

Joint Industry Board of the Electrical Industry

JOURNEYPerson LINEMEN, 'A' ELECTRICIAN, SPLICER AND HEAVY EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE
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.)

	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
Hourly Rate	\$ 62.00	62.00	\$ 62.00	62.00	\$ 64.00	64.00	\$ 64.00	64.00	\$ 64.00	64.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.155	0.250%	\$ 0.155	0.250%	\$ 0.160	0.250%	\$ 0.160	0.250%	\$ 0.160
Legal Services Plan	0.150%	\$ 0.093	0.150%	\$ 0.093	0.150%	\$ 0.096	0.150%	\$ 0.096	0.150%	\$ 0.096
P H B P -- Pension Trust	13.390%	\$ 8.302	13.390%	\$ 8.302	13.390%	\$ 8.570	13.390%	\$ 8.570	13.390%	\$ 8.570
P H B P -- Medical	26.060%	\$ 16.157	26.060%	\$ 16.157	26.060%	\$ 16.678	26.060%	\$ 16.678	26.060%	\$ 16.678
P H B P -- Medical	16.129%	\$ 10.000	16.129%	\$ 10.000	17.188%	\$ 11.000	17.188%	\$ 11.000	17.188%	\$ 11.000
Dental Plan	3.140%	\$ 1.947	3.140%	\$ 1.947	3.140%	\$ 2.010	4.140%	\$ 2.650	4.140%	\$ 2.650
N . E . B . F .	3.000%	\$ 1.860	3.000%	\$ 1.860	3.000%	\$ 1.920	3.000%	\$ 1.920	3.000%	\$ 1.920
NEIB	0.000%	\$ -	0.806%	\$ 0.500	0.781%	\$ 0.500	0.781%	\$ 0.500	1.563%	\$ 1.000
Annuity	11.290%	\$ 7.000	11.290%	\$ 7.000	11.719%	\$ 7.500	14.063%	\$ 9.000	14.063%	\$ 9.000
HRA	11.290%	\$ 7.000	11.290%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.743	7.650%	\$ 4.743	7.650%	\$ 4.896	7.650%	\$ 4.896	7.650%	\$ 4.896
DSP Percentage	16.500%	\$ 10.230	16.500%	\$ 10.230	16.500%	\$ 10.560	16.500%	\$ 10.560	16.500%	\$ 10.560
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.035	1.670%	\$ 1.035	1.670%	\$ 1.069	1.670%	\$ 1.069	1.670%	\$ 1.069
Educational & Cultural (Safety and Training)	3.250%	\$ 2.015	3.250%	\$ 2.015	3.250%	\$ 2.080	3.750%	\$ 2.400	3.750%	\$ 2.400
Tools and Clothing	0.500%	\$ 0.310	0.500%	\$ 0.310	0.500%	\$ 0.320	0.500%	\$ 0.320	0.500%	\$ 0.320
Comp. & Dis. Supp.	1.985%	\$ 1.231	1.985%	\$ 1.231	1.985%	\$ 1.270	1.985%	\$ 1.270	1.985%	\$ 1.270
N.E.L.C.A.F	0.750%	\$ 0.465	0.750%	\$ 0.465	0.750%	\$ 0.480	0.750%	\$ 0.480	0.750%	\$ 0.480
NEAT Trust Fund	1.000%	\$ 0.620	1.000%	\$ 0.620	1.000%	\$ 0.640	1.000%	\$ 0.640	1.000%	\$ 0.640
National Electrical Industry Fund	1.000%	\$ 0.620	1.000%	\$ 0.620	1.000%	\$ 0.640	1.000%	\$ 0.640	1.000%	\$ 0.640
Total Rate For Benefits	119.005%	\$ 73.783	119.811%	\$ 74.283	120.920%	\$ 77.389	124.764%	\$ 79.849	125.545%	\$ 80.349
Total Cost Per Hour	\$	135.783	\$	136.283	\$	141.389	\$	143.849	\$	144.349
Statutory EESISIP	7.735%	\$ 4.796	7.735%	\$ 4.796	7.735%	\$ 4.950	7.735%	\$ 4.950	7.735%	\$ 4.950
	\$	140.579	\$	141.079	\$	146.339	\$	148.799	\$	149.299

Joint Industry Board of the Electrical Industry

JOURNEYPerson LINEMEN, 'A' ELECTRICIAN, SPLICER AND HEAVY EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE OT
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.)

