

Joint Industry Board of the Electrical Industry

**1st Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
Hourly Rate	\$ 37.20	\$ 37.20	\$ 37.20	\$ 37.20	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40
	<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>
JIB	0.250%	\$ 0.093	0.250%	\$ 0.093	0.250%	\$ 0.096	0.250%	\$ 0.096	0.250%	\$ 0.096
Legal Services Plan	0.150%	\$ 0.056	0.150%	\$ 0.056	0.150%	\$ 0.058	0.150%	\$ 0.058	0.150%	\$ 0.058
P H B P -- Pension Trust	5.545%	\$ 2.063	5.545%	\$ 2.063	5.545%	\$ 2.129	5.545%	\$ 2.129	5.545%	\$ 2.129
P H B P -- Medical	15.713%	\$ 5.845	15.713%	\$ 5.845	15.713%	\$ 6.034	15.713%	\$ 6.034	15.713%	\$ 6.034
P H B P -- Medical	9.409%	\$ 3.500	9.409%	\$ 3.500	10.417%	\$ 4.000	10.417%	\$ 4.000	10.417%	\$ 4.000
Dental Plan	2.140%	\$ 0.796	2.140%	\$ 0.796	2.140%	\$ 0.822	4.140%	\$ 1.590	4.140%	\$ 1.590
N . E . B . F .	3.000%	\$ 1.116	3.000%	\$ 1.116	3.000%	\$ 1.152	3.000%	\$ 1.152	3.000%	\$ 1.152
NEIB	0.000%	\$ -	1.344%	\$ 0.500	1.302%	\$ 0.500	1.302%	\$ 0.500	2.604%	\$ 1.000
Annuity	6.720%	\$ 2.500	6.720%	\$ 2.500	7.813%	\$ 3.000	11.719%	\$ 4.500	11.719%	\$ 4.500
HRA	4.704%	\$ 1.750	4.704%	\$ 1.750	4.557%	\$ 1.750	4.557%	\$ 1.750	4.557%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.082	8.284%	\$ 3.082	8.284%	\$ 3.181	8.284%	\$ 3.181	8.284%	\$ 3.181
DSP Percentage	15.500%	\$ 5.766	15.500%	\$ 5.766	15.500%	\$ 5.952	15.500%	\$ 5.952	15.500%	\$ 5.952
DSP Hourly	6.720%	\$ 2.500	6.720%	\$ 2.500	6.510%	\$ 2.500	6.510%	\$ 2.500	6.510%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.237	0.637%	\$ 0.237	0.637%	\$ 0.245	0.637%	\$ 0.245	0.637%	\$ 0.245
Educational & Cultural (Safety and Training)	3.250%	\$ 1.209	3.250%	\$ 1.209	3.250%	\$ 1.248	3.750%	\$ 1.440	3.750%	\$ 1.440
Tools and Clothing	0.500%	\$ 0.186	0.500%	\$ 0.186	0.500%	\$ 0.192	0.500%	\$ 0.192	0.500%	\$ 0.192
Comp. & Dis. Supp.	1.985%	\$ 0.738	1.985%	\$ 0.738	1.985%	\$ 0.762	1.985%	\$ 0.762	1.985%	\$ 0.762
N.E.L.C.A.F	0.750%	\$ 0.279	0.750%	\$ 0.279	0.750%	\$ 0.288	0.750%	\$ 0.288	0.750%	\$ 0.288
NEAT Trust Fund	1.000%	\$ 0.372	1.000%	\$ 0.372	1.000%	\$ 0.384	1.000%	\$ 0.384	1.000%	\$ 0.384
National Electrical Industry Fund	1.000%	\$ 0.372	1.000%	\$ 0.372	1.000%	\$ 0.384	1.000%	\$ 0.384	1.000%	\$ 0.384
Total Rate For Benefits	87.258%	\$ 32.460	88.602%	\$ 32.960	90.303%	\$ 34.676	96.709%	\$ 37.136	98.011%	\$ 37.636
Total Cost Per Hour	\$ 69.660	\$ 69.660	\$ 70.160	\$ 70.160	\$ 73.076	\$ 73.076	\$ 75.536	\$ 75.536	\$ 76.036	\$ 76.036
Statutory EESISIP	7.735%	\$ 2.877	7.735%	\$ 2.877	7.735%	\$ 2.970	7.735%	\$ 2.970	7.735%	\$ 2.970
	\$ 72.537	\$ 72.537	\$ 73.037	\$ 73.037	\$ 76.047	\$ 76.047	\$ 78.507	\$ 78.507	\$ 79.007	\$ 79.007

Joint Industry Board of the Electrical Industry

**1st Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
OT Rate	\$ 55.80	\$ 55.80	\$ 55.80	\$ 55.80	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60
Hourly Rate	\$ 37.20	\$ 37.20	\$ 37.20	\$ 37.20	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40
	<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>
JIB	0.250%	\$ 0.093	0.250%	\$ 0.093	0.250%	\$ 0.096	0.250%	\$ 0.096	0.250%	\$ 0.096
Legal Services Plan	0.150%	\$ 0.056	0.150%	\$ 0.056	0.150%	\$ 0.058	0.150%	\$ 0.058	0.150%	\$ 0.058
P H B P -- Pension Trust	5.545%	\$ 2.063	5.545%	\$ 2.063	5.545%	\$ 2.129	5.545%	\$ 2.129	5.545%	\$ 2.129
P H B P -- Medical	15.713%	\$ 5.845	15.713%	\$ 5.845	15.713%	\$ 6.034	15.713%	\$ 6.034	15.713%	\$ 6.034
P H B P -- Medical	9.409%	\$ 3.500	9.409%	\$ 3.500	10.417%	\$ 4.000	10.417%	\$ 4.000	10.417%	\$ 4.000
Dental Plan	2.140%	\$ 0.796	2.140%	\$ 0.796	2.140%	\$ 0.822	4.140%	\$ 1.590	4.140%	\$ 1.590
N . E . B . F .	3.000%	\$ 1.674	3.000%	\$ 1.674	3.000%	\$ 1.728	3.000%	\$ 1.728	3.000%	\$ 1.728
NEIB	0.000%	\$ -	1.344%	\$ 0.500	1.302%	\$ 0.500	1.302%	\$ 0.500	2.604%	\$ 1.000
Annuity	6.720%	\$ 2.500	6.720%	\$ 2.500	7.813%	\$ 3.000	11.719%	\$ 4.500	11.719%	\$ 4.500
HRA	4.704%	\$ 1.750	4.704%	\$ 1.750	4.557%	\$ 1.750	4.557%	\$ 1.750	4.557%	\$ 1.750
Employer paid FICA	8.284%	\$ 4.622	8.284%	\$ 4.622	8.284%	\$ 4.772	8.284%	\$ 4.772	8.284%	\$ 4.772
DSP Percentage	15.500%	\$ 5.766	15.500%	\$ 5.766	15.500%	\$ 5.952	15.500%	\$ 5.952	15.500%	\$ 5.952
DSP Hourly	6.720%	\$ 2.500	6.720%	\$ 2.500	6.510%	\$ 2.500	6.510%	\$ 2.500	6.510%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.237	0.637%	\$ 0.237	0.637%	\$ 0.245	0.637%	\$ 0.245	0.637%	\$ 0.245
Educational & Cultural (Safety and Training)	3.250%	\$ 1.814	3.250%	\$ 1.814	3.250%	\$ 1.872	3.750%	\$ 2.160	3.750%	\$ 2.160
Tools and Clothing	0.500%	\$ 0.279	0.500%	\$ 0.279	0.500%	\$ 0.288	0.500%	\$ 0.288	0.500%	\$ 0.288
Comp. & Dis. Supp.	1.985%	\$ 1.108	1.985%	\$ 1.108	1.985%	\$ 1.143	1.985%	\$ 1.143	1.985%	\$ 1.143
N.E.L.C.A.F	0.750%	\$ 0.419	0.750%	\$ 0.419	0.750%	\$ 0.432	0.750%	\$ 0.432	0.750%	\$ 0.432
NEAT Trust Fund	1.000%	\$ 0.558	1.000%	\$ 0.558	1.000%	\$ 0.576	1.000%	\$ 0.576	1.000%	\$ 0.576
National Electrical Industry Fund	1.000%	\$ 0.558	1.000%	\$ 0.558	1.000%	\$ 0.576	1.000%	\$ 0.576	1.000%	\$ 0.576
Total Rate For Benefits	87.258%	\$ 36.137	88.602%	\$ 36.637	90.303%	\$ 38.472	96.709%	\$ 41.028	98.011%	\$ 41.528
Total Cost Per Hour		\$ 91.937		\$ 92.437		\$ 96.072		\$ 98.628		\$ 99.128
Statutory EESISIP	7.735%	\$ 4.316	7.735%	\$ 4.316	7.735%	\$ 4.455	7.735%	\$ 4.455	7.735%	\$ 4.455
		\$ 96.253		\$ 96.753		\$ 100.527		\$ 103.083		\$ 103.583

