

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1st and 2nd year M Journeypersons for those accepted in to the Program after 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 4/10/19 (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	\$ 23.50	\$ 23.50	\$ 23.50	\$ 23.50	\$ 24.00	\$ 24.00	\$ 24.50	\$ 24.50	\$ 24.50	\$ 24.50
	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%	\$ 0.059	0.250%	\$ 0.059	0.250%	\$ 0.060	0.250%	\$ 0.061	0.250%	\$ 0.061
P.H.B.P. - Pension Trust	6.375%	\$ 1.498	6.375%	\$ 1.498	6.375%	\$ 1.530	7.375%	\$ 1.807	7.375%	\$ 1.807
P.H.B.P. - Medical	14.543%	\$ 3.418	14.543%	\$ 3.418	14.543%	\$ 3.490	14.543%	\$ 3.563	14.543%	\$ 3.563
Dental Plan	2.040%	\$ 0.479	2.040%	\$ 0.479	2.040%	\$ 0.490	2.040%	\$ 0.500	2.040%	\$ 0.500
N.E.B.F.	3.000%	\$ 0.705	3.000%	\$ 0.705	3.000%	\$ 0.720	3.000%	\$ 0.735	3.000%	\$ 0.735
Annuity	8.511%	\$ 2.000	8.511%	\$ 2.000	8.333%	\$ 2.000	8.163%	\$ 2.000	8.163%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 1.798	7.650%	\$ 1.798	7.650%	\$ 1.836	7.650%	\$ 1.874	7.650%	\$ 1.874
HRA	17.021%	\$ 4.000	17.021%	\$ 4.000	16.967%	\$ 4.000	16.327%	\$ 4.000	16.327%	\$ 4.000
DSP Percentage	15.000%	\$ 3.525	15.000%	\$ 3.525	15.000%	\$ 3.600	15.000%	\$ 3.675	15.000%	\$ 3.675
DSP Hourly	6.383%	\$ 1.500	6.383%	\$ 1.500	6.250%	\$ 1.500	6.122%	\$ 1.500	6.122%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.118	0.500%	\$ 0.118	0.500%	\$ 0.120	0.500%	\$ 0.123	0.500%	\$ 0.123
Comp. & Dis. Supp.	1.885%	\$ 0.443	1.885%	\$ 0.443	1.885%	\$ 0.452	1.885%	\$ 0.462	1.885%	\$ 0.462
Total Rate for Benefits	83.158%	\$ 19.542	83.158%	\$ 19.542	82.493%	\$ 19.798	82.855%	\$ 20.300	82.855%	\$ 20.300
Total Cost Per Hour		\$ 43.042		\$ 43.042		\$ 43.798		\$ 44.800		\$ 44.800
Statutory EESBP	5.165%	\$ 1.214	6.105%	\$ 1.435	6.105%	\$ 1.465	6.105%	\$ 1.496	5.425%	\$ 1.329
		\$ 44.256		\$ 44.477		\$ 45.264		\$ 46.295		\$ 46.129

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1st and 2nd year M Journeypersons OT for those accepted in to the Program after 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 4/10/19 (at 4:00 p.m.)

	5/11/2016		5/11/2018		7/27/2018		7/27/2018		5/19/2017		5/19/2017		5/19/2018		5/19/2018		1/2/2019		1/2/2019	
OT Rate	\$	35.25	\$	35.25	\$	35.25	\$	35.25	\$	36.00	\$	36.00	\$	36.75	\$	36.75	\$	36.75	\$	36.75
Hourly Rate	\$	23.50	\$	23.50	\$	23.50	\$	23.50	\$	24.00	\$	24.00	\$	24.50	\$	24.50	\$	24.50	\$	24.50
		<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%	\$	0.059		0.250%	\$	0.059		0.250%	\$	0.060		0.250%	\$	0.061		0.250%	\$	0.061
P H B P - Pension Trust		6.375%	\$	1.498		6.375%	\$	1.498		6.375%	\$	1.530		7.375%	\$	1.807		7.375%	\$	1.807
P H B P - Medical		14.543%	\$	3.418		14.543%	\$	3.418		14.543%	\$	3.490		14.543%	\$	3.563		14.543%	\$	3.563
Dental Plan		2.040%	\$	0.479		2.040%	\$	0.479		2.040%	\$	0.490		2.040%	\$	0.500		2.040%	\$	0.500
N . E . B . F .		3.000%	\$	1.058		3.000%	\$	1.058		3.000%	\$	1.060		3.000%	\$	1.103		3.000%	\$	1.103
Annuity		8.511%	\$	2.000		8.511%	\$	2.000		8.333%	\$	2.000		8.163%	\$	2.000		8.163%	\$	2.000
DSP (401(k) Plan) - FICA		7.650%	\$	2.697		7.650%	\$	2.697		7.650%	\$	2.754		7.650%	\$	2.811		7.650%	\$	2.811
HRA		17.021%	\$	4.000		17.021%	\$	4.000		16.667%	\$	4.000		16.327%	\$	4.000		16.327%	\$	4.000
DSP Percentage		15.000%	\$	3.525		15.000%	\$	3.525		15.000%	\$	3.600		15.000%	\$	3.675		15.000%	\$	3.675
DSP Hourly		6.383%	\$	1.500		6.383%	\$	1.500		6.250%	\$	1.500		6.122%	\$	1.500		6.122%	\$	1.500
Educational & Cultural		0.500%	\$	0.118		0.500%	\$	0.118		0.500%	\$	0.120		0.500%	\$	0.123		0.500%	\$	0.123
Comp. & Dis. Supp.		1.885%	\$	0.664		1.885%	\$	0.664		1.885%	\$	0.679		1.885%	\$	0.693		1.885%	\$	0.693
Total Rate for Benefits		83.158%	\$	21.015		83.158%	\$	21.015		82.493%	\$	21.303		82.855%	\$	21.835		82.855%	\$	21.835
Total Cost Per Hour			\$	58.265			\$	58.265			\$	57.303			\$	58.585			\$	58.585
Statutory EESHIP		5.165%	\$	1.821		6.105%	\$	2.152		6.105%	\$	2.198		6.105%	\$	2.244		5.425%	\$	1.994
			\$	58.086			\$	58.417			\$	59.500			\$	60.829			\$	60.579

