

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED PACKAGE

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

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 54.00	54.00	\$ 56.00	56.00	\$ 56.00	56.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.135	0.250%	\$ 0.140	0.250%	\$ 0.140
Apprentice	1.250%	\$ 0.675	1.250%	\$ 0.700	1.250%	\$ 0.700
P H B P -- Pension Trust	12.220%	\$ 6.599	13.220%	\$ 7.403	14.220%	\$ 7.963
P H B P -- Medical	21.390%	\$ 11.551	22.390%	\$ 12.538	23.390%	\$ 13.098
P H B P -- Medical	7.407%	\$ 4.000	7.143%	\$ 4.000	7.143%	\$ 4.000
Dental Plan	3.540%	\$ 1.912	3.540%	\$ 1.982	3.540%	\$ 1.982
N .E .B .F .	3.000%	\$ 1.620	3.000%	\$ 1.680	3.000%	\$ 1.680
Annuity	8.333%	\$ 4.500	8.036%	\$ 4.500	8.036%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.131	7.650%	\$ 4.284	7.650%	\$ 4.284
HRA	7.870%	\$ 4.250	7.589%	\$ 4.250	8.036%	\$ 4.500
DSP Percentage	16.000%	\$ 8.640	16.000%	\$ 8.960	16.000%	\$ 8.960
DSP Hourly	3.704%	\$ 2.000	3.571%	\$ 2.000	3.571%	\$ 2.000
Educational & Cultural	1.533%	\$ 0.828	1.533%	\$ 0.858	1.533%	\$ 0.858
Comp. & Dis. Supp.	1.885%	\$ 1.018	1.885%	\$ 1.056	1.885%	\$ 1.056
Total Rate For Benefits	96.033%	\$ 51.858	97.057%	\$ 54.352	99.504%	\$ 55.722
Total Cost Per Hour		\$ 105.858		\$ 110.352		\$ 111.722

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED PACKAGE OT

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

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 81.00	\$ 81.00	\$ 84.00	\$ 84.00	\$ 84.00	\$ 84.00
Hourly Rate	\$ 54.00	\$ 54.00	\$ 56.00	\$ 56.00	\$ 56.00	\$ 56.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.135	0.250%	\$ 0.140	0.250%	\$ 0.140
Apprentice	1.250%	\$ 0.675	1.250%	\$ 0.700	1.250%	\$ 0.700
P H B P -- Pension Trust	12.220%	\$ 6.599	13.220%	\$ 7.403	14.220%	\$ 7.963
P H B P -- Medical	21.390%	\$ 11.551	22.390%	\$ 12.538	23.390%	\$ 13.098
P H B P -- Medical	7.407%	\$ 4.000	7.143%	\$ 4.000	7.143%	\$ 4.000
Dental Plan	3.540%	\$ 1.912	3.540%	\$ 1.982	3.540%	\$ 1.982
N .E .B .F .	3.000%	\$ 2.430	3.000%	\$ 2.520	3.000%	\$ 2.520
Annuity	8.333%	\$ 4.500	8.036%	\$ 4.500	8.036%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 6.197	7.650%	\$ 6.426	7.650%	\$ 6.426
HRA	7.870%	\$ 4.250	7.589%	\$ 4.250	8.036%	\$ 4.500
DSP Percentage	16.000%	\$ 8.640	16.000%	\$ 8.960	16.000%	\$ 8.960
DSP Hourly	3.704%	\$ 2.000	3.571%	\$ 2.000	3.571%	\$ 2.000
Educational & Cultural	1.533%	\$ 0.828	1.533%	\$ 0.858	1.533%	\$ 0.858
Comp. & Dis. Supp.	1.885%	\$ 1.527	1.885%	\$ 1.583	1.885%	\$ 1.583
Total Rate For Benefits	96.033%	\$ 55.242	97.057%	\$ 57.862	99.504%	\$ 59.232
Total Cost Per Hour		\$ 136.242		\$ 141.862		\$ 143.232

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED SWING SHIFT PACKAGE

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

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 63.36	63.36	\$ 65.71	65.71	\$ 65.71	65.71
	<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%	\$ 0.158	0.250%	\$ 0.164	0.250%	\$ 0.164
Apprentice	1.250%	\$ 0.792	1.250%	\$ 0.821	1.250%	\$ 0.821
P H B P -- Pension Trust	12.220%	\$ 7.743	13.220%	\$ 8.687	14.220%	\$ 9.344
P H B P -- Medical	21.390%	\$ 13.553	22.390%	\$ 14.712	23.390%	\$ 15.370
P H B P -- Medical	6.313%	\$ 4.000	6.087%	\$ 4.000	6.087%	\$ 4.000
Dental Plan	3.540%	\$ 2.243	3.540%	\$ 2.326	3.540%	\$ 2.326
N . E . B . F .	3.000%	\$ 1.901	3.000%	\$ 1.971	3.000%	\$ 1.971
Annuity	7.576%	\$ 4.800	7.305%	\$ 4.800	7.305%	\$ 4.800
DSP (401(k) Plan) - FICA	7.650%	\$ 4.847	7.650%	\$ 5.027	7.650%	\$ 5.027
HRA	7.155%	\$ 4.533	6.899%	\$ 4.533	7.305%	\$ 4.800
DSP Percentage	16.000%	\$ 10.138	16.000%	\$ 10.514	16.000%	\$ 10.514
DSP Hourly	3.367%	\$ 2.133	3.247%	\$ 2.133	3.247%	\$ 2.133
Educational & Cultural	1.533%	\$ 0.971	1.533%	\$ 1.007	1.533%	\$ 1.007
Comp. & Dis. Supp.	1.885%	\$ 1.194	1.885%	\$ 1.239	1.885%	\$ 1.239
Total Rate For Benefits	93.129%	\$ 59.006	94.256%	\$ 61.935	96.662%	\$ 63.516
Total Cost Per Hour		\$ 122.366		\$ 127.645		\$ 129.226