Joint Industry Board of the Electrical Industry

**2nd Period Outside Utility Apprentice Wage and Benefits
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	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
Hourly Rate	\$ 40.30	40.30	\$ 40.30	40.30	\$ 41.60	41.60	\$ 41.60	41.60	\$ 41.60	41.60
	<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>
JIB	0.250%	\$ 0.101	0.250%	\$ 0.101	0.250%	\$ 0.104	0.250%	\$ 0.104	0.250%	\$ 0.104
Legal Services Plan	0.150%	\$ 0.060	0.150%	\$ 0.060	0.150%	\$ 0.062	0.150%	\$ 0.062	0.150%	\$ 0.062
P H B P -- Pension Trust	5.545%	\$ 2.235	5.545%	\$ 2.235	5.545%	\$ 2.307	5.545%	\$ 2.307	5.545%	\$ 2.307
P H B P -- Medical	15.713%	\$ 6.332	15.713%	\$ 6.332	15.713%	\$ 6.537	15.713%	\$ 6.537	15.713%	\$ 6.537
P H B P -- Medical	8.685%	\$ 3.500	8.685%	\$ 3.500	9.615%	\$ 4.000	9.615%	\$ 4.000	9.615%	\$ 4.000
Dental Plan	2.140%	\$ 0.862	2.140%	\$ 0.862	2.140%	\$ 0.890	4.140%	\$ 1.722	4.140%	\$ 1.722
N . E . B . F .	3.000%	\$ 1.209	3.000%	\$ 1.209	3.000%	\$ 1.248	3.000%	\$ 1.248	3.000%	\$ 1.248
NEIB	0.000%	\$ -	1.241%	\$ 0.500	1.202%	\$ 0.500	1.202%	\$ 0.500	2.404%	\$ 1.000
Annuity	6.203%	\$ 2.500	6.203%	\$ 2.500	7.212%	\$ 3.000	10.817%	\$ 4.500	10.817%	\$ 4.500
HRA	4.342%	\$ 1.750	4.342%	\$ 1.750	4.207%	\$ 1.750	4.207%	\$ 1.750	4.207%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.338	8.284%	\$ 3.338	8.284%	\$ 3.446	8.284%	\$ 3.446	8.284%	\$ 3.446
DSP Percentage	15.500%	\$ 6.247	15.500%	\$ 6.247	15.500%	\$ 6.448	15.500%	\$ 6.448	15.500%	\$ 6.448
DSP Hourly	6.203%	\$ 2.500	6.203%	\$ 2.500	6.010%	\$ 2.500	6.010%	\$ 2.500	6.010%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.257	0.637%	\$ 0.257	0.637%	\$ 0.265	0.637%	\$ 0.265	0.637%	\$ 0.265
Educational & Cultural (Safety and Training)	3.250%	\$ 1.310	3.250%	\$ 1.310	3.250%	\$ 1.352	3.750%	\$ 1.560	3.750%	\$ 1.560
Tools and Clothing	0.500%	\$ 0.202	0.500%	\$ 0.202	0.500%	\$ 0.208	0.500%	\$ 0.208	0.500%	\$ 0.208
Comp. & Dis. Supp.	1.985%	\$ 0.800	1.985%	\$ 0.800	1.985%	\$ 0.826	1.985%	\$ 0.826	1.985%	\$ 0.826
N.E.L.C.A.F	0.750%	\$ 0.302	0.750%	\$ 0.302	0.750%	\$ 0.312	0.750%	\$ 0.312	0.750%	\$ 0.312
NEAT Trust Fund	1.000%	\$ 0.403	1.000%	\$ 0.403	1.000%	\$ 0.416	1.000%	\$ 0.416	1.000%	\$ 0.416
National Electrical Industry Fund	1.000%	\$ 0.403	1.000%	\$ 0.403	1.000%	\$ 0.416	1.000%	\$ 0.416	1.000%	\$ 0.416
Total Rate For Benefits	85.138%	\$ 34.311	86.379%	\$ 34.811	87.949%	\$ 36.687	94.055%	\$ 39.127	95.257%	\$ 39.627
Total Cost Per Hour	\$ 74.611	\$ 75.111	\$ 78.187	\$ 80.727	\$ 81.227					
Statutory EESISIP	7.735%	\$ 3.117	7.735%	\$ 3.117	7.735%	\$ 3.218	7.735%	\$ 3.218	7.735%	\$ 3.218
	\$ 77.728	\$ 78.228	\$ 81.405	\$ 83.945	\$ 84.445					