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1st and 2nd year M Journeypersons for those accepted in to the Program on or before 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 4/10/19 (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	\$ 27.30	27.30	\$ 27.30	27.30	\$ 27.80	27.80	\$ 28.30	28.30	\$ 28.30	28.30
	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%	\$ 0.068	0.250%	\$ 0.068	0.250%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.071
P.H.B.P. - Pension Trust	6.375%	\$ 1.740	6.375%	\$ 1.740	6.375%	\$ 1.772	7.375%	\$ 2.087	7.375%	\$ 2.087
P.H.B.P. - Medical	14.543%	\$ 3.970	14.543%	\$ 3.970	14.543%	\$ 4.043	14.543%	\$ 4.116	14.543%	\$ 4.116
Dental Plan	2.040%	\$ 0.557	2.040%	\$ 0.557	2.040%	\$ 0.567	2.040%	\$ 0.577	2.040%	\$ 0.577
N.E.B.F.	3.000%	\$ 0.819	3.000%	\$ 0.819	3.000%	\$ 0.834	3.000%	\$ 0.849	3.000%	\$ 0.849
Annuity	7.326%	\$ 2.000	7.326%	\$ 2.000	7.194%	\$ 2.000	7.067%	\$ 2.000	7.067%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.088	7.650%	\$ 2.088	7.650%	\$ 2.127	7.650%	\$ 2.185	7.650%	\$ 2.185
HRA	14.652%	\$ 4.000	14.652%	\$ 4.000	14.388%	\$ 4.000	14.134%	\$ 4.000	14.134%	\$ 4.000
DSP Percentage	15.000%	\$ 4.095	15.000%	\$ 4.095	15.000%	\$ 4.170	15.000%	\$ 4.245	15.000%	\$ 4.245
DSP Hourly	5.495%	\$ 1.500	5.495%	\$ 1.500	5.398%	\$ 1.500	5.300%	\$ 1.500	5.300%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.137	0.500%	\$ 0.137	0.500%	\$ 0.139	0.500%	\$ 0.142	0.500%	\$ 0.142
Comp. & Dis. Supp.	1.885%	\$ 0.515	1.885%	\$ 0.515	1.885%	\$ 0.524	1.885%	\$ 0.533	1.885%	\$ 0.533
Total Rate for Benefits	78.716%	\$ 21.489	78.716%	\$ 21.489	78.221%	\$ 21.746	78.745%	\$ 22.285	78.745%	\$ 22.285
Total Cost Per Hour		\$ 48.789		\$ 48.789		\$ 49.546		\$ 50.585		\$ 50.585
Statutory EESBP	5.185%	\$ 1.410	6.105%	\$ 1.667	6.105%	\$ 1.697	6.105%	\$ 1.728	5.425%	\$ 1.535
		\$ 50.199		\$ 50.456		\$ 51.243		\$ 52.312		\$ 52.120

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1st and 2nd year M Journeypersons OT for those accepted in to the Program on or before 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 4/10/19 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/19/2017	5/19/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
OT Rate	\$ 40.95	\$ 40.95	\$ 40.95	\$ 40.95	\$ 41.70	\$ 41.70	\$ 42.45	\$ 42.45	\$ 42.45	\$ 42.45
Hourly Rate	\$ 27.30	\$ 27.30	\$ 27.30	\$ 27.30	\$ 27.80	\$ 27.80	\$ 28.30	\$ 28.30	\$ 28.30	\$ 28.30
	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%	\$ 0.068	0.250%	\$ 0.068	0.250%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.071
P H B P -- Pension Trust	6.375%	\$ 1.740	6.375%	\$ 1.740	6.375%	\$ 1.772	7.375%	\$ 2.087	7.375%	\$ 2.087
P H B P -- Medical	14.543%	\$ 3.970	14.543%	\$ 3.970	14.543%	\$ 4.043	14.543%	\$ 4.116	14.543%	\$ 4.116
Dental Plan	2.040%	\$ 0.557	2.040%	\$ 0.557	2.040%	\$ 0.567	2.040%	\$ 0.577	2.040%	\$ 0.577
N .E .B .F .	3.000%	\$ 1.229	3.000%	\$ 1.229	3.000%	\$ 1.251	3.000%	\$ 1.274	3.000%	\$ 1.274
Annuity	7.326%	\$ 2.000	7.326%	\$ 2.000	7.194%	\$ 2.000	7.067%	\$ 2.000	7.067%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.133	7.650%	\$ 3.133	7.650%	\$ 3.180	7.650%	\$ 3.247	7.650%	\$ 3.247
HRA	14.652%	\$ 4.000	14.652%	\$ 4.000	14.388%	\$ 4.000	14.134%	\$ 4.000	14.134%	\$ 4.000
DSP Percentage	15.000%	\$ 4.095	15.000%	\$ 4.095	15.000%	\$ 4.170	15.000%	\$ 4.245	15.000%	\$ 4.245
DSP Hourly	5.495%	\$ 1.500	5.495%	\$ 1.500	5.396%	\$ 1.500	5.300%	\$ 1.500	5.300%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.137	0.500%	\$ 0.137	0.500%	\$ 0.139	0.500%	\$ 0.142	0.500%	\$ 0.142
Comp. & Dis. Supp.	1.885%	\$ 0.772	1.885%	\$ 0.772	1.885%	\$ 0.796	1.885%	\$ 0.800	1.885%	\$ 0.800
Total Rate for Benefits	78.718%	\$ 23.200	78.718%	\$ 23.200	78.221%	\$ 23.488	78.745%	\$ 24.058	78.745%	\$ 24.058
Total Cost Per Hour		\$ 64.150		\$ 64.150		\$ 65.188		\$ 66.508		\$ 66.608
Statutory EESBP	5.165%	\$ 2.115	6.105%	\$ 2.500	6.105%	\$ 2.546	6.105%	\$ 2.592	5.425%	\$ 2.303
		\$ 66.265		\$ 66.650		\$ 67.734		\$ 69.100		\$ 68.911