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED SWING SHIFT PACKAGE OT

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

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 95.04	\$ 95.04	\$ 98.57	\$ 98.57	\$ 98.57	\$ 98.57
Hourly Rate	\$ 63.36	\$ 63.36	\$ 65.71	\$ 65.71	\$ 65.71	\$ 65.71
	<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%	\$ 0.158	0.250%	\$ 0.164	0.250%	\$ 0.164
Apprentice	1.250%	\$ 0.792	1.250%	\$ 0.821	1.250%	\$ 0.821
P H B P -- Pension Trust	12.220%	\$ 7.743	13.220%	\$ 8.687	14.220%	\$ 9.344
P H B P -- Medical	21.390%	\$ 13.553	22.390%	\$ 14.712	23.390%	\$ 15.370
P H B P -- Medical	6.313%	\$ 4.000	6.087%	\$ 4.000	6.087%	\$ 4.000
Dental Plan	3.540%	\$ 2.243	3.540%	\$ 2.326	3.540%	\$ 2.326
N .E .B .F .	3.000%	\$ 2.851	3.000%	\$ 2.957	3.000%	\$ 2.957
Annuity	7.576%	\$ 4.800	7.305%	\$ 4.800	7.305%	\$ 4.800
DSP (401(k) Plan) - FICA	7.650%	\$ 7.271	7.650%	\$ 7.540	7.650%	\$ 7.540
HRA	7.155%	\$ 4.533	6.899%	\$ 4.533	7.305%	\$ 4.800
DSP Percentage	16.000%	\$ 10.138	16.000%	\$ 10.514	16.000%	\$ 10.514
DSP Hourly	3.367%	\$ 2.133	3.247%	\$ 2.133	3.247%	\$ 2.133
Educational & Cultural	1.533%	\$ 0.971	1.533%	\$ 1.007	1.533%	\$ 1.007
Comp. & Dis. Supp.	1.885%	\$ 1.792	1.885%	\$ 1.858	1.885%	\$ 1.858
Total Rate For Benefits	93.129%	\$ 62.977	94.256%	\$ 66.054	96.662%	\$ 67.635
Total Cost Per Hour		\$ 158.017		\$ 164.619		\$ 166.200

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED GRAVEYARD SHIFT PACKAGE

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

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 70.97	70.97	\$ 73.60	73.60	\$ 73.60	73.60
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.177	0.250%	\$ 0.184	0.250%	\$ 0.184
Apprentice	1.250%	\$ 0.887	1.250%	\$ 0.920	1.250%	\$ 0.920
P H B P -- Pension Trust	12.220%	\$ 8.673	13.220%	\$ 9.730	14.220%	\$ 10.466
P H B P -- Medical	21.390%	\$ 15.180	22.390%	\$ 16.479	23.390%	\$ 17.215
P H B P -- Medical	5.636%	\$ 4.000	5.435%	\$ 4.000	5.435%	\$ 4.000
Dental Plan	3.540%	\$ 2.512	3.540%	\$ 2.605	3.540%	\$ 2.605
N .E .B .F .	3.000%	\$ 2.129	3.000%	\$ 2.208	3.000%	\$ 2.208
Annuity	7.247%	\$ 5.143	6.988%	\$ 5.143	6.988%	\$ 5.143
DSP (401(k) Plan) - FICA	7.650%	\$ 5.429	7.650%	\$ 5.630	7.650%	\$ 5.630
HRA	6.844%	\$ 4.857	6.599%	\$ 4.857	6.988%	\$ 5.143
DSP Percentage	16.000%	\$ 11.355	16.000%	\$ 11.776	16.000%	\$ 11.776
DSP Hourly	3.221%	\$ 2.286	3.106%	\$ 2.286	3.106%	\$ 2.286
Educational & Cultural	1.533%	\$ 1.088	1.533%	\$ 1.128	1.533%	\$ 1.128
Comp. & Dis. Supp.	1.885%	\$ 1.338	1.885%	\$ 1.387	1.885%	\$ 1.387
Total Rate For Benefits	91.665%	\$ 65.055	92.845%	\$ 68.334	95.234%	\$ 70.092
Total Cost Per Hour		\$ 136.025		\$ 141.934		\$ 143.692