Joint Industry Board of the Electrical Industry

**2nd Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
OT Rate	\$ 60.45	\$ 60.45	\$ 60.45	\$ 60.45	\$ 62.40	\$ 62.40	\$ 62.40	\$ 62.40	\$ 62.40	\$ 62.40
Hourly Rate	\$ 40.30	\$ 40.30	\$ 40.30	\$ 40.30	\$ 41.60	\$ 41.60	\$ 41.60	\$ 41.60	\$ 41.60	\$ 41.60
	<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>
JIB	0.250%	\$ 0.101	0.250%	\$ 0.101	0.250%	\$ 0.104	0.250%	\$ 0.104	0.250%	\$ 0.104
Legal Services Plan	0.150%	\$ 0.060	0.150%	\$ 0.060	0.150%	\$ 0.062	0.150%	\$ 0.062	0.150%	\$ 0.062
P H B P -- Pension Trust	5.545%	\$ 2.235	5.545%	\$ 2.235	5.545%	\$ 2.307	5.545%	\$ 2.307	5.545%	\$ 2.307
P H B P -- Medical	15.713%	\$ 6.332	15.713%	\$ 6.332	15.713%	\$ 6.537	15.713%	\$ 6.537	15.713%	\$ 6.537
P H B P -- Medical	8.685%	\$ 3.500	8.685%	\$ 3.500	9.615%	\$ 4.000	9.615%	\$ 4.000	9.615%	\$ 4.000
Dental Plan	2.140%	\$ 0.862	2.140%	\$ 0.862	2.140%	\$ 0.890	4.140%	\$ 1.722	4.140%	\$ 1.722
N . E . B . F .	3.000%	\$ 1.814	3.000%	\$ 1.814	3.000%	\$ 1.872	3.000%	\$ 1.872	3.000%	\$ 1.872
NEIB	0.000%	\$ -	1.241%	\$ 0.500	1.202%	\$ 0.500	1.202%	\$ 0.500	2.404%	\$ 1.000
Annuity	6.203%	\$ 2.500	6.203%	\$ 2.500	7.212%	\$ 3.000	10.817%	\$ 4.500	10.817%	\$ 4.500
HRA	4.342%	\$ 1.750	4.342%	\$ 1.750	4.207%	\$ 1.750	4.207%	\$ 1.750	4.207%	\$ 1.750
Employer paid FICA	8.284%	\$ 5.008	8.284%	\$ 5.008	8.284%	\$ 5.169	8.284%	\$ 5.169	8.284%	\$ 5.169
DSP Percentage	15.500%	\$ 6.247	15.500%	\$ 6.247	15.500%	\$ 6.448	15.500%	\$ 6.448	15.500%	\$ 6.448
DSP Hourly	6.203%	\$ 2.500	6.203%	\$ 2.500	6.010%	\$ 2.500	6.010%	\$ 2.500	6.010%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.257	0.637%	\$ 0.257	0.637%	\$ 0.265	0.637%	\$ 0.265	0.637%	\$ 0.265
Educational & Cultural (Safety and Training)	3.250%	\$ 1.965	3.250%	\$ 1.965	3.250%	\$ 2.028	3.750%	\$ 2.340	3.750%	\$ 2.340
Tools and Clothing	0.500%	\$ 0.302	0.500%	\$ 0.302	0.500%	\$ 0.312	0.500%	\$ 0.312	0.500%	\$ 0.312
Comp. & Dis. Supp.	1.985%	\$ 1.200	1.985%	\$ 1.200	1.985%	\$ 1.239	1.985%	\$ 1.239	1.985%	\$ 1.239
N.E.L.C.A.F	0.750%	\$ 0.453	0.750%	\$ 0.453	0.750%	\$ 0.468	0.750%	\$ 0.468	0.750%	\$ 0.468
NEAT Trust Fund	1.000%	\$ 0.605	1.000%	\$ 0.605	1.000%	\$ 0.624	1.000%	\$ 0.624	1.000%	\$ 0.624
National Electrical Industry Fund	1.000%	\$ 0.605	1.000%	\$ 0.605	1.000%	\$ 0.624	1.000%	\$ 0.624	1.000%	\$ 0.624
Total Rate For Benefits	85.138%	\$ 38.294	86.379%	\$ 38.794	87.949%	\$ 40.699	94.055%	\$ 43.343	95.257%	\$ 43.843
Total Cost Per Hour	\$ 98.744	\$ 98.744	\$ 99.244	\$ 99.244	\$ 103.099	\$ 103.099	\$ 105.743	\$ 105.743	\$ 106.243	\$ 106.243
Statutory EESISIP	7.735%	\$ 4.676	7.735%	\$ 4.676	7.735%	\$ 4.827	7.735%	\$ 4.827	7.735%	\$ 4.827
	\$ 103.420	\$ 103.420	\$ 103.920	\$ 103.920	\$ 107.925	\$ 107.925	\$ 110.569	\$ 110.569	\$ 111.069	\$ 111.069

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Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
Hourly Rate	\$ 43.40	43.40	\$ 43.40	43.40	\$ 44.80	44.80	\$ 44.80	44.80	\$ 44.80	44.80
	<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>
JIB	0.250%	\$ 0.109	0.250%	\$ 0.109	0.250%	\$ 0.112	0.250%	\$ 0.112	0.250%	\$ 0.112
Legal Services Plan	0.150%	\$ 0.065	0.150%	\$ 0.065	0.150%	\$ 0.067	0.150%	\$ 0.067	0.150%	\$ 0.067
P H B P -- Pension Trust	5.545%	\$ 2.407	5.545%	\$ 2.407	5.545%	\$ 2.484	5.545%	\$ 2.484	5.545%	\$ 2.484
P H B P -- Medical	15.713%	\$ 6.819	15.713%	\$ 6.819	15.713%	\$ 7.039	15.713%	\$ 7.039	15.713%	\$ 7.039
P H B P -- Medical	8.065%	\$ 3.500	8.065%	\$ 3.500	8.929%	\$ 4.000	8.929%	\$ 4.000	8.929%	\$ 4.000
Dental Plan	2.140%	\$ 0.929	2.140%	\$ 0.929	2.140%	\$ 0.959	4.140%	\$ 1.855	4.140%	\$ 1.855
N . E . B . F .	3.000%	\$ 1.302	3.000%	\$ 1.302	3.000%	\$ 1.344	3.000%	\$ 1.344	3.000%	\$ 1.344
NEIB	0.000%	\$ -	1.152%	\$ 0.500	1.116%	\$ 0.500	1.116%	\$ 0.500	2.232%	\$ 1.000
Annuity	5.760%	\$ 2.500	5.760%	\$ 2.500	6.696%	\$ 3.000	10.045%	\$ 4.500	10.045%	\$ 4.500
HRA	4.032%	\$ 1.750	4.032%	\$ 1.750	3.906%	\$ 1.750	3.906%	\$ 1.750	3.906%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.595	8.284%	\$ 3.595	8.284%	\$ 3.711	8.284%	\$ 3.711	8.284%	\$ 3.711
DSP Percentage	15.500%	\$ 6.727	15.500%	\$ 6.727	15.500%	\$ 6.944	15.500%	\$ 6.944	15.500%	\$ 6.944
DSP Hourly	5.760%	\$ 2.500	5.760%	\$ 2.500	5.580%	\$ 2.500	5.580%	\$ 2.500	5.580%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.276	0.637%	\$ 0.276	0.637%	\$ 0.285	0.637%	\$ 0.285	0.637%	\$ 0.285
Educational & Cultural (Safety and Training)	3.250%	\$ 1.411	3.250%	\$ 1.411	3.250%	\$ 1.456	3.750%	\$ 1.680	3.750%	\$ 1.680
Tools and Clothing	0.500%	\$ 0.217	0.500%	\$ 0.217	0.500%	\$ 0.224	0.500%	\$ 0.224	0.500%	\$ 0.224
Comp. & Dis. Supp.	1.985%	\$ 0.861	1.985%	\$ 0.861	1.985%	\$ 0.889	1.985%	\$ 0.889	1.985%	\$ 0.889
N.E.L.C.A.F	0.750%	\$ 0.326	0.750%	\$ 0.326	0.750%	\$ 0.336	0.750%	\$ 0.336	0.750%	\$ 0.336
NEAT Trust Fund	1.000%	\$ 0.434	1.000%	\$ 0.434	1.000%	\$ 0.448	1.000%	\$ 0.448	1.000%	\$ 0.448
National Electrical Industry Fund	1.000%	\$ 0.434	1.000%	\$ 0.434	1.000%	\$ 0.448	1.000%	\$ 0.448	1.000%	\$ 0.448
Total Rate For Benefits	83.322%	\$ 36.162	84.474%	\$ 36.662	85.932%	\$ 38.497	91.780%	\$ 41.117	92.896%	\$ 41.617
Total Cost Per Hour	\$ 79.562	\$ 80.062	\$ 83.297	\$ 85.917	\$ 86.417					
Statutory EESISIP	7.735%	\$ 3.357	7.735%	\$ 3.357	7.735%	\$ 3.465	7.735%	\$ 3.465	7.735%	\$ 3.465
		\$ 82.919		\$ 83.419		\$ 86.763		\$ 89.383		\$ 89.883