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Full Benefit Package for 3rd and 4th year M Journeypersons for those accepted in to the Program on or before 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 4/10/19 (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	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.50	\$ 28.50	\$ 29.00	\$ 29.00	\$ 29.00	\$ 29.00
	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%	\$ 0.070	0.250%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.073	0.250%	\$ 0.073
P H B P -- Pension Trust	6.375%	\$ 1.785	6.375%	\$ 1.785	6.375%	\$ 1.817	7.375%	\$ 2.139	7.375%	\$ 2.139
P H B P -- Medical	14.543%	\$ 4.072	14.543%	\$ 4.072	14.543%	\$ 4.145	14.543%	\$ 4.217	14.543%	\$ 4.217
Dental Plan	2.040%	\$ 0.571	2.040%	\$ 0.571	2.040%	\$ 0.581	2.040%	\$ 0.592	2.040%	\$ 0.592
N.E.B.F.	3.000%	\$ 0.840	3.000%	\$ 0.840	3.000%	\$ 0.855	3.000%	\$ 0.870	3.000%	\$ 0.870
Annuity	7.143%	\$ 2.000	7.143%	\$ 2.000	7.018%	\$ 2.000	6.897%	\$ 2.000	6.897%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.142	7.650%	\$ 2.142	7.650%	\$ 2.180	7.650%	\$ 2.219	7.650%	\$ 2.219
HRA	14.286%	\$ 4.000	14.286%	\$ 4.000	14.035%	\$ 4.000	13.793%	\$ 4.000	13.793%	\$ 4.000
DSP Percentage	15.000%	\$ 4.200	15.000%	\$ 4.200	15.000%	\$ 4.275	15.000%	\$ 4.350	15.000%	\$ 4.350
DSP Hourly	5.357%	\$ 1.500	5.357%	\$ 1.500	5.263%	\$ 1.500	5.172%	\$ 1.500	5.172%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.140	0.500%	\$ 0.140	0.500%	\$ 0.143	0.500%	\$ 0.145	0.500%	\$ 0.145
Comp. & Dis. Supp.	1.885%	\$ 0.528	1.885%	\$ 0.528	1.885%	\$ 0.537	1.885%	\$ 0.547	1.885%	\$ 0.547
Total Rate for Benefits	78.029%	\$ 21.848	78.029%	\$ 21.848	77.559%	\$ 22.104	78.105%	\$ 22.650	78.105%	\$ 22.650
Total Cost Per Hour		\$ 49.848		\$ 49.848		\$ 50.604		\$ 51.650		\$ 51.650
Statutory EEBISP	5.185%	\$ 1.446	6.105%	\$ 1.709	6.105%	\$ 1.740	6.105%	\$ 1.770	5.425%	\$ 1.573
		\$ 51.294		\$ 51.557		\$ 52.344		\$ 53.421		\$ 53.224

Joint Industry Board of the Electrical Industry

Full Benefit Package for 3rd and 4th year M & MIJ Journeypersons OT for those accepted in to the Program on or before 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 4/10/19 (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	\$ 42.00	\$ 42.00	\$ 42.00	\$ 42.00	\$ 42.75	\$ 42.75	\$ 43.50	\$ 43.50	\$ 43.50	\$ 43.50
Hourly Rate	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.50	\$ 28.50	\$ 29.00	\$ 29.00	\$ 29.00	\$ 29.00
	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%	\$ 0.070	0.250%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.073	0.250%	\$ 0.073
P H B P - Pension Trust	6.375%	\$ 1.785	6.375%	\$ 1.785	6.375%	\$ 1.817	7.375%	\$ 2.139	7.375%	\$ 2.139
P H B P - Medical	14.543%	\$ 4.072	14.543%	\$ 4.072	14.543%	\$ 4.145	14.543%	\$ 4.217	14.543%	\$ 4.217
Dental Plan	2.040%	\$ 0.571	2.040%	\$ 0.571	2.040%	\$ 0.581	2.040%	\$ 0.592	2.040%	\$ 0.592
N.E.B.F.	3.000%	\$ 1.280	3.000%	\$ 1.280	3.000%	\$ 1.283	3.000%	\$ 1.305	3.000%	\$ 1.305
Annuity	7.143%	\$ 2.000	7.143%	\$ 2.000	7.018%	\$ 2.000	6.897%	\$ 2.000	6.897%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.213	7.650%	\$ 3.213	7.650%	\$ 3.270	7.650%	\$ 3.328	7.650%	\$ 3.328
HRA	14.286%	\$ 4.000	14.286%	\$ 4.000	14.035%	\$ 4.000	13.793%	\$ 4.000	13.793%	\$ 4.000
DSP Percentage	15.000%	\$ 4.200	15.000%	\$ 4.200	15.000%	\$ 4.275	15.000%	\$ 4.350	15.000%	\$ 4.350
DSP Hourly	5.357%	\$ 1.500	5.357%	\$ 1.500	5.283%	\$ 1.500	5.172%	\$ 1.500	5.172%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.140	0.500%	\$ 0.140	0.500%	\$ 0.143	0.500%	\$ 0.145	0.500%	\$ 0.145
Comp. & Dis. Supp.	1.885%	\$ 0.792	1.885%	\$ 0.792	1.885%	\$ 0.806	1.885%	\$ 0.820	1.885%	\$ 0.820
Total Rate for Benefits	78.029%	\$ 23.803	78.029%	\$ 23.803	77.559%	\$ 23.880	78.105%	\$ 24.488	78.105%	\$ 24.468
Total Cost Per Hour		\$ 65.603		\$ 65.603		\$ 66.640		\$ 67.968		\$ 67.968
Statutory EE8BP	5.165%	\$ 2.189	6.105%	\$ 2.564	6.105%	\$ 2.610	6.105%	\$ 2.656	5.425%	\$ 2.360
		\$ 67.772		\$ 68.167		\$ 69.250		\$ 70.624		\$ 70.328

