ 0.110	0.500%	\$ 0.113	0.500%	\$ 0.113
Comp. & Dis. Supp.	1.885%	\$ 0.405	1.885%	\$ 0.405	1.885%	\$ 0.415	1.885%	\$ 0.424	1.885%	\$ 0.424
Total Rate For Benefits	75.296%	\$ 16.189	75.296%	\$ 16.189	74.741%	\$ 16.443	74.210%	\$ 16.697	74.210%	\$ 16.697
Total Cost Per Hour		\$ 37.689		\$ 37.689		\$ 38.443		\$ 39.197		\$ 39.197
Statutory EESISIP	5.165%	\$ 1.110	6.105%	\$ 1.313	6.105%	\$ 1.343	6.105%	\$ 1.374	5.425%	\$ 1.221
		\$ 38.799		\$ 39.001		\$ 39.786		\$ 40.571		\$ 40.418

Joint Industry Board of the Electrical Industry

4th Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
 Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
OT Rate	\$ 32.25	\$ 32.25	\$ 32.25	\$ 32.25	\$ 33.00	\$ 33.00	\$ 33.75	\$ 33.75	\$ 33.75	\$ 33.75
Hourly Rate	\$ 21.50	\$ 21.50	\$ 21.50	\$ 21.50	\$ 22.00	\$ 22.00	\$ 22.50	\$ 22.50	\$ 22.50	\$ 22.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Benefit and Wage Fund	0.250%	\$ 0.054	0.250%	\$ 0.054	0.250%	\$ 0.055	0.250%	\$ 0.056	0.250%	\$ 0.056
P H B P – Pension Trust	5.375%	\$ 1.156	5.375%	\$ 1.156	5.375%	\$ 1.183	5.375%	\$ 1.209	5.375%	\$ 1.209
P H B P – Medical	14.543%	\$ 3.127	14.543%	\$ 3.127	14.543%	\$ 3.199	14.543%	\$ 3.272	14.543%	\$ 3.272
Dental Plan	2.040%	\$ 0.439	2.040%	\$ 0.439	2.040%	\$ 0.449	2.040%	\$ 0.459	2.040%	\$ 0.459
N. E. B. F.	3.000%	\$ 0.968	3.000%	\$ 0.968	3.000%	\$ 0.990	3.000%	\$ 1.013	3.000%	\$ 1.013
Annuity	4.651%	\$ 1.000	4.651%	\$ 1.000	4.545%	\$ 1.000	4.444%	\$ 1.000	4.444%	\$ 1.000
Employer paid FICA	8.284%	\$ 2.672	8.284%	\$ 2.672	8.284%	\$ 2.734	8.284%	\$ 2.796	8.284%	\$ 2.796
HRA	8.140%	\$ 1.750	8.140%	\$ 1.750	7.955%	\$ 1.750	7.778%	\$ 1.750	7.778%	\$ 1.750
DSP Percentage	15.000%	\$ 3.225	15.000%	\$ 3.225	15.000%	\$ 3.300	15.000%	\$ 3.375	15.000%	\$ 3.375
DSP Hourly	11.628%	\$ 2.500	11.628%	\$ 2.500	11.364%	\$ 2.500	11.111%	\$ 2.500	11.111%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.108	0.500%	\$ 0.108	0.500%	\$ 0.110	0.500%	\$ 0.113	0.500%	\$ 0.113
Comp. & Dis. Supp.	1.885%	\$ 0.608	1.885%	\$ 0.608	1.885%	\$ 0.622	1.885%	\$ 0.636	1.885%	\$ 0.636
Total Rate For Benefits	75.296%	\$ 17.604	75.296%	\$ 17.604	74.741%	\$ 17.892	74.210%	\$ 18.179	74.210%	\$ 18.179
Total Cost Per Hour		\$ 49.854		\$ 49.864		\$ 50.892		\$ 51.929		\$ 51.929
Statutory EESISIP	5.105%	\$ 1.666	6.105%	\$ 1.969	6.105%	\$ 2.015	6.105%	\$ 2.060	5.425%	\$ 1.831
		\$ 51.520		\$ 51.823		\$ 52.906		\$ 53.989		\$ 53.760