	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
OT Rate	\$ 93.00	\$ 93.00	\$ 93.00	\$ 93.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00	\$ 96.00
Hourly Rate	\$ 62.00	\$ 62.00	\$ 62.00	\$ 62.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00	\$ 64.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.155	0.250%	\$ 0.155	0.250%	\$ 0.160	0.250%	\$ 0.160	0.250%	\$ 0.160
Legal Services Plan	0.150%	\$ 0.093	0.150%	\$ 0.093	0.150%	\$ 0.096	0.150%	\$ 0.096	0.150%	\$ 0.096
P H B P – Pension Trust	13.390%	\$ 8.302	13.390%	\$ 8.302	13.390%	\$ 8.570	13.390%	\$ 8.570	13.390%	\$ 8.570
P H B P – Medical	26.060%	\$ 16.157	26.060%	\$ 16.157	26.060%	\$ 16.678	26.060%	\$ 16.678	26.060%	\$ 16.678
P H B P – Medical	16.129%	\$ 10.000	16.129%	\$ 10.000	17.188%	\$ 11.000	17.188%	\$ 11.000	17.188%	\$ 11.000
Dental Plan	3.140%	\$ 1.947	3.140%	\$ 1.947	3.140%	\$ 2.010	4.140%	\$ 2.650	4.140%	\$ 2.650
N . E . B . F .	3.000%	\$ 2.790	3.000%	\$ 2.790	3.000%	\$ 2.880	3.000%	\$ 2.880	3.000%	\$ 2.880
NEIB	0.000%	\$ -	0.806%	\$ 0.500	0.781%	\$ 0.500	0.781%	\$ 0.500	1.563%	\$ 1.000
Annuity	11.290%	\$ 7.000	11.290%	\$ 7.000	11.719%	\$ 7.500	14.063%	\$ 9.000	14.063%	\$ 9.000
HRA	11.290%	\$ 7.000	11.290%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000	10.938%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 7.115	7.650%	\$ 7.115	7.650%	\$ 7.344	7.650%	\$ 7.344	7.650%	\$ 7.344
DSP Percentage	16.500%	\$ 10.230	16.500%	\$ 10.230	16.500%	\$ 10.560	16.500%	\$ 10.560	16.500%	\$ 10.560
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 1.035	1.670%	\$ 1.035	1.670%	\$ 1.069	1.670%	\$ 1.069	1.670%	\$ 1.069
Educational & Cultural (Safety and Training)	3.250%	\$ 3.023	3.250%	\$ 3.023	3.250%	\$ 3.120	3.750%	\$ 3.600	3.750%	\$ 3.600
Tools and Clothing	0.500%	\$ 0.465	0.500%	\$ 0.465	0.500%	\$ 0.480	0.500%	\$ 0.480	0.500%	\$ 0.480
Comp. & Dis. Supp.	1.985%	\$ 1.846	1.985%	\$ 1.846	1.985%	\$ 1.906	1.985%	\$ 1.906	1.985%	\$ 1.906
N.E.L.C.A.F	0.750%	\$ 0.698	0.750%	\$ 0.698	0.750%	\$ 0.720	0.750%	\$ 0.720	0.750%	\$ 0.720
NEAT Trust Fund	1.000%	\$ 0.930	1.000%	\$ 0.930	1.000%	\$ 0.960	1.000%	\$ 0.960	1.000%	\$ 0.960
National Electrical Industry Fund	1.000%	\$ 0.930	1.000%	\$ 0.930	1.000%	\$ 0.960	1.000%	\$ 0.960	1.000%	\$ 0.960
Total Rate For Benefits	119.005%	\$ 79.715	119.811%	\$ 80.215	120.920%	\$ 83.512	124.764%	\$ 86.132	125.545%	\$ 86.632
Total Cost Per Hour		\$ 172.715		\$ 173.215		\$ 179.512		\$ 182.132		\$ 182.632
Statutory EESISIP	7.735%	\$ 7.194	7.735%	\$ 7.194	7.735%	\$ 7.426	7.735%	\$ 7.426	7.735%	\$ 7.426
		\$ 179.908		\$ 180.408		\$ 186.938		\$ 189.558		\$ 190.058

Joint Industry Board of the Electrical Industry

MATERIAL PERSON OUTSIDE UTILITY PACKAGE

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.)