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	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/19/2017	5/19/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 28.00	28.00	\$ 28.00	28.00	\$ 28.50	28.50	\$ 29.00	29.00	\$ 29.00	29.00
	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%	\$ 0.070	0.250%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.073	0.250%	\$ 0.073
P H B P -- Pension Trust	6.375%	\$ 1.785	6.375%	\$ 1.785	6.375%	\$ 1.817	7.375%	\$ 2.139	7.375%	\$ 2.139
P H B P -- Medical	14.543%	\$ 4.072	14.543%	\$ 4.072	14.543%	\$ 4.145	14.543%	\$ 4.217	14.543%	\$ 4.217
Dental Plan	2.040%	\$ 0.571	2.040%	\$ 0.571	2.040%	\$ 0.581	2.040%	\$ 0.592	2.040%	\$ 0.592
N . E . B . F .	3.000%	\$ 0.840	3.000%	\$ 0.840	3.000%	\$ 0.855	3.000%	\$ 0.870	3.000%	\$ 0.870
Annuity	7.143%	\$ 2.000	7.143%	\$ 2.000	7.018%	\$ 2.000	6.897%	\$ 2.000	6.897%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.142	7.650%	\$ 2.142	7.650%	\$ 2.180	7.650%	\$ 2.219	7.650%	\$ 2.219
HRA	14.286%	\$ 4.000	14.286%	\$ 4.000	14.035%	\$ 4.000	13.793%	\$ 4.000	13.793%	\$ 4.000
DSP Percentage	15.000%	\$ 4.200	15.000%	\$ 4.200	15.000%	\$ 4.275	15.000%	\$ 4.350	15.000%	\$ 4.350
DSP Hourly	5.357%	\$ 1.500	5.357%	\$ 1.500	5.263%	\$ 1.500	5.172%	\$ 1.500	5.172%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.140	0.500%	\$ 0.140	0.500%	\$ 0.143	0.500%	\$ 0.145	0.500%	\$ 0.145
Comp. & Dis. Supp.	1.885%	\$ 0.528	1.885%	\$ 0.528	1.885%	\$ 0.537	1.885%	\$ 0.547	1.885%	\$ 0.547
Total Rate for Benefits	78.029%	\$ 21.848	78.029%	\$ 21.848	77.559%	\$ 22.104	78.105%	\$ 22.890	78.105%	\$ 22.890
Total Cost Per Hour		\$ 49.848		\$ 49.848		\$ 50.604		\$ 51.890		\$ 51.890
Statutory EESISP	5.165%	\$ 1.446	6.105%	\$ 1.709	6.105%	\$ 1.740	6.105%	\$ 1.770	5.425%	\$ 1.573
		\$ 51.294		\$ 51.557		\$ 52.344		\$ 53.421		\$ 53.224

Joint Industry Board of the Electrical Industry

Full Benefit Package for 3rd and 4th year M & MIJ Journeypersons OT for those accepted in to the Program after 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 4/10/19 (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	\$ 42.00	\$ 42.00	\$ 42.00	\$ 42.00	\$ 42.75	\$ 42.75	\$ 43.50	\$ 43.50	\$ 43.50	\$ 43.50
Hourly Rate	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.50	\$ 28.50	\$ 29.00	\$ 29.00	\$ 29.00	\$ 29.00
	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%	\$ 0.070	0.250%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.073	0.250%	\$ 0.073
P H B P -- Pension Trust	6.375%	\$ 1.785	6.375%	\$ 1.785	6.375%	\$ 1.817	7.375%	\$ 2.138	7.375%	\$ 2.138
P H B P -- Medical	14.543%	\$ 4.072	14.543%	\$ 4.072	14.543%	\$ 4.145	14.543%	\$ 4.217	14.543%	\$ 4.217
Dental Plan	2.040%	\$ 0.571	2.040%	\$ 0.571	2.040%	\$ 0.581	2.040%	\$ 0.592	2.040%	\$ 0.592
N .E .B .F .	3.000%	\$ 1.260	3.000%	\$ 1.260	3.000%	\$ 1.283	3.000%	\$ 1.305	3.000%	\$ 1.305
Annuity	7.143%	\$ 2.000	7.143%	\$ 2.000	7.018%	\$ 2.000	6.897%	\$ 2.000	6.897%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.213	7.650%	\$ 3.213	7.650%	\$ 3.270	7.650%	\$ 3.328	7.650%	\$ 3.328
HRA	14.286%	\$ 4.000	14.286%	\$ 4.000	14.036%	\$ 4.000	13.793%	\$ 4.000	13.793%	\$ 4.000
DSP Percentage	15.000%	\$ 4.200	15.000%	\$ 4.200	15.000%	\$ 4.275	15.000%	\$ 4.350	15.000%	\$ 4.350
DSP Hourly	5.357%	\$ 1.500	5.357%	\$ 1.500	5.263%	\$ 1.500	5.172%	\$ 1.500	5.172%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.140	0.500%	\$ 0.140	0.500%	\$ 0.143	0.500%	\$ 0.145	0.500%	\$ 0.145
Comp. & Dis. Supp.	1.885%	\$ 0.792	1.885%	\$ 0.792	1.885%	\$ 0.806	1.885%	\$ 0.820	1.885%	\$ 0.820
Total Rate for Benefits	78.029%	\$ 23.803	78.029%	\$ 23.803	77.558%	\$ 23.890	78.105%	\$ 24.468	78.105%	\$ 24.468
Total Cost Per Hour		\$ 66.803		\$ 66.803		\$ 68.640		\$ 67.988		\$ 67.988
Statutory EESSP	5.165%	\$ 2.189	6.105%	\$ 2.564	6.105%	\$ 2.610	6.105%	\$ 2.656	5.425%	\$ 2.360
		\$ 67.772		\$ 68.187		\$ 69.250		\$ 70.624		\$ 70.328