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED GRAVEYARD SHIFT PACKAGE OT

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

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 106.46	\$ 106.46	\$ 110.40	\$ 110.40	\$ 110.40	\$ 110.40
Hourly Rate	\$ 70.97	\$ 70.97	\$ 73.60	\$ 73.60	\$ 73.60	\$ 73.60
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.250%	\$ 0.177	0.250%	\$ 0.184	0.250%	\$ 0.184
Apprentice	1.250%	\$ 0.887	1.250%	\$ 0.920	1.250%	\$ 0.920
P H B P -- Pension Trust	12.220%	\$ 8.673	13.220%	\$ 9.730	14.220%	\$ 10.466
P H B P -- Medical	21.390%	\$ 15.180	22.390%	\$ 16.479	23.390%	\$ 17.215
P H B P -- Medical	5.636%	\$ 4.000	5.435%	\$ 4.000	5.435%	\$ 4.000
Dental Plan	3.540%	\$ 2.512	3.540%	\$ 2.605	3.540%	\$ 2.605
N .E .B .F .	3.000%	\$ 3.194	3.000%	\$ 3.312	3.000%	\$ 3.312
Annuity	7.247%	\$ 5.143	6.988%	\$ 5.143	6.988%	\$ 5.143
DSP (401(k) Plan) - FICA	7.650%	\$ 8.144	7.650%	\$ 8.446	7.650%	\$ 8.446
HRA	6.844%	\$ 4.857	6.599%	\$ 4.857	6.988%	\$ 5.143
DSP Percentage	16.000%	\$ 11.355	16.000%	\$ 11.776	16.000%	\$ 11.776
DSP Hourly	3.221%	\$ 2.286	3.106%	\$ 2.286	3.106%	\$ 2.286
Educational & Cultural	1.533%	\$ 1.088	1.533%	\$ 1.128	1.533%	\$ 1.128
Comp. & Dis. Supp.	1.885%	\$ 2.007	1.885%	\$ 2.081	1.885%	\$ 2.081
Total Rate For Benefits	91.665%	\$ 69.503	92.845%	\$ 72.947	95.234%	\$ 74.705
Total Cost Per Hour		\$ 175.958		\$ 183.347		\$ 185.105

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR 'A' RATED TEMPORARY LIGHT PACKAGE

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

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 54.00	54.00	\$ 56.00	56.00	\$ 56.00	56.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
N.E.B.F.	3.000%	\$ 1.620	3.000%	\$ 1.680	3.000%	\$ 1.680
Annuity	8.333%	\$ 4.500	8.036%	\$ 4.500	8.036%	\$ 4.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.131	7.650%	\$ 4.284	7.650%	\$ 4.284
HRA	7.870%	\$ 4.250	7.589%	\$ 4.250	8.036%	\$ 4.500
DSP Percentage	16.000%	\$ 8.640	16.000%	\$ 8.960	16.000%	\$ 8.960
DSP Hourly	3.704%	\$ 2.000	3.571%	\$ 2.000	3.571%	\$ 2.000
Educational & Cultural	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Comp. & Dis. Supp.	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Total Rate For Benefits	46.557%	\$ 25.141	45.846%	\$ 25.674	46.293%	\$ 25.924
Total Cost Per Hour		\$ 79.141		\$ 81.674		\$ 81.924

Joint Industry Board of the Electrical Industry

**PREVAILING RATES FOR 'A' RATED TEMPORARY LIGHT PACKAGE OT
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/11/2016 (at 4:01 p.m.) to 4/10/2019 (at 4:00 p.m.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 81.00	\$ 81.00	\$ 84.00	\$ 84.00	\$ 84.00	\$ 84.00
Hourly Rate	\$ 54.00	\$ 54.00	\$ 56.00	\$ 56.00	\$ 56.00	\$ 56.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Benefit and Wage Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
N .E .B .F .	3.000%	\$ 2,430	3.000%	\$ 2,520	3.000%	\$ 2,520
Annuity	8.333%	\$ 4,500	8.036%	\$ 4,500	8.036%	\$ 4,500
DSP (401(k) Plan) - FICA	7.650%	\$ 6,197	7.650%	\$ 6,426	7.650%	\$ 6,426
HRA	7.870%	\$ 4,250	7.589%	\$ 4,250	8.036%	\$ 4,500
DSP Percentage	16.000%	\$ 8,640	16.000%	\$ 8,960	16.000%	\$ 8,960
DSP Hourly	3.704%	\$ 2,000	3.571%	\$ 2,000	3.571%	\$ 2,000
Educational & Cultural	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Comp. & Dis. Supp.	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Total Rate For Benefits	46.557%	\$ 28,017	45.846%	\$ 28,656	46.293%	\$ 28,906
Total Cost Per Hour		\$ 109.017		\$ 112.656		\$ 112.906