	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
Hourly Rate	\$ 53.94	\$ 53.94	\$ 53.94	\$ 53.94	\$ 55.68	\$ 55.68	\$ 55.68	\$ 55.68	\$ 55.68	\$ 55.68
	<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%	\$ 0.135	0.250%	\$ 0.135	0.250%	\$ 0.139	0.250%	\$ 0.139	0.250%	\$ 0.139
Legal Services Plan	0.150%	\$ 0.081	0.150%	\$ 0.081	0.150%	\$ 0.084	0.150%	\$ 0.084	0.150%	\$ 0.084
P H B P -- Pension Trust	13.390%	\$ 7.223	13.390%	\$ 7.223	13.390%	\$ 7.456	13.390%	\$ 7.456	13.390%	\$ 7.456
P H B P -- Medical	26.060%	\$ 14.057	26.060%	\$ 14.057	26.060%	\$ 14.510	26.060%	\$ 14.510	26.060%	\$ 14.510
P H B P -- Medical	18.539%	\$ 10.000	18.539%	\$ 10.000	19.756%	\$ 11.000	19.756%	\$ 11.000	19.756%	\$ 11.000
Dental Plan	3.140%	\$ 1.694	3.140%	\$ 1.694	3.140%	\$ 1.748	4.140%	\$ 2.305	4.140%	\$ 2.305
N . E . B . F .	3.000%	\$ 1.618	3.000%	\$ 1.618	3.000%	\$ 1.670	3.000%	\$ 1.670	3.000%	\$ 1.670
NEIB	0.000%	\$ -	0.927%	\$ 0.500	0.898%	\$ 0.500	0.898%	\$ 0.500	1.796%	\$ 1.000
Annuity	12.977%	\$ 7.000	12.977%	\$ 7.000	13.470%	\$ 7.500	16.164%	\$ 9.000	16.164%	\$ 9.000
HRA	12.977%	\$ 7.000	12.977%	\$ 7.000	12.572%	\$ 7.000	12.572%	\$ 7.000	12.572%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.126	7.650%	\$ 4.126	7.650%	\$ 4.260	7.650%	\$ 4.260	7.650%	\$ 4.260
DSP Percentage	16.500%	\$ 8.900	16.500%	\$ 8.900	16.500%	\$ 9.187	16.500%	\$ 9.187	16.500%	\$ 9.187
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.901	1.670%	\$ 0.901	1.670%	\$ 0.930	1.670%	\$ 0.930	1.670%	\$ 0.930
Educational & Cultural (Safety and Training)	3.250%	\$ 1.753	3.250%	\$ 1.753	3.250%	\$ 1.810	3.750%	\$ 2.088	3.750%	\$ 2.088
Tools and Clothing	0.500%	\$ 0.270	0.500%	\$ 0.270	0.500%	\$ 0.278	0.500%	\$ 0.278	0.500%	\$ 0.278
Comp. & Dis. Supp.	1.985%	\$ 1.071	1.985%	\$ 1.071	1.985%	\$ 1.105	1.985%	\$ 1.105	1.985%	\$ 1.105
N.E.L.C.A.F	0.750%	\$ 0.405	0.750%	\$ 0.405	0.750%	\$ 0.418	0.750%	\$ 0.418	0.750%	\$ 0.418
NEAT Trust Fund	1.000%	\$ 0.539	1.000%	\$ 0.539	1.000%	\$ 0.557	1.000%	\$ 0.557	1.000%	\$ 0.557
National Electrical Industry Fund	1.000%	\$ 0.539	1.000%	\$ 0.539	1.000%	\$ 0.557	1.000%	\$ 0.557	1.000%	\$ 0.557
Total Rate For Benefits	124.789%	\$ 67.311	125.716%	\$ 67.811	126.990%	\$ 70.708	131.184%	\$ 73.043	132.082%	\$ 73.543
Total Cost Per Hour		\$ 121.251		\$ 121.751		\$ 126.388		\$ 128.723		\$ 129.223
Statutory EESISIP	7.735%	\$ 4.172	7.735%	\$ 4.172	7.735%	\$ 4.307	7.735%	\$ 4.307	7.735%	\$ 4.307
		\$ 125.423		\$ 125.923		\$ 130.695		\$ 133.030		\$ 133.530

Joint Industry Board of the Electrical Industry

MATERIAL PERSON OUTSIDE UTILITY PACKAGE OT

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.)