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1-12 month 5th year Apprentice/MIJ for those accepted in to the Program after 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 4/10/19 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/31/2016	7/31/2016	5/19/2017	5/19/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 23.50	\$ 23.50	\$ 23.50	\$ 23.50	\$ 24.00	\$ 24.00	\$ 24.50	\$ 24.50	\$ 24.50	\$ 24.50
	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%	\$ 0.059	0.250%	\$ 0.059	0.250%	\$ 0.060	0.250%	\$ 0.061	0.250%	\$ 0.061
P H B P -- Pension Trust	6.375%	\$ 1.498	6.375%	\$ 1.498	6.375%	\$ 1.530	7.375%	\$ 1.807	7.375%	\$ 1.807
P H B P -- Medical	14.543%	\$ 3.418	14.543%	\$ 3.418	14.543%	\$ 3.490	14.543%	\$ 3.563	14.543%	\$ 3.563
Dental Plan	2.040%	\$ 0.479	2.040%	\$ 0.479	2.040%	\$ 0.490	2.040%	\$ 0.500	2.040%	\$ 0.500
N.E.B.F.	3.000%	\$ 0.705	3.000%	\$ 0.705	3.000%	\$ 0.720	3.000%	\$ 0.735	3.000%	\$ 0.735
Annuity	8.511%	\$ 2.000	8.511%	\$ 2.000	8.333%	\$ 2.000	8.163%	\$ 2.000	8.163%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 1.798	7.650%	\$ 1.798	7.650%	\$ 1.836	7.650%	\$ 1.874	7.650%	\$ 1.874
HRA	17.021%	\$ 4.000	17.021%	\$ 4.000	16.667%	\$ 4.000	16.327%	\$ 4.000	16.327%	\$ 4.000
DSP Percentage	15.000%	\$ 3.525	15.000%	\$ 3.525	15.000%	\$ 3.600	15.000%	\$ 3.675	15.000%	\$ 3.675
DSP Hourly	6.383%	\$ 1.500	6.383%	\$ 1.500	6.250%	\$ 1.500	6.122%	\$ 1.500	6.122%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.118	0.500%	\$ 0.118	0.500%	\$ 0.120	0.500%	\$ 0.123	0.500%	\$ 0.123
Comp. & Dis. Supp.	1.885%	\$ 0.443	1.885%	\$ 0.443	1.885%	\$ 0.452	1.885%	\$ 0.462	1.885%	\$ 0.462
Total Rate for Benefits	83.158%	\$ 19.542	83.158%	\$ 19.542	82.493%	\$ 19.798	82.855%	\$ 20.300	82.855%	\$ 20.300
Total Cost Per Hour		\$ 43.042		\$ 43.042		\$ 43.798		\$ 44.800		\$ 44.800
Statutory EESBP	5.165%	\$ 1.214	6.105%	\$ 1.435	6.105%	\$ 1.465	6.105%	\$ 1.496	5.425%	\$ 1.329
		\$ 44.256		\$ 44.477		\$ 45.264		\$ 46.295		\$ 46.129

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1-12 month 5th year Apprentice/MIJ OT for those accepted in to the Program after 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 4/10/19 (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	\$ 35.25	\$ 35.25	\$ 35.25	\$ 35.25	\$ 36.00	\$ 36.00	\$ 36.75	\$ 36.75	\$ 36.75	\$ 36.75
Hourly Rate	\$ 23.50	\$ 23.50	\$ 23.50	\$ 23.50	\$ 24.00	\$ 24.00	\$ 24.50	\$ 24.50	\$ 24.50	\$ 24.50
	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%	\$ 0.059	0.250%	\$ 0.059	0.250%	\$ 0.060	0.250%	\$ 0.061	0.250%	\$ 0.061
P H B P - Pension Trust	6.375%	\$ 1.498	6.375%	\$ 1.498	6.375%	\$ 1.530	7.375%	\$ 1.807	7.375%	\$ 1.807
P H B P - Medical	14.543%	\$ 3.418	14.543%	\$ 3.418	14.543%	\$ 3.490	14.543%	\$ 3.563	14.543%	\$ 3.563
Dental Plan	2.040%	\$ 0.479	2.040%	\$ 0.479	2.040%	\$ 0.490	2.040%	\$ 0.500	2.040%	\$ 0.500
N . E . B . F .	3.000%	\$ 1.058	3.000%	\$ 1.058	3.000%	\$ 1.080	3.000%	\$ 1.103	3.000%	\$ 1.103
Annuity	8.511%	\$ 2.000	8.511%	\$ 2.000	8.333%	\$ 2.000	8.163%	\$ 2.000	8.163%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.697	7.650%	\$ 2.697	7.650%	\$ 2.754	7.650%	\$ 2.811	7.650%	\$ 2.811
HRA	17.021%	\$ 4.000	17.021%	\$ 4.000	16.967%	\$ 4.000	16.327%	\$ 4.000	16.327%	\$ 4.000
DSP Percentage	15.000%	\$ 3.525	15.000%	\$ 3.525	15.000%	\$ 3.600	15.000%	\$ 3.675	15.000%	\$ 3.675
DSP Hourly	6.383%	\$ 1.500	6.383%	\$ 1.500	6.250%	\$ 1.500	6.122%	\$ 1.500	6.122%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.118	0.500%	\$ 0.118	0.500%	\$ 0.120	0.500%	\$ 0.123	0.500%	\$ 0.123
Comp. & Dis. Supp.	1.885%	\$ 0.664	1.885%	\$ 0.664	1.885%	\$ 0.679	1.885%	\$ 0.693	1.885%	\$ 0.693
Total Rate for Benefits	83.158%	\$ 21.015	83.158%	\$ 21.015	82.483%	\$ 21.303	82.855%	\$ 21.835	82.855%	\$ 21.835
Total Cost Per Hour		\$ 56.285		\$ 56.285		\$ 57.303		\$ 58.585		\$ 58.585
Statutory EEBSIP	5.165%	\$ 1.821	6.105%	\$ 2.152	6.105%	\$ 2.196	6.105%	\$ 2.244	5.425%	\$ 1.994
		\$ 58.086		\$ 58.417		\$ 59.500		\$ 60.829		\$ 60.579