Joint Industry Board of the Electrical Industry

**3rd Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
OT Rate	\$ 65.10	\$ 65.10	\$ 65.10	\$ 65.10	\$ 67.20	\$ 67.20	\$ 67.20	\$ 67.20	\$ 67.20	\$ 67.20
Hourly Rate	\$ 43.40	\$ 43.40	\$ 43.40	\$ 43.40	\$ 44.80	\$ 44.80	\$ 44.80	\$ 44.80	\$ 44.80	\$ 44.80
	<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>
JIB	0.250%	\$ 0.109	0.250%	\$ 0.109	0.250%	\$ 0.112	0.250%	\$ 0.112	0.250%	\$ 0.112
Legal Services Plan	0.150%	\$ 0.065	0.150%	\$ 0.065	0.150%	\$ 0.067	0.150%	\$ 0.067	0.150%	\$ 0.067
P H B P -- Pension Trust	5.545%	\$ 2.407	5.545%	\$ 2.407	5.545%	\$ 2.484	5.545%	\$ 2.484	5.545%	\$ 2.484
P H B P -- Medical	15.713%	\$ 6.819	15.713%	\$ 6.819	15.713%	\$ 7.039	15.713%	\$ 7.039	15.713%	\$ 7.039
P H B P -- Medical	8.065%	\$ 3.500	8.065%	\$ 3.500	8.929%	\$ 4.000	8.929%	\$ 4.000	8.929%	\$ 4.000
Dental Plan	2.140%	\$ 0.929	2.140%	\$ 0.929	2.140%	\$ 0.959	4.140%	\$ 1.855	4.140%	\$ 1.855
N . E . B . F .	3.000%	\$ 1.953	3.000%	\$ 1.953	3.000%	\$ 2.016	3.000%	\$ 2.016	3.000%	\$ 2.016
NEIB	0.000%	\$ -	1.152%	\$ 0.500	1.116%	\$ 0.500	1.116%	\$ 0.500	2.232%	\$ 1.000
Annuity	5.760%	\$ 2.500	5.760%	\$ 2.500	6.696%	\$ 3.000	10.045%	\$ 4.500	10.045%	\$ 4.500
HRA	4.032%	\$ 1.750	4.032%	\$ 1.750	3.906%	\$ 1.750	3.906%	\$ 1.750	3.906%	\$ 1.750
Employer paid FICA	8.284%	\$ 5.393	8.284%	\$ 5.393	8.284%	\$ 5.567	8.284%	\$ 5.567	8.284%	\$ 5.567
DSP Percentage	15.500%	\$ 6.727	15.500%	\$ 6.727	15.500%	\$ 6.944	15.500%	\$ 6.944	15.500%	\$ 6.944
DSP Hourly	5.760%	\$ 2.500	5.760%	\$ 2.500	5.580%	\$ 2.500	5.580%	\$ 2.500	5.580%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.276	0.637%	\$ 0.276	0.637%	\$ 0.285	0.637%	\$ 0.285	0.637%	\$ 0.285
Educational & Cultural (Safety and Training)	3.250%	\$ 2.116	3.250%	\$ 2.116	3.250%	\$ 2.184	3.750%	\$ 2.520	3.750%	\$ 2.520
Tools and Clothing	0.500%	\$ 0.326	0.500%	\$ 0.326	0.500%	\$ 0.336	0.500%	\$ 0.336	0.500%	\$ 0.336
Comp. & Dis. Supp.	1.985%	\$ 1.292	1.985%	\$ 1.292	1.985%	\$ 1.334	1.985%	\$ 1.334	1.985%	\$ 1.334
N.E.L.C.A.F	0.750%	\$ 0.488	0.750%	\$ 0.488	0.750%	\$ 0.504	0.750%	\$ 0.504	0.750%	\$ 0.504
NEAT Trust Fund	1.000%	\$ 0.651	1.000%	\$ 0.651	1.000%	\$ 0.672	1.000%	\$ 0.672	1.000%	\$ 0.672
National Electrical Industry Fund	1.000%	\$ 0.651	1.000%	\$ 0.651	1.000%	\$ 0.672	1.000%	\$ 0.672	1.000%	\$ 0.672
Total Rate For Benefits	83.322%	\$ 40.451	84.474%	\$ 40.951	85.932%	\$ 42.926	91.780%	\$ 45.658	92.896%	\$ 46.158
Total Cost Per Hour		\$ 105.551		\$ 106.051		\$ 110.126		\$ 112.858		\$ 113.358
Statutory EESISIP	7.735%	\$ 5.035	7.735%	\$ 5.035	7.735%	\$ 5.198	7.735%	\$ 5.198	7.735%	\$ 5.198
		\$ 110.587		\$ 111.087		\$ 115.324		\$ 118.056		\$ 118.556

Joint Industry Board of the Electrical Industry

**4th Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
Hourly Rate	\$ 46.50	46.50	\$ 46.50	46.50	\$ 48.00	48.00	\$ 48.00	48.00	\$ 48.00	48.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.116	0.250%	\$ 0.116	0.250%	\$ 0.120	0.250%	\$ 0.120	0.250%	\$ 0.120
Legal Services Plan	0.150%	\$ 0.070	0.150%	\$ 0.070	0.150%	\$ 0.072	0.150%	\$ 0.072	0.150%	\$ 0.072
P H B P -- Pension Trust	5.545%	\$ 2.578	5.545%	\$ 2.578	5.545%	\$ 2.662	5.545%	\$ 2.662	5.545%	\$ 2.662
P H B P -- Medical	15.713%	\$ 7.307	15.713%	\$ 7.307	15.713%	\$ 7.542	15.713%	\$ 7.542	15.713%	\$ 7.542
P H B P -- Medical	7.527%	\$ 3.500	7.527%	\$ 3.500	8.333%	\$ 4.000	8.333%	\$ 4.000	8.333%	\$ 4.000
Dental Plan	2.140%	\$ 0.995	2.140%	\$ 0.995	2.140%	\$ 1.027	4.140%	\$ 1.987	4.140%	\$ 1.987
N . E . B . F .	3.000%	\$ 1.395	3.000%	\$ 1.395	3.000%	\$ 1.440	3.000%	\$ 1.440	3.000%	\$ 1.440
NEIB	0.000%	\$ -	1.075%	\$ 0.500	1.042%	\$ 0.500	1.042%	\$ 0.500	2.083%	\$ 1.000
Annuity	5.376%	\$ 2.500	5.376%	\$ 2.500	6.250%	\$ 3.000	9.375%	\$ 4.500	9.375%	\$ 4.500
HRA	3.763%	\$ 1.750	3.763%	\$ 1.750	3.646%	\$ 1.750	3.646%	\$ 1.750	3.646%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.852	8.284%	\$ 3.852	8.284%	\$ 3.976	8.284%	\$ 3.976	8.284%	\$ 3.976
DSP Percentage	15.500%	\$ 7.208	15.500%	\$ 7.208	15.500%	\$ 7.440	15.500%	\$ 7.440	15.500%	\$ 7.440
DSP Hourly	5.376%	\$ 2.500	5.376%	\$ 2.500	5.208%	\$ 2.500	5.208%	\$ 2.500	5.208%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.296	0.637%	\$ 0.296	0.637%	\$ 0.306	0.637%	\$ 0.306	0.637%	\$ 0.306
Educational & Cultural (Safety and Training)	3.250%	\$ 1.511	3.250%	\$ 1.511	3.250%	\$ 1.560	3.750%	\$ 1.800	3.750%	\$ 1.800
Tools and Clothing	0.500%	\$ 0.233	0.500%	\$ 0.233	0.500%	\$ 0.240	0.500%	\$ 0.240	0.500%	\$ 0.240
Comp. & Dis. Supp.	1.985%	\$ 0.923	1.985%	\$ 0.923	1.985%	\$ 0.953	1.985%	\$ 0.953	1.985%	\$ 0.953
N.E.L.C.A.F	0.750%	\$ 0.349	0.750%	\$ 0.349	0.750%	\$ 0.360	0.750%	\$ 0.360	0.750%	\$ 0.360
NEAT Trust Fund	1.000%	\$ 0.465	1.000%	\$ 0.465	1.000%	\$ 0.480	1.000%	\$ 0.480	1.000%	\$ 0.480
National Electrical Industry Fund	1.000%	\$ 0.465	1.000%	\$ 0.465	1.000%	\$ 0.480	1.000%	\$ 0.480	1.000%	\$ 0.480
Total Rate For Benefits	81.747%	\$ 38.012	82.822%	\$ 38.512	84.183%	\$ 40.408	89.808%	\$ 43.108	90.850%	\$ 43.608
Total Cost Per Hour	\$ 84.512	\$ 84.512	\$ 85.012	\$ 85.012	\$ 88.408	\$ 88.408	\$ 91.108	\$ 91.108	\$ 95.321	\$ 95.321
Statutory EESISIP	7.735%	\$ 3.597	7.735%	\$ 3.597	7.735%	\$ 3.713	7.735%	\$ 3.713	7.735%	\$ 3.713
	\$ 88.109	\$ 88.109	\$ 88.609	\$ 88.609	\$ 92.121	\$ 92.121	\$ 94.821	\$ 94.821	\$ 95.321	\$ 95.321