	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
OT Rate	\$ 80.91	\$ 80.91	\$ 80.91	\$ 80.91	\$ 83.52	\$ 83.52	\$ 83.52	\$ 83.52	\$ 83.52	\$ 83.52
Hourly Rate	\$ 53.94	\$ 53.94	\$ 53.94	\$ 53.94	\$ 55.68	\$ 55.68	\$ 55.68	\$ 55.68	\$ 55.68	\$ 55.68
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.135	0.250%	\$ 0.135	0.250%	\$ 0.139	0.250%	\$ 0.139	0.250%	\$ 0.139
Legal Services Plan	0.150%	\$ 0.081	0.150%	\$ 0.081	0.150%	\$ 0.084	0.150%	\$ 0.084	0.150%	\$ 0.084
P H B P – Pension Trust	13.390%	\$ 7.223	13.390%	\$ 7.223	13.390%	\$ 7.456	13.390%	\$ 7.456	13.390%	\$ 7.456
P H B P – Medical	26.060%	\$ 14.057	26.060%	\$ 14.057	26.060%	\$ 14.510	26.060%	\$ 14.510	26.060%	\$ 14.510
P H B P – Medical	18.539%	\$ 10.000	18.539%	\$ 10.000	19.756%	\$ 11.000	19.756%	\$ 11.000	19.756%	\$ 11.000
Dental Plan	3.140%	\$ 1.694	3.140%	\$ 1.694	3.140%	\$ 1.748	4.140%	\$ 2.305	4.140%	\$ 2.305
N . E . B . F .	3.000%	\$ 2.427	3.000%	\$ 2.427	3.000%	\$ 2.506	3.000%	\$ 2.506	3.000%	\$ 2.506
NEIB	0.000%	\$ -	0.927%	\$ 0.500	0.898%	\$ 0.500	0.898%	\$ 0.500	1.796%	\$ 1.000
Annuity	12.977%	\$ 7.000	12.977%	\$ 7.000	13.470%	\$ 7.500	16.164%	\$ 9.000	16.164%	\$ 9.000
HRA	12.977%	\$ 7.000	12.977%	\$ 7.000	12.572%	\$ 7.000	12.572%	\$ 7.000	12.572%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 6.190	7.650%	\$ 6.190	7.650%	\$ 6.389	7.650%	\$ 6.389	7.650%	\$ 6.389
DSP Percentage	16.500%	\$ 8.900	16.500%	\$ 8.900	16.500%	\$ 9.187	16.500%	\$ 9.187	16.500%	\$ 9.187
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.901	1.670%	\$ 0.901	1.670%	\$ 0.930	1.670%	\$ 0.930	1.670%	\$ 0.930
Educational & Cultural (Safety and Training)	3.250%	\$ 2.630	3.250%	\$ 2.630	3.250%	\$ 2.714	3.750%	\$ 3.132	3.750%	\$ 3.132
Tools and Clothing	0.500%	\$ 0.405	0.500%	\$ 0.405	0.500%	\$ 0.418	0.500%	\$ 0.418	0.500%	\$ 0.418
Comp. & Dis. Supp.	1.985%	\$ 1.606	1.985%	\$ 1.606	1.985%	\$ 1.658	1.985%	\$ 1.658	1.985%	\$ 1.658
N.E.L.C.A.F	0.750%	\$ 0.607	0.750%	\$ 0.607	0.750%	\$ 0.626	0.750%	\$ 0.626	0.750%	\$ 0.626
NEAT Trust Fund	1.000%	\$ 0.809	1.000%	\$ 0.809	1.000%	\$ 0.835	1.000%	\$ 0.835	1.000%	\$ 0.835
National Electrical Industry Fund	1.000%	\$ 0.809	1.000%	\$ 0.809	1.000%	\$ 0.835	1.000%	\$ 0.835	1.000%	\$ 0.835
Total Rate For Benefits	124.789%	\$ 72.472	125.716%	\$ 72.972	126.990%	\$ 76.035	131.184%	\$ 78.510	132.082%	\$ 79.010
Total Cost Per Hour		\$ 153.382		\$ 153.882		\$ 159.555		\$ 162.030		\$ 162.530
Statutory EESISIP	7.735%	\$ 6.258	7.735%	\$ 6.258	7.735%	\$ 6.460	7.735%	\$ 6.460	7.735%	\$ 6.460
		\$ 159.640		\$ 160.140		\$ 166.016		\$ 168.490		\$ 168.990

Joint Industry Board of the Electrical Industry

EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE

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.)