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1-18 month 5th year Apprentice/MIJ for those accepted in to the Program on or before 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 4/10/19 (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	\$ 27.30	27.30	\$ 27.30	27.30	\$ 27.80	27.80	\$ 28.30	28.30	\$ 28.30	28.30
	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%	\$ 0.068	0.250%	\$ 0.068	0.250%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.071
P H B P - Pension Trust	6.375%	\$ 1.740	6.375%	\$ 1.740	6.375%	\$ 1.772	7.375%	\$ 2.067	7.375%	\$ 2.087
P H B P - Medical	14.543%	\$ 3.970	14.543%	\$ 3.970	14.543%	\$ 4.043	14.543%	\$ 4.116	14.543%	\$ 4.116
Dental Plan	2.040%	\$ 0.557	2.040%	\$ 0.557	2.040%	\$ 0.567	2.040%	\$ 0.577	2.040%	\$ 0.577
N . E . B . F .	3.000%	\$ 0.819	3.000%	\$ 0.819	3.000%	\$ 0.834	3.000%	\$ 0.849	3.000%	\$ 0.849
Annuity	7.326%	\$ 2.000	7.326%	\$ 2.000	7.194%	\$ 2.000	7.067%	\$ 2.000	7.067%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.088	7.650%	\$ 2.088	7.650%	\$ 2.127	7.650%	\$ 2.165	7.650%	\$ 2.165
HRA	14.852%	\$ 4.000	14.852%	\$ 4.000	14.388%	\$ 4.000	14.134%	\$ 4.000	14.134%	\$ 4.000
DSP Percentage	15.000%	\$ 4.095	15.000%	\$ 4.095	15.000%	\$ 4.170	15.000%	\$ 4.245	15.000%	\$ 4.245
DSP Hourly	5.495%	\$ 1.500	5.495%	\$ 1.500	5.396%	\$ 1.500	5.300%	\$ 1.500	5.300%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.137	0.500%	\$ 0.137	0.500%	\$ 0.139	0.500%	\$ 0.142	0.500%	\$ 0.142
Comp. & Dis. Supp.	1.885%	\$ 0.515	1.885%	\$ 0.515	1.885%	\$ 0.524	1.885%	\$ 0.533	1.885%	\$ 0.533
Total Rate for Benefits	78.716%	\$ 21.489	78.716%	\$ 21.489	78.221%	\$ 21.746	78.745%	\$ 22.285	78.745%	\$ 22.285
Total Cost Per Hour		\$ 48.789		\$ 48.789		\$ 49.546		\$ 50.585		\$ 50.585
Statutory EE8SP	5.165%	\$ 1.410	6.105%	\$ 1.687	6.105%	\$ 1.697	6.105%	\$ 1.728	5.425%	\$ 1.535
		\$ 50.199		\$ 50.456		\$ 51.243		\$ 52.312		\$ 52.120

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1-18 month 5th year Apprentice/MIJ OT for those accepted in to the Program on or before 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 4/10/19 (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	\$ 40.95	\$ 40.95	\$ 40.95	\$ 40.95	\$ 41.70	\$ 41.70	\$ 42.45	\$ 42.45	\$ 42.45	\$ 42.45
Hourly Rate	\$ 27.30	\$ 27.30	\$ 27.30	\$ 27.30	\$ 27.80	\$ 27.80	\$ 28.30	\$ 28.30	\$ 28.30	\$ 28.30
	<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%	\$ 0.068	0.250%	\$ 0.068	0.250%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.071
P.H.B.P. - Pension Trust	6.375%	\$ 1.740	6.375%	\$ 1.740	6.375%	\$ 1.772	7.375%	\$ 2.087	7.375%	\$ 2.087
P.H.B.P. - Medical	14.543%	\$ 3.970	14.543%	\$ 3.970	14.543%	\$ 4.043	14.543%	\$ 4.116	14.543%	\$ 4.116
Dental Plan	2.040%	\$ 0.557	2.040%	\$ 0.557	2.040%	\$ 0.587	2.040%	\$ 0.577	2.040%	\$ 0.577
N.E.B.F.	3.000%	\$ 1.229	3.000%	\$ 1.229	3.000%	\$ 1.251	3.000%	\$ 1.274	3.000%	\$ 1.274
Annuity	7.326%	\$ 2.000	7.326%	\$ 2.000	7.194%	\$ 2.000	7.067%	\$ 2.000	7.067%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.133	7.650%	\$ 3.133	7.650%	\$ 3.190	7.650%	\$ 3.247	7.650%	\$ 3.247
HRA	14.652%	\$ 4.000	14.652%	\$ 4.000	14.388%	\$ 4.000	14.134%	\$ 4.000	14.134%	\$ 4.000
DSP Percentage	15.000%	\$ 4.095	15.000%	\$ 4.095	15.000%	\$ 4.170	15.000%	\$ 4.245	15.000%	\$ 4.245
DSP Hourly	5.495%	\$ 1.500	5.495%	\$ 1.500	5.396%	\$ 1.500	5.300%	\$ 1.500	5.300%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.137	0.500%	\$ 0.137	0.500%	\$ 0.139	0.500%	\$ 0.142	0.500%	\$ 0.142
Comp. & Dis. Supp.	1.885%	\$ 0.772	1.885%	\$ 0.772	1.885%	\$ 0.786	1.885%	\$ 0.800	1.885%	\$ 0.800
Total Rate for Benefits	78.716%	\$ 23.200	78.716%	\$ 23.200	78.221%	\$ 23.488	78.745%	\$ 24.058	78.745%	\$ 24.058
Total Cost Per Hour		\$ 64.150		\$ 64.150		\$ 65.188		\$ 66.508		\$ 66.508
Statutory EEBSIP	5.185%	\$ 2.115	6.105%	\$ 2.500	6.105%	\$ 2.546	6.105%	\$ 2.592	5.425%	\$ 2.303
		\$ 66.265		\$ 66.650		\$ 67.734		\$ 69.100		\$ 68.811