Joint Industry Board of the Electrical Industry

**4th Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
OT Rate	\$ 69.75	\$ 69.75	\$ 69.75	\$ 69.75	\$ 72.00	\$ 72.00	\$ 72.00	\$ 72.00	\$ 72.00	\$ 72.00
Hourly Rate	\$ 46.50	\$ 46.50	\$ 46.50	\$ 46.50	\$ 48.00	\$ 48.00	\$ 48.00	\$ 48.00	\$ 48.00	\$ 48.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.116	0.250%	\$ 0.116	0.250%	\$ 0.120	0.250%	\$ 0.120	0.250%	\$ 0.120
Legal Services Plan	0.150%	\$ 0.070	0.150%	\$ 0.070	0.150%	\$ 0.072	0.150%	\$ 0.072	0.150%	\$ 0.072
P H B P -- Pension Trust	5.545%	\$ 2.578	5.545%	\$ 2.578	5.545%	\$ 2.662	5.545%	\$ 2.662	5.545%	\$ 2.662
P H B P -- Medical	15.713%	\$ 7.307	15.713%	\$ 7.307	15.713%	\$ 7.542	15.713%	\$ 7.542	15.713%	\$ 7.542
P H B P -- Medical	7.527%	\$ 3.500	7.527%	\$ 3.500	8.333%	\$ 4.000	8.333%	\$ 4.000	8.333%	\$ 4.000
Dental Plan	2.140%	\$ 0.995	2.140%	\$ 0.995	2.140%	\$ 1.027	4.140%	\$ 1.987	4.140%	\$ 1.987
N . E . B . F .	3.000%	\$ 2.093	3.000%	\$ 2.093	3.000%	\$ 2.160	3.000%	\$ 2.160	3.000%	\$ 2.160
NEIB	0.000%	\$ -	1.075%	\$ 0.500	1.042%	\$ 0.500	1.042%	\$ 0.500	2.083%	\$ 1.000
Annuity	5.376%	\$ 2.500	5.376%	\$ 2.500	6.250%	\$ 3.000	9.375%	\$ 4.500	9.375%	\$ 4.500
HRA	3.763%	\$ 1.750	3.763%	\$ 1.750	3.646%	\$ 1.750	3.646%	\$ 1.750	3.646%	\$ 1.750
Employer paid FICA	8.284%	\$ 5.778	8.284%	\$ 5.778	8.284%	\$ 5.964	8.284%	\$ 5.964	8.284%	\$ 5.964
DSP Percentage	15.500%	\$ 7.208	15.500%	\$ 7.208	15.500%	\$ 7.440	15.500%	\$ 7.440	15.500%	\$ 7.440
DSP Hourly	5.376%	\$ 2.500	5.376%	\$ 2.500	5.208%	\$ 2.500	5.208%	\$ 2.500	5.208%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.296	0.637%	\$ 0.296	0.637%	\$ 0.306	0.637%	\$ 0.306	0.637%	\$ 0.306
Educational & Cultural (Safety and Training)	3.250%	\$ 2.267	3.250%	\$ 2.267	3.250%	\$ 2.340	3.750%	\$ 2.700	3.750%	\$ 2.700
Tools and Clothing	0.500%	\$ 0.349	0.500%	\$ 0.349	0.500%	\$ 0.360	0.500%	\$ 0.360	0.500%	\$ 0.360
Comp. & Dis. Supp.	1.985%	\$ 1.385	1.985%	\$ 1.385	1.985%	\$ 1.429	1.985%	\$ 1.429	1.985%	\$ 1.429
N.E.L.C.A.F	0.750%	\$ 0.523	0.750%	\$ 0.523	0.750%	\$ 0.540	0.750%	\$ 0.540	0.750%	\$ 0.540
NEAT Trust Fund	1.000%	\$ 0.698	1.000%	\$ 0.698	1.000%	\$ 0.720	1.000%	\$ 0.720	1.000%	\$ 0.720
National Electrical Industry Fund	1.000%	\$ 0.698	1.000%	\$ 0.698	1.000%	\$ 0.720	1.000%	\$ 0.720	1.000%	\$ 0.720
Total Rate For Benefits	81.747%	\$ 42.609	82.822%	\$ 43.109	84.183%	\$ 45.152	89.808%	\$ 47.972	90.850%	\$ 48.472
Total Cost Per Hour		\$ 112.359		\$ 112.859		\$ 117.152		\$ 119.972		\$ 120.472
Statutory EESISIP	7.735%	\$ 5.395	7.735%	\$ 5.395	7.735%	\$ 5.569	7.735%	\$ 5.569	7.735%	\$ 5.569
		\$ 117.754		\$ 118.254		\$ 122.722		\$ 125.542		\$ 126.042