	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (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	13.390%	\$ 6.641	13.390%	\$ 6.641	13.390%	\$ 6.856	13.390%	\$ 6.856	13.390%	\$ 6.856
P H B P -- Medical	26.060%	\$ 12.926	26.060%	\$ 12.926	26.060%	\$ 13.343	26.060%	\$ 13.343	26.060%	\$ 13.343
P H B P -- Medical	20.161%	\$ 10.000	20.161%	\$ 10.000	21.484%	\$ 11.000	21.484%	\$ 11.000	21.484%	\$ 11.000
Dental Plan	3.140%	\$ 1.557	3.140%	\$ 1.557	3.140%	\$ 1.608	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	14.113%	\$ 7.000	14.113%	\$ 7.000	14.648%	\$ 7.500	17.578%	\$ 9.000	17.578%	\$ 9.000
HRA	14.113%	\$ 7.000	14.113%	\$ 7.000	13.672%	\$ 7.000	13.672%	\$ 7.000	13.672%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.794	7.650%	\$ 3.794	7.650%	\$ 3.917	7.650%	\$ 3.917	7.650%	\$ 3.917
DSP Percentage	16.500%	\$ 8.184	16.500%	\$ 8.184	16.500%	\$ 8.448	16.500%	\$ 8.448	16.500%	\$ 8.448
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.828	1.670%	\$ 0.828	1.670%	\$ 0.855	1.670%	\$ 0.855	1.670%	\$ 0.855
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	128.682%	\$ 63.826	129.690%	\$ 64.326	131.076%	\$ 67.111	135.506%	\$ 69.379	136.483%	\$ 69.879
Total Cost Per Hour	\$	113.426	\$	113.926	\$	118.311	\$	120.579	\$	121.079
Statutory EESISIP	7.735%	\$ 3.837	7.735%	\$ 3.837	7.735%	\$ 3.960	7.735%	\$ 3.960	7.735%	\$ 3.960
	\$	117.263	\$	117.763	\$	122.271	\$	124.539	\$	125.039

Joint Industry Board of the Electrical Industry

EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE OT

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.)

	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (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
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
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	13.390%	\$ 6.641	13.390%	\$ 6.641	13.390%	\$ 6.856	13.390%	\$ 6.856	13.390%	\$ 6.856
P H B P – Medical	26.060%	\$ 12.926	26.060%	\$ 12.926	26.060%	\$ 13.343	26.060%	\$ 13.343	26.060%	\$ 13.343
P H B P – Medical	20.161%	\$ 10.000	20.161%	\$ 10.000	21.484%	\$ 11.000	21.484%	\$ 11.000	21.484%	\$ 11.000
Dental Plan	3.140%	\$ 1.557	3.140%	\$ 1.557	3.140%	\$ 1.608	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	14.113%	\$ 7.000	14.113%	\$ 7.000	14.648%	\$ 7.500	17.578%	\$ 9.000	17.578%	\$ 9.000
HRA	14.113%	\$ 7.000	14.113%	\$ 7.000	13.672%	\$ 7.000	13.672%	\$ 7.000	13.672%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 5.692	7.650%	\$ 5.692	7.650%	\$ 5.875	7.650%	\$ 5.875	7.650%	\$ 5.875
DSP Percentage	16.500%	\$ 8.184	16.500%	\$ 8.184	16.500%	\$ 8.448	16.500%	\$ 8.448	16.500%	\$ 8.448
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.828	1.670%	\$ 0.828	1.670%	\$ 0.855	1.670%	\$ 0.855	1.670%	\$ 0.855
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	128.682%	\$ 68.572	129.690%	\$ 69.072	131.076%	\$ 72.010	135.506%	\$ 74.406	136.483%	\$ 74.906
Total Cost Per Hour		\$ 142.972		\$ 143.472		\$ 148.810		\$ 151.206		\$ 151.706
Statutory EESISIP	7.735%	\$ 5.755	7.735%	\$ 5.755	7.735%	\$ 5.940	7.735%	\$ 5.940	7.735%	\$ 5.940
		\$ 148.727		\$ 149.227		\$ 154.750		\$ 157.146		\$ 157.646

Joint Industry Board of the Electrical Industry

GROUNDPERSON OUTSIDE UTILITY PACKAGE

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.)