Joint Industry Board of the Electrical Industry

Full Benefit Package for 19-24 month 5th year Apprentice/MIJ for those accepted in to the Program on or before 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 4/10/19 (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	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.50	\$ 28.50	\$ 29.00	\$ 29.00	\$ 29.00	\$ 29.00
	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%	\$ 0.070	0.250%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.073	0.250%	\$ 0.073
P H B P -- Pension Trust	6.375%	\$ 1.785	6.375%	\$ 1.785	6.375%	\$ 1.817	7.375%	\$ 2.139	7.375%	\$ 2.139
P H B P -- Medical	14.543%	\$ 4.072	14.543%	\$ 4.072	14.543%	\$ 4.145	14.543%	\$ 4.217	14.543%	\$ 4.217
Dental Plan	2.040%	\$ 0.571	2.040%	\$ 0.571	2.040%	\$ 0.581	2.040%	\$ 0.592	2.040%	\$ 0.592
N .E .B .F .	3.000%	\$ 0.840	3.000%	\$ 0.840	3.000%	\$ 0.855	3.000%	\$ 0.870	3.000%	\$ 0.870
Annuity	7.143%	\$ 2.000	7.143%	\$ 2.000	7.018%	\$ 2.000	6.897%	\$ 2.000	6.897%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.142	7.650%	\$ 2.142	7.650%	\$ 2.180	7.650%	\$ 2.219	7.650%	\$ 2.219
HRA	14.286%	\$ 4.000	14.286%	\$ 4.000	14.035%	\$ 4.000	13.793%	\$ 4.000	13.793%	\$ 4.000
DSP Percentage	15.000%	\$ 4.200	15.000%	\$ 4.200	15.000%	\$ 4.275	15.000%	\$ 4.350	15.000%	\$ 4.350
DSP Hourly	5.357%	\$ 1.500	5.357%	\$ 1.500	5.263%	\$ 1.500	5.172%	\$ 1.500	5.172%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.140	0.500%	\$ 0.140	0.500%	\$ 0.143	0.500%	\$ 0.145	0.500%	\$ 0.145
Comp. & Dis. Supp.	1.885%	\$ 0.528	1.885%	\$ 0.528	1.885%	\$ 0.537	1.885%	\$ 0.547	1.885%	\$ 0.547
Total Rate for Benefits	78.029%	\$ 21.848	78.029%	\$ 21.848	77.559%	\$ 22.104	78.105%	\$ 22.650	78.105%	\$ 22.650
Total Cost Per Hour		\$ 49.848		\$ 49.848		\$ 50.604		\$ 51.650		\$ 51.650
Statutory EEBSP	5.185%	\$ 1.446	6.105%	\$ 1.709	6.105%	\$ 1.740	6.105%	\$ 1.770	5.425%	\$ 1.573
		\$ 51.294		\$ 51.557		\$ 52.344		\$ 53.421		\$ 53.224

Joint Industry Board of the Electrical Industry

Full Benefit Package for 19-24 month 5th year Apprentice/MIJ OT for those accepted in to the Program on or before 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 4/10/19 (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	\$ 42.00	\$ 42.00	\$ 42.00	\$ 42.00	\$ 42.75	\$ 42.75	\$ 43.50	\$ 43.50	\$ 43.50	\$ 43.50
Hourly Rate	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.50	\$ 28.50	\$ 29.00	\$ 29.00	\$ 29.00	\$ 29.00
	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%	\$ 0.070	0.250%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.073	0.250%	\$ 0.073
P.H.B.P. - Pension Trust	6.375%	\$ 1.785	6.375%	\$ 1.785	6.375%	\$ 1.817	7.375%	\$ 2.139	7.375%	\$ 2.139
P.H.B.P. - Medical	14.543%	\$ 4.072	14.543%	\$ 4.072	14.543%	\$ 4.145	14.543%	\$ 4.217	14.543%	\$ 4.217
Dental Plan	2.040%	\$ 0.571	2.040%	\$ 0.571	2.040%	\$ 0.581	2.040%	\$ 0.592	2.040%	\$ 0.592
W.E.B.F.	3.000%	\$ 1.280	3.000%	\$ 1.280	3.000%	\$ 1.283	3.000%	\$ 1.305	3.000%	\$ 1.305
Annuity	7.143%	\$ 2.000	7.143%	\$ 2.000	7.018%	\$ 2.000	6.897%	\$ 2.000	6.897%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.213	7.650%	\$ 3.213	7.650%	\$ 3.270	7.650%	\$ 3.328	7.650%	\$ 3.328
HRA	14.286%	\$ 4.000	14.286%	\$ 4.000	14.035%	\$ 4.000	13.793%	\$ 4.000	13.793%	\$ 4.000
DSP Percentage	15.000%	\$ 4.200	15.000%	\$ 4.200	15.000%	\$ 4.275	15.000%	\$ 4.350	15.000%	\$ 4.350
DSP Hourly	5.357%	\$ 1.500	5.357%	\$ 1.500	5.283%	\$ 1.500	5.172%	\$ 1.500	5.172%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.140	0.500%	\$ 0.140	0.500%	\$ 0.143	0.500%	\$ 0.145	0.500%	\$ 0.145
Comp. & Dis. Supp.	1.885%	\$ 0.792	1.885%	\$ 0.792	1.885%	\$ 0.806	1.885%	\$ 0.820	1.885%	\$ 0.820
Total Rate for Benefits	78.029%	\$ 23.803	78.029%	\$ 23.803	77.549%	\$ 23.890	78.105%	\$ 24.468	78.105%	\$ 24.488
Total Cost Per Hour		\$ 65.803		\$ 65.803		\$ 66.640		\$ 67.968		\$ 67.968
Statutory EESBP	5.165%	\$ 2.169	6.105%	\$ 2.564	6.105%	\$ 2.610	6.105%	\$ 2.856	5.425%	\$ 2.380
		\$ 67.772		\$ 68.187		\$ 69.250		\$ 70.824		\$ 70.328

Joint Industry Board of the Electrical Industry

Full Benefit Package for 13-18 month 5th year Apprentice/MIJ for those accepted in to the Program after 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 4/10/19 (at 4:00 p.m.)