Joint Industry Board of the Electrical Industry

**5th Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
Hourly Rate	\$ 49.60	49.60	\$ 49.60	49.60	\$ 51.20	51.20	\$ 51.20	51.20	\$ 51.20	51.20
	<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>
JIB	0.250%	\$ 0.124	0.250%	\$ 0.124	0.250%	\$ 0.128	0.250%	\$ 0.128	0.250%	\$ 0.128
Legal Services Plan	0.150%	\$ 0.074	0.150%	\$ 0.074	0.150%	\$ 0.077	0.150%	\$ 0.077	0.150%	\$ 0.077
P H B P -- Pension Trust	5.545%	\$ 2.750	5.545%	\$ 2.750	5.545%	\$ 2.839	5.545%	\$ 2.839	5.545%	\$ 2.839
P H B P -- Medical	15.713%	\$ 7.794	15.713%	\$ 7.794	15.713%	\$ 8.045	15.713%	\$ 8.045	15.713%	\$ 8.045
P H B P -- Medical	7.056%	\$ 3.500	7.056%	\$ 3.500	7.813%	\$ 4.000	7.813%	\$ 4.000	7.813%	\$ 4.000
Dental Plan	2.140%	\$ 1.061	2.140%	\$ 1.061	2.140%	\$ 1.096	4.140%	\$ 2.120	4.140%	\$ 2.120
N . E . B . F .	3.000%	\$ 1.488	3.000%	\$ 1.488	3.000%	\$ 1.536	3.000%	\$ 1.536	3.000%	\$ 1.536
NEIB	0.000%	\$ -	1.008%	\$ 0.500	0.977%	\$ 0.500	0.977%	\$ 0.500	1.953%	\$ 1.000
Annuity	5.040%	\$ 2.500	5.040%	\$ 2.500	5.859%	\$ 3.000	8.789%	\$ 4.500	8.789%	\$ 4.500
HRA	3.528%	\$ 1.750	3.528%	\$ 1.750	3.418%	\$ 1.750	3.418%	\$ 1.750	3.418%	\$ 1.750
Employer paid FICA	8.284%	\$ 4.109	8.284%	\$ 4.109	8.284%	\$ 4.241	8.284%	\$ 4.241	8.284%	\$ 4.241
DSP Percentage	15.500%	\$ 7.688	15.500%	\$ 7.688	15.500%	\$ 7.936	15.500%	\$ 7.936	15.500%	\$ 7.936
DSP Hourly	5.040%	\$ 2.500	5.040%	\$ 2.500	4.883%	\$ 2.500	4.883%	\$ 2.500	4.883%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.316	0.637%	\$ 0.316	0.637%	\$ 0.326	0.637%	\$ 0.326	0.637%	\$ 0.326
Educational & Cultural (Safety and Training)	3.250%	\$ 1.612	3.250%	\$ 1.612	3.250%	\$ 1.664	3.750%	\$ 1.920	3.750%	\$ 1.920
Tools and Clothing	0.500%	\$ 0.248	0.500%	\$ 0.248	0.500%	\$ 0.256	0.500%	\$ 0.256	0.500%	\$ 0.256
Comp. & Dis. Supp.	1.985%	\$ 0.985	1.985%	\$ 0.985	1.985%	\$ 1.016	1.985%	\$ 1.016	1.985%	\$ 1.016
N.E.L.C.A.F	0.750%	\$ 0.372	0.750%	\$ 0.372	0.750%	\$ 0.384	0.750%	\$ 0.384	0.750%	\$ 0.384
NEAT Trust Fund	1.000%	\$ 0.496	1.000%	\$ 0.496	1.000%	\$ 0.512	1.000%	\$ 0.512	1.000%	\$ 0.512
National Electrical Industry Fund	1.000%	\$ 0.496	1.000%	\$ 0.496	1.000%	\$ 0.512	1.000%	\$ 0.512	1.000%	\$ 0.512
Total Rate For Benefits	80.369%	\$ 39.863	81.377%	\$ 40.363	82.653%	\$ 42.318	88.083%	\$ 45.098	89.059%	\$ 45.598
Total Cost Per Hour	\$ 89.463	\$ 89.463	\$ 89.963	\$ 89.963	\$ 93.518	\$ 93.518	\$ 96.298	\$ 96.298	\$ 96.798	\$ 96.798
Statutory EESISIP	7.735%	\$ 3.837	7.735%	\$ 3.837	7.735%	\$ 3.960	7.735%	\$ 3.960	7.735%	\$ 3.960
	\$ 93.300	\$ 93.300	\$ 93.800	\$ 93.800	\$ 97.479	\$ 97.479	\$ 100.259	\$ 100.259	\$ 100.759	\$ 100.759

Joint Industry Board of the Electrical Industry

**5th Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
OT Rate	\$ 74.40	\$ 74.40	\$ 74.40	\$ 74.40	\$ 76.80	\$ 76.80	\$ 76.80	\$ 76.80	\$ 76.80	\$ 76.80
Hourly Rate	\$ 49.60	\$ 49.60	\$ 49.60	\$ 49.60	\$ 51.20	\$ 51.20	\$ 51.20	\$ 51.20	\$ 51.20	\$ 51.20
	<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>
JIB	0.250%	\$ 0.124	0.250%	\$ 0.124	0.250%	\$ 0.128	0.250%	\$ 0.128	0.250%	\$ 0.128
Legal Services Plan	0.150%	\$ 0.074	0.150%	\$ 0.074	0.150%	\$ 0.077	0.150%	\$ 0.077	0.150%	\$ 0.077
P H B P -- Pension Trust	5.545%	\$ 2.750	5.545%	\$ 2.750	5.545%	\$ 2.839	5.545%	\$ 2.839	5.545%	\$ 2.839
P H B P -- Medical	15.713%	\$ 7.794	15.713%	\$ 7.794	15.713%	\$ 8.045	15.713%	\$ 8.045	15.713%	\$ 8.045
P H B P -- Medical	7.056%	\$ 3.500	7.056%	\$ 3.500	7.813%	\$ 4.000	7.813%	\$ 4.000	7.813%	\$ 4.000
Dental Plan	2.140%	\$ 1.061	2.140%	\$ 1.061	2.140%	\$ 1.096	4.140%	\$ 2.120	4.140%	\$ 2.120
N . E . B . F .	3.000%	\$ 2.232	3.000%	\$ 2.232	3.000%	\$ 2.304	3.000%	\$ 2.304	3.000%	\$ 2.304
NEIB	0.000%	\$ -	1.008%	\$ 0.500	0.977%	\$ 0.500	0.977%	\$ 0.500	1.953%	\$ 1.000
Annuity	5.040%	\$ 2.500	5.040%	\$ 2.500	5.859%	\$ 3.000	8.789%	\$ 4.500	8.789%	\$ 4.500
HRA	3.528%	\$ 1.750	3.528%	\$ 1.750	3.418%	\$ 1.750	3.418%	\$ 1.750	3.418%	\$ 1.750
Employer paid FICA	8.284%	\$ 6.163	8.284%	\$ 6.163	8.284%	\$ 6.362	8.284%	\$ 6.362	8.284%	\$ 6.362
DSP Percentage	15.500%	\$ 7.688	15.500%	\$ 7.688	15.500%	\$ 7.936	15.500%	\$ 7.936	15.500%	\$ 7.936
DSP Hourly	5.040%	\$ 2.500	5.040%	\$ 2.500	4.883%	\$ 2.500	4.883%	\$ 2.500	4.883%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.316	0.637%	\$ 0.316	0.637%	\$ 0.326	0.637%	\$ 0.326	0.637%	\$ 0.326
Educational & Cultural (Safety and Training)	3.250%	\$ 2.418	3.250%	\$ 2.418	3.250%	\$ 2.496	3.750%	\$ 2.880	3.750%	\$ 2.880
Tools and Clothing	0.500%	\$ 0.372	0.500%	\$ 0.372	0.500%	\$ 0.384	0.500%	\$ 0.384	0.500%	\$ 0.384
Comp. & Dis. Supp.	1.985%	\$ 1.477	1.985%	\$ 1.477	1.985%	\$ 1.524	1.985%	\$ 1.524	1.985%	\$ 1.524
N.E.L.C.A.F	0.750%	\$ 0.558	0.750%	\$ 0.558	0.750%	\$ 0.576	0.750%	\$ 0.576	0.750%	\$ 0.576
NEAT Trust Fund	1.000%	\$ 0.744	1.000%	\$ 0.744	1.000%	\$ 0.768	1.000%	\$ 0.768	1.000%	\$ 0.768
National Electrical Industry Fund	1.000%	\$ 0.744	1.000%	\$ 0.744	1.000%	\$ 0.768	1.000%	\$ 0.768	1.000%	\$ 0.768
Total Rate For Benefits	80.369%	\$ 44.766	81.377%	\$ 45.266	82.653%	\$ 47.379	88.083%	\$ 50.287	89.059%	\$ 50.787
Total Cost Per Hour		\$ 119.166		\$ 119.666		\$ 124.179		\$ 127.087		\$ 127.587
Statutory EESISIP	7.735%	\$ 5.755	7.735%	\$ 5.755	7.735%	\$ 5.940	7.735%	\$ 5.940	7.735%	\$ 5.940
		\$ 124.921		\$ 125.421		\$ 130.120		\$ 133.028		\$ 133.528