	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (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
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
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	13.390%	\$ 4.981	13.390%	\$ 4.981	13.390%	\$ 5.142	13.390%	\$ 5.142	13.390%	\$ 5.142
P H B P -- Medical	26.060%	\$ 9.694	26.060%	\$ 9.694	26.060%	\$ 10.007	26.060%	\$ 10.007	26.060%	\$ 10.007
P H B P -- Medical	26.882%	\$ 10.000	26.882%	\$ 10.000	28.646%	\$ 11.000	28.646%	\$ 11.000	28.646%	\$ 11.000
Dental Plan	3.140%	\$ 1.168	3.140%	\$ 1.168	3.140%	\$ 1.206	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	18.817%	\$ 7.000	18.817%	\$ 7.000	19.531%	\$ 7.500	23.438%	\$ 9.000	23.438%	\$ 9.000
HRA	18.817%	\$ 7.000	18.817%	\$ 7.000	18.229%	\$ 7.000	18.229%	\$ 7.000	18.229%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.846	7.650%	\$ 2.846	7.650%	\$ 2.938	7.650%	\$ 2.938	7.650%	\$ 2.938
DSP Percentage	16.500%	\$ 6.138	16.500%	\$ 6.138	16.500%	\$ 6.336	16.500%	\$ 6.336	16.500%	\$ 6.336
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.621	1.670%	\$ 0.621	1.670%	\$ 0.641	1.670%	\$ 0.641	1.670%	\$ 0.641
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	144.811%	\$ 53.870	146.155%	\$ 54.370	148.003%	\$ 56.833	153.410%	\$ 58.909	154.712%	\$ 59.409
Total Cost Per Hour		\$ 91.070		\$ 91.570		\$ 95.233		\$ 97.309		\$ 97.809
Statutory EESISIP	7.735%	\$ 2.877	7.735%	\$ 2.877	7.735%	\$ 2.970	7.735%	\$ 2.970	7.735%	\$ 2.970
		\$ 93.947		\$ 94.447		\$ 98.204		\$ 100.280		\$ 100.780

Joint Industry Board of the Electrical Industry

GROUNDPERSON OUTSIDE UTILITY PACKAGE OT

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.)

	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (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
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
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	13.390%	\$ 4.981	13.390%	\$ 4.981	13.390%	\$ 5.142	13.390%	\$ 5.142	13.390%	\$ 5.142
P H B P – Medical	26.060%	\$ 9.694	26.060%	\$ 9.694	26.060%	\$ 10.007	26.060%	\$ 10.007	26.060%	\$ 10.007
P H B P – Medical	26.882%	\$ 10.000	26.882%	\$ 10.000	26.882%	\$ 11.000	26.882%	\$ 11.000	26.882%	\$ 11.000
Dental Plan	3.140%	\$ 1.168	3.140%	\$ 1.168	3.140%	\$ 1.206	3.140%	\$ 1.206	3.140%	\$ 1.206
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	18.817%	\$ 7.000	18.817%	\$ 7.000	19.531%	\$ 7.500	23.438%	\$ 9.000	23.438%	\$ 9.000
HRA	18.817%	\$ 7.000	18.817%	\$ 7.000	18.229%	\$ 7.000	18.229%	\$ 7.000	18.229%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 4.269	7.650%	\$ 4.269	7.650%	\$ 4.406	7.650%	\$ 4.406	7.650%	\$ 4.406
DSP Percentage	16.500%	\$ 6.138	16.500%	\$ 6.138	16.500%	\$ 6.336	16.500%	\$ 6.336	16.500%	\$ 6.336
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.621	1.670%	\$ 0.621	1.670%	\$ 0.641	1.670%	\$ 0.641	1.670%	\$ 0.641
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	144.811%	\$ 57.429	146.155%	\$ 57.929	148.003%	\$ 60.507	153.410%	\$ 62.679	154.712%	\$ 63.179
Total Cost Per Hour		\$ 113.229		\$ 113.729		\$ 118.107		\$ 120.279		\$ 120.779
Statutory EESISIP	7.735%	\$ 4.316	7.735%	\$ 4.316	7.735%	\$ 4.455	7.735%	\$ 4.455	7.735%	\$ 4.455
		\$ 117.545		\$ 118.045		\$ 122.563		\$ 124.735		\$ 125.235

Joint Industry Board of the Electrical Industry

FLAGPERSON OUTSIDE UTILITY PACKAGE

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.)