	5/11/2016	5/11/2016	7/27/2016	7/27/2016	5/19/2017	5/19/2017	5/9/2018	5/9/2018	1/2/2019	1/2/2019
Hourly Rate	\$ 28.00	28.00	\$ 28.00	28.00	\$ 28.50	28.50	\$ 29.00	29.00	\$ 28.00	29.00
	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%	\$ 0.070	0.250%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.073	0.250%	\$ 0.073
P.H.B.P. - Pension Trust	6.375%	\$ 1.785	6.375%	\$ 1.785	6.375%	\$ 1.817	7.375%	\$ 2.138	7.375%	\$ 2.138
P.H.B.P. - Medical	14.543%	\$ 4.072	14.543%	\$ 4.072	14.543%	\$ 4.145	14.543%	\$ 4.217	14.543%	\$ 4.217
Dental Plan	2.040%	\$ 0.571	2.040%	\$ 0.571	2.040%	\$ 0.581	2.040%	\$ 0.592	2.040%	\$ 0.592
N.E.B.F.	3.000%	\$ 0.840	3.000%	\$ 0.840	3.000%	\$ 0.855	3.000%	\$ 0.870	3.000%	\$ 0.870
Annuity	7.143%	\$ 2.000	7.143%	\$ 2.000	7.018%	\$ 2.000	6.897%	\$ 2.000	6.897%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.142	7.650%	\$ 2.142	7.650%	\$ 2.180	7.650%	\$ 2.219	7.650%	\$ 2.219
HRA	14.286%	\$ 4.000	14.286%	\$ 4.000	14.035%	\$ 4.000	13.793%	\$ 4.000	13.793%	\$ 4.000
DSP Percentage	15.000%	\$ 4.200	15.000%	\$ 4.200	15.000%	\$ 4.275	15.000%	\$ 4.350	15.000%	\$ 4.350
DSP Hourly	5.357%	\$ 1.500	5.357%	\$ 1.500	5.283%	\$ 1.500	5.172%	\$ 1.500	5.172%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.140	0.500%	\$ 0.140	0.500%	\$ 0.143	0.500%	\$ 0.145	0.500%	\$ 0.145
Comp. & Dis. Supp.	1.885%	\$ 0.528	1.885%	\$ 0.528	1.885%	\$ 0.537	1.885%	\$ 0.547	1.885%	\$ 0.547
Total Rate for Benefits	78.028%	\$ 21.848	78.028%	\$ 21.848	77.889%	\$ 22.104	78.105%	\$ 22.650	78.108%	\$ 22.650
Total Cost Per Hour		\$ 49.848		\$ 49.848		\$ 50.604		\$ 51.650		\$ 51.650
Statutory EESISIP	5.185%	\$ 1.446	6.105%	\$ 1.709	6.105%	\$ 1.740	6.105%	\$ 1.770	5.425%	\$ 1.573
		\$ 51.294		\$ 51.557		\$ 52.344		\$ 53.421		\$ 53.224

Joint Industry Board of the Electrical Industry

Full Benefit Package for 13-18 month 5th year Apprentice/MIJ OT for those accepted in to the Program after 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 4/10/19 (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	\$ 42.00	\$ 42.00	\$ 42.00	\$ 42.00	\$ 42.75	\$ 42.75	\$ 43.50	\$ 43.50	\$ 43.50	\$ 43.50
Hourly Rate	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.50	\$ 28.50	\$ 29.00	\$ 29.00	\$ 29.00	\$ 29.00
	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%	\$ 0.070	0.250%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.073	0.250%	\$ 0.073
P H B P - Pension Trust	6.375%	\$ 1.785	6.375%	\$ 1.785	6.375%	\$ 1.817	7.375%	\$ 2.139	7.375%	\$ 2.138
P H B P - Medical	14.543%	\$ 4.072	14.543%	\$ 4.072	14.543%	\$ 4.145	14.543%	\$ 4.217	14.543%	\$ 4.217
Dental Plan	2.040%	\$ 0.571	2.040%	\$ 0.571	2.040%	\$ 0.581	2.040%	\$ 0.592	2.040%	\$ 0.592
N.E.B.F.	3.000%	\$ 1.260	3.000%	\$ 1.260	3.000%	\$ 1.283	3.000%	\$ 1.305	3.000%	\$ 1.305
Annuity	7.143%	\$ 2.000	7.143%	\$ 2.000	7.018%	\$ 2.000	6.897%	\$ 2.000	6.897%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.213	7.650%	\$ 3.213	7.650%	\$ 3.270	7.650%	\$ 3.328	7.650%	\$ 3.328
HRA	14.286%	\$ 4.000	14.286%	\$ 4.000	14.035%	\$ 4.000	13.793%	\$ 4.000	13.793%	\$ 4.000
DSP Percentage	15.000%	\$ 4.200	15.000%	\$ 4.200	15.000%	\$ 4.275	15.000%	\$ 4.350	15.000%	\$ 4.350
DSP Hourly	5.357%	\$ 1.500	5.357%	\$ 1.500	5.263%	\$ 1.500	5.172%	\$ 1.500	5.172%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.140	0.500%	\$ 0.140	0.500%	\$ 0.143	0.500%	\$ 0.145	0.500%	\$ 0.145
Comp. & Dis. Supp.	1.885%	\$ 0.792	1.885%	\$ 0.792	1.885%	\$ 0.806	1.885%	\$ 0.820	1.885%	\$ 0.820
Total Rate for Benefits	78.029%	\$ 23.803	78.029%	\$ 23.803	77.559%	\$ 23.890	78.105%	\$ 24.468	78.105%	\$ 24.468
Total Cost Per Hour		\$ 65.603		\$ 65.603		\$ 66.640		\$ 67.968		\$ 67.968
Statutory EESISIP	5.185%	\$ 2.169	6.105%	\$ 2.564	6.105%	\$ 2.610	6.105%	\$ 2.856	5.425%	\$ 2.360
		\$ 67.772		\$ 68.167		\$ 69.250		\$ 70.824		\$ 70.328