Joint Industry Board of the Electrical Industry

**6th Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
OT Rate	\$ 79.05	\$ 79.05	\$ 79.05	\$ 79.05	\$ 81.60	\$ 81.60	\$ 81.60	\$ 81.60	\$ 81.60	\$ 81.60
Hourly Rate	\$ 52.70	\$ 52.70	\$ 52.70	\$ 52.70	\$ 54.40	\$ 54.40	\$ 54.40	\$ 54.40	\$ 54.40	\$ 54.40
	<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>
JIB	0.250%	\$ 0.132	0.250%	\$ 0.132	0.250%	\$ 0.136	0.250%	\$ 0.136	0.250%	\$ 0.136
Legal Services Plan	0.150%	\$ 0.079	0.150%	\$ 0.079	0.150%	\$ 0.082	0.150%	\$ 0.082	0.150%	\$ 0.082
P H B P -- Pension Trust	5.545%	\$ 2.922	5.545%	\$ 2.922	5.545%	\$ 3.016	5.545%	\$ 3.016	5.545%	\$ 3.016
P H B P -- Medical	15.713%	\$ 8.281	15.713%	\$ 8.281	15.713%	\$ 8.548	15.713%	\$ 8.548	15.713%	\$ 8.548
P H B P -- Medical	6.641%	\$ 3.500	6.641%	\$ 3.500	7.353%	\$ 4.000	7.353%	\$ 4.000	7.353%	\$ 4.000
Dental Plan	2.140%	\$ 1.128	2.140%	\$ 1.128	2.140%	\$ 1.164	4.140%	\$ 2.252	4.140%	\$ 2.252
N . E . B . F .	3.000%	\$ 2.372	3.000%	\$ 2.372	3.000%	\$ 2.448	3.000%	\$ 2.448	3.000%	\$ 2.448
NEIB	0.000%	\$ -	0.949%	\$ 0.500	0.919%	\$ 0.500	0.919%	\$ 0.500	1.838%	\$ 1.000
Annuity	4.744%	\$ 2.500	4.744%	\$ 2.500	5.515%	\$ 3.000	8.272%	\$ 4.500	8.272%	\$ 4.500
HRA	3.321%	\$ 1.750	3.321%	\$ 1.750	3.217%	\$ 1.750	3.217%	\$ 1.750	3.217%	\$ 1.750
Employer paid FICA	8.284%	\$ 6.549	8.284%	\$ 6.549	8.284%	\$ 6.760	8.284%	\$ 6.760	8.284%	\$ 6.760
DSP Percentage	15.500%	\$ 8.169	15.500%	\$ 8.169	15.500%	\$ 8.432	15.500%	\$ 8.432	15.500%	\$ 8.432
DSP Hourly	4.744%	\$ 2.500	4.744%	\$ 2.500	4.596%	\$ 2.500	4.596%	\$ 2.500	4.596%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.336	0.637%	\$ 0.336	0.637%	\$ 0.347	0.637%	\$ 0.347	0.637%	\$ 0.347
Educational & Cultural (Safety and Training)	3.250%	\$ 2.569	3.250%	\$ 2.569	3.250%	\$ 2.652	3.750%	\$ 3.060	3.750%	\$ 3.060
Tools and Clothing	0.500%	\$ 0.395	0.500%	\$ 0.395	0.500%	\$ 0.408	0.500%	\$ 0.408	0.500%	\$ 0.408
Comp. & Dis. Supp.	1.985%	\$ 1.569	1.985%	\$ 1.569	1.985%	\$ 1.620	1.985%	\$ 1.620	1.985%	\$ 1.620
N.E.L.C.A.F	0.750%	\$ 0.593	0.750%	\$ 0.593	0.750%	\$ 0.612	0.750%	\$ 0.612	0.750%	\$ 0.612
NEAT Trust Fund	1.000%	\$ 0.791	1.000%	\$ 0.791	1.000%	\$ 0.816	1.000%	\$ 0.816	1.000%	\$ 0.816
National Electrical Industry Fund	1.000%	\$ 0.791	1.000%	\$ 0.791	1.000%	\$ 0.816	1.000%	\$ 0.816	1.000%	\$ 0.816
Total Rate For Benefits	79.154%	\$ 46.923	80.102%	\$ 47.423	81.303%	\$ 49.606	86.561%	\$ 52.602	87.480%	\$ 53.102
Total Cost Per Hour		\$ 125.973		\$ 126.473		\$ 131.206		\$ 134.202		\$ 134.702
Statutory EESISIP	7.735%	\$ 6.115	7.735%	\$ 6.115	7.735%	\$ 6.312	7.735%	\$ 6.312	7.735%	\$ 6.312
		\$ 132.088		\$ 132.588		\$ 137.518		\$ 140.514		\$ 141.014