	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
Hourly Rate	\$ 27.90	\$ 27.90	\$ 27.90	\$ 27.90	\$ 28.80	\$ 28.80	\$ 28.80	\$ 28.80	\$ 28.80	\$ 28.80
	<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%	\$ 0.070	0.250%	\$ 0.070	0.250%	\$ 0.072	0.250%	\$ 0.072	0.250%	\$ 0.072
Legal Services Plan	0.150%	\$ 0.042	0.150%	\$ 0.042	0.150%	\$ 0.043	0.150%	\$ 0.043	0.150%	\$ 0.043
P H B P -- Pension Trust	13.390%	\$ 3.736	13.390%	\$ 3.736	13.390%	\$ 3.856	13.390%	\$ 3.856	13.390%	\$ 3.856
P H B P -- Medical	26.060%	\$ 7.271	26.060%	\$ 7.271	26.060%	\$ 7.505	26.060%	\$ 7.505	26.060%	\$ 7.505
P H B P -- Medical	35.842%	\$ 10.000	35.842%	\$ 10.000	38.194%	\$ 11.000	38.194%	\$ 11.000	38.194%	\$ 11.000
Dental Plan	3.140%	\$ 0.876	3.140%	\$ 0.876	3.140%	\$ 0.904	4.140%	\$ 1.192	4.140%	\$ 1.192
N . E . B . F .	3.000%	\$ 0.837	3.000%	\$ 0.837	3.000%	\$ 0.864	3.000%	\$ 0.864	3.000%	\$ 0.864
NEIB	0.000%	\$ -	1.792%	\$ 0.500	1.736%	\$ 0.500	1.736%	\$ 0.500	3.472%	\$ 1.000
Annuity	25.090%	\$ 7.000	25.090%	\$ 7.000	26.042%	\$ 7.500	31.250%	\$ 9.000	31.250%	\$ 9.000
HRA	25.090%	\$ 7.000	25.090%	\$ 7.000	24.306%	\$ 7.000	24.306%	\$ 7.000	24.306%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.134	7.650%	\$ 2.134	7.650%	\$ 2.203	7.650%	\$ 2.203	7.650%	\$ 2.203
DSP Percentage	16.500%	\$ 4.604	16.500%	\$ 4.604	16.500%	\$ 4.752	16.500%	\$ 4.752	16.500%	\$ 4.752
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.466	1.670%	\$ 0.466	1.670%	\$ 0.481	1.670%	\$ 0.481	1.670%	\$ 0.481
Educational & Cultural (Safety and Training)	3.250%	\$ 0.907	3.250%	\$ 0.907	3.250%	\$ 0.936	3.750%	\$ 1.080	3.750%	\$ 1.080
Tools and Clothing	0.500%	\$ 0.140	0.500%	\$ 0.140	0.500%	\$ 0.144	0.500%	\$ 0.144	0.500%	\$ 0.144
Comp. & Dis. Supp.	1.985%	\$ 0.554	1.985%	\$ 0.554	1.985%	\$ 0.572	1.985%	\$ 0.572	1.985%	\$ 0.572
N.E.L.C.A.F	0.750%	\$ 0.209	0.750%	\$ 0.209	0.750%	\$ 0.216	0.750%	\$ 0.216	0.750%	\$ 0.216
NEAT Trust Fund	1.000%	\$ 0.279	1.000%	\$ 0.279	1.000%	\$ 0.288	1.000%	\$ 0.288	1.000%	\$ 0.288
National Electrical Industry Fund	1.000%	\$ 0.279	1.000%	\$ 0.279	1.000%	\$ 0.288	1.000%	\$ 0.288	1.000%	\$ 0.288
Total Rate For Benefits	166.317%	\$ 46.402	168.109%	\$ 46.902	170.573%	\$ 49.125	177.281%	\$ 51.057	179.017%	\$ 51.657
Total Cost Per Hour	\$ 74.302	\$ 74.302	\$ 74.802	\$ 74.802	\$ 77.925	\$ 77.925	\$ 79.857	\$ 79.857	\$ 80.357	\$ 80.357
Statutory EESISIP	7.735%	\$ 2.158	7.735%	\$ 2.158	7.735%	\$ 2.228	7.735%	\$ 2.228	7.735%	\$ 2.228
	\$ 76.460	\$ 76.460	\$ 76.960	\$ 76.960	\$ 80.153	\$ 80.153	\$ 82.085	\$ 82.085	\$ 82.585	\$ 82.585

Joint Industry Board of the Electrical Industry

FLAGPERSON OUTSIDE UTILITY PACKAGE OT

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.)