Joint Industry Board of the Electrical Industry

**7th Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
Hourly Rate	\$ 55.80	\$ 55.80	\$ 55.80	\$ 55.80	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60
	<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>
JIB	0.250%	\$ 0.140	0.250%	\$ 0.140	0.250%	\$ 0.144	0.250%	\$ 0.144	0.250%	\$ 0.144
Legal Services Plan	0.150%	\$ 0.084	0.150%	\$ 0.084	0.150%	\$ 0.086	0.150%	\$ 0.086	0.150%	\$ 0.086
P H B P -- Pension Trust	5.545%	\$ 3.094	5.545%	\$ 3.094	5.545%	\$ 3.194	5.545%	\$ 3.194	5.545%	\$ 3.194
P H B P -- Medical	15.713%	\$ 8.768	15.713%	\$ 8.768	15.713%	\$ 9.051	15.713%	\$ 9.051	15.713%	\$ 9.051
P H B P -- Medical	6.272%	\$ 3.500	6.272%	\$ 3.500	6.944%	\$ 4.000	6.944%	\$ 4.000	6.944%	\$ 4.000
Dental Plan	2.140%	\$ 1.194	2.140%	\$ 1.194	2.140%	\$ 1.233	4.140%	\$ 2.385	4.140%	\$ 2.385
N . E . B . F .	3.000%	\$ 1.674	3.000%	\$ 1.674	3.000%	\$ 1.728	3.000%	\$ 1.728	3.000%	\$ 1.728
NEIB	0.000%	\$ -	0.896%	\$ 0.500	0.868%	\$ 0.500	0.868%	\$ 0.500	1.736%	\$ 1.000
Annuity	4.480%	\$ 2.500	4.480%	\$ 2.500	5.208%	\$ 3.000	7.813%	\$ 4.500	7.813%	\$ 4.500
HRA	3.136%	\$ 1.750	3.136%	\$ 1.750	3.038%	\$ 1.750	3.038%	\$ 1.750	3.038%	\$ 1.750
Employer paid FICA	8.284%	\$ 4.622	8.284%	\$ 4.622	8.284%	\$ 4.772	8.284%	\$ 4.772	8.284%	\$ 4.772
DSP Percentage	15.500%	\$ 8.649	15.500%	\$ 8.649	15.500%	\$ 8.928	15.500%	\$ 8.928	15.500%	\$ 8.928
DSP Hourly	4.480%	\$ 2.500	4.480%	\$ 2.500	4.340%	\$ 2.500	4.340%	\$ 2.500	4.340%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.355	0.637%	\$ 0.355	0.637%	\$ 0.367	0.637%	\$ 0.367	0.637%	\$ 0.367
Educational & Cultural (Safety and Training)	3.250%	\$ 1.814	3.250%	\$ 1.814	3.250%	\$ 1.872	3.750%	\$ 2.160	3.750%	\$ 2.160
Tools and Clothing	0.500%	\$ 0.279	0.500%	\$ 0.279	0.500%	\$ 0.288	0.500%	\$ 0.288	0.500%	\$ 0.288
Comp. & Dis. Supp.	1.985%	\$ 1.108	1.985%	\$ 1.108	1.985%	\$ 1.143	1.985%	\$ 1.143	1.985%	\$ 1.143
N.E.L.C.A.F	0.750%	\$ 0.419	0.750%	\$ 0.419	0.750%	\$ 0.432	0.750%	\$ 0.432	0.750%	\$ 0.432
NEAT Trust Fund	1.000%	\$ 0.558	1.000%	\$ 0.558	1.000%	\$ 0.576	1.000%	\$ 0.576	1.000%	\$ 0.576
National Electrical Industry Fund	1.000%	\$ 0.558	1.000%	\$ 0.558	1.000%	\$ 0.576	1.000%	\$ 0.576	1.000%	\$ 0.576
Total Rate For Benefits	78.073%	\$ 43.565	78.969%	\$ 44.065	80.103%	\$ 46.140	85.207%	\$ 49.080	86.076%	\$ 49.580
Total Cost Per Hour	\$ 99.365	\$ 99.365	\$ 99.865	\$ 99.865	\$ 103.740	\$ 103.740	\$ 106.680	\$ 106.680	\$ 107.180	\$ 107.180
Statutory EESISIP	7.735%	\$ 4.316	7.735%	\$ 4.316	7.735%	\$ 4.455	7.735%	\$ 4.455	7.735%	\$ 4.455
		\$ 103.681		\$ 104.181		\$ 108.195		\$ 111.135		\$ 111.635

Joint Industry Board of the Electrical Industry

**7th Period Outside Utility Apprentice Wage and Benefits
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)**

	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
OT Rate	\$ 83.70	\$ 83.70	\$ 83.70	\$ 83.70	\$ 86.40	\$ 86.40	\$ 86.40	\$ 86.40	\$ 86.40	\$ 86.40
Hourly Rate	\$ 55.80	\$ 55.80	\$ 55.80	\$ 55.80	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60
	<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>
JIB	0.250%	\$ 0.140	0.250%	\$ 0.140	0.250%	\$ 0.144	0.250%	\$ 0.144	0.250%	\$ 0.144
Legal Services Plan	0.150%	\$ 0.084	0.150%	\$ 0.084	0.150%	\$ 0.086	0.150%	\$ 0.086	0.150%	\$ 0.086
P H B P -- Pension Trust	5.545%	\$ 3.094	5.545%	\$ 3.094	5.545%	\$ 3.194	5.545%	\$ 3.194	5.545%	\$ 3.194
P H B P -- Medical	15.713%	\$ 8.768	15.713%	\$ 8.768	15.713%	\$ 9.051	15.713%	\$ 9.051	15.713%	\$ 9.051
P H B P -- Medical	6.272%	\$ 3.500	6.272%	\$ 3.500	6.944%	\$ 4.000	6.944%	\$ 4.000	6.944%	\$ 4.000
Dental Plan	2.140%	\$ 1.194	2.140%	\$ 1.194	2.140%	\$ 1.233	4.140%	\$ 2.385	4.140%	\$ 2.385
N . E . B . F .	3.000%	\$ 2.511	3.000%	\$ 2.511	3.000%	\$ 2.592	3.000%	\$ 2.592	3.000%	\$ 2.592
NEIB	0.000%	\$ -	0.896%	\$ 0.500	0.868%	\$ 0.500	0.868%	\$ 0.500	1.736%	\$ 1.000
Annuity	4.480%	\$ 2.500	4.480%	\$ 2.500	5.208%	\$ 3.000	7.813%	\$ 4.500	7.813%	\$ 4.500
HRA	3.136%	\$ 1.750	3.136%	\$ 1.750	3.038%	\$ 1.750	3.038%	\$ 1.750	3.038%	\$ 1.750
Employer paid FICA	8.284%	\$ 6.934	8.284%	\$ 6.934	8.284%	\$ 7.157	8.284%	\$ 7.157	8.284%	\$ 7.157
DSP Percentage	15.500%	\$ 8.649	15.500%	\$ 8.649	15.500%	\$ 8.928	15.500%	\$ 8.928	15.500%	\$ 8.928
DSP Hourly	4.480%	\$ 2.500	4.480%	\$ 2.500	4.340%	\$ 2.500	4.340%	\$ 2.500	4.340%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.355	0.637%	\$ 0.355	0.637%	\$ 0.367	0.637%	\$ 0.367	0.637%	\$ 0.367
Educational & Cultural (Safety and Training)	3.250%	\$ 2.720	3.250%	\$ 2.720	3.250%	\$ 2.808	3.750%	\$ 3.240	3.750%	\$ 3.240
Tools and Clothing	0.500%	\$ 0.419	0.500%	\$ 0.419	0.500%	\$ 0.432	0.500%	\$ 0.432	0.500%	\$ 0.432
Comp. & Dis. Supp.	1.985%	\$ 1.661	1.985%	\$ 1.661	1.985%	\$ 1.715	1.985%	\$ 1.715	1.985%	\$ 1.715
N.E.L.C.A.F	0.750%	\$ 0.628	0.750%	\$ 0.628	0.750%	\$ 0.648	0.750%	\$ 0.648	0.750%	\$ 0.648
NEAT Trust Fund	1.000%	\$ 0.837	1.000%	\$ 0.837	1.000%	\$ 0.864	1.000%	\$ 0.864	1.000%	\$ 0.864
National Electrical Industry Fund	1.000%	\$ 0.837	1.000%	\$ 0.837	1.000%	\$ 0.864	1.000%	\$ 0.864	1.000%	\$ 0.864
Total Rate For Benefits	78.073%	\$ 49.080	78.969%	\$ 49.580	80.103%	\$ 51.833	85.207%	\$ 54.917	86.076%	\$ 55.417
Total Cost Per Hour	\$ 132.780	\$ 133.280	\$ 138.233	\$ 141.317	\$ 144.916	\$ 148.000	\$ 148.500			
Statutory EESISIP	7.735%	\$ 6.474	7.735%	\$ 6.474	7.735%	\$ 6.683	7.735%	\$ 6.683	7.735%	\$ 6.683
	\$ 139.255	\$ 139.755	\$ 144.916	\$ 148.000	\$ 148.500					