	5/07/2025 (at 4:01 p.m.)	5/07/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/13/2026 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)	1/06/2028 (at 4:01 p.m.)
OT Rate	\$ 41.85	\$ 41.85	\$ 41.85	\$ 41.85	\$ 43.20	\$ 43.20	\$ 43.20	\$ 43.20	\$ 43.20	\$ 43.20
Hourly Rate	\$ 27.90	\$ 27.90	\$ 27.90	\$ 27.90	\$ 28.80	\$ 28.80	\$ 28.80	\$ 28.80	\$ 28.80	\$ 28.80
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.070	0.250%	\$ 0.070	0.250%	\$ 0.072	0.250%	\$ 0.072	0.250%	\$ 0.072
Legal Services Plan	0.150%	\$ 0.042	0.150%	\$ 0.042	0.150%	\$ 0.043	0.150%	\$ 0.043	0.150%	\$ 0.043
P H B P – Pension Trust	13.390%	\$ 3.736	13.390%	\$ 3.736	13.390%	\$ 3.856	13.390%	\$ 3.856	13.390%	\$ 3.856
P H B P – Medical	26.060%	\$ 7.271	26.060%	\$ 7.271	26.060%	\$ 7.505	26.060%	\$ 7.505	26.060%	\$ 7.505
P H B P – Medical	35.842%	\$ 10.000	35.842%	\$ 10.000	38.194%	\$ 11.000	38.194%	\$ 11.000	38.194%	\$ 11.000
Dental Plan	3.140%	\$ 0.876	3.140%	\$ 0.876	3.140%	\$ 0.904	4.140%	\$ 1.192	4.140%	\$ 1.192
N . E . B . F .	3.000%	\$ 1.256	3.000%	\$ 1.256	3.000%	\$ 1.296	3.000%	\$ 1.296	3.000%	\$ 1.296
NEIB	0.000%	\$ -	1.792%	\$ 0.500	1.736%	\$ 0.500	1.736%	\$ 0.500	3.472%	\$ 1.000
Annuity	25.090%	\$ 7.000	25.090%	\$ 7.000	26.042%	\$ 7.500	31.250%	\$ 9.000	31.250%	\$ 9.000
HRA	25.090%	\$ 7.000	25.090%	\$ 7.000	24.306%	\$ 7.000	24.306%	\$ 7.000	24.306%	\$ 7.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.202	7.650%	\$ 3.202	7.650%	\$ 3.305	7.650%	\$ 3.305	7.650%	\$ 3.305
DSP Percentage	16.500%	\$ 4.604	16.500%	\$ 4.604	16.500%	\$ 4.752	16.500%	\$ 4.752	16.500%	\$ 4.752
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.466	1.670%	\$ 0.466	1.670%	\$ 0.481	1.670%	\$ 0.481	1.670%	\$ 0.481
Educational & Cultural (Safety and Training)	3.250%	\$ 1.360	3.250%	\$ 1.360	3.250%	\$ 1.404	3.750%	\$ 1.620	3.750%	\$ 1.620
Tools and Clothing	0.500%	\$ 0.209	0.500%	\$ 0.209	0.500%	\$ 0.216	0.500%	\$ 0.216	0.500%	\$ 0.216
Comp. & Dis. Supp.	1.985%	\$ 0.831	1.985%	\$ 0.831	1.985%	\$ 0.858	1.985%	\$ 0.858	1.985%	\$ 0.858
N.E.L.C.A.F	0.750%	\$ 0.314	0.750%	\$ 0.314	0.750%	\$ 0.324	0.750%	\$ 0.324	0.750%	\$ 0.324
NEAT Trust Fund	1.000%	\$ 0.419	1.000%	\$ 0.419	1.000%	\$ 0.432	1.000%	\$ 0.432	1.000%	\$ 0.432
National Electrical Industry Fund	1.000%	\$ 0.419	1.000%	\$ 0.419	1.000%	\$ 0.432	1.000%	\$ 0.432	1.000%	\$ 0.432
Total Rate For Benefits	166.317%	\$ 49.072	168.109%	\$ 49.572	170.573%	\$ 51.880	177.281%	\$ 53.884	179.017%	\$ 54.384
Total Cost Per Hour		\$ 90.922		\$ 91.422		\$ 95.080		\$ 97.084		\$ 97.584
Statutory EESISIP	7.735%	\$ 3.237	7.735%	\$ 3.237	7.735%	\$ 3.342	7.735%	\$ 3.342	7.735%	\$ 3.342
		\$ 94.159		\$ 94.659		\$ 98.422		\$ 100.426		\$ 100.926