

Joint Industry Board of the Electrical Industry

**Prevailing Rate 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.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 23.50	23.50	\$ 24.00	24.00	\$ 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>
Benefit and Wage Fund	0.250%	\$ 0.059	0.250%	\$ 0.060	0.250%	\$ 0.061
P H B P -- Pension Trust	6.375%	\$ 1.498	6.375%	\$ 1.530	7.375%	\$ 1.807
P H B P -- Medical	14.543%	\$ 3.418	14.543%	\$ 3.490	14.543%	\$ 3.563
Dental Plan	2.040%	\$ 0.479	2.040%	\$ 0.490	2.040%	\$ 0.500
N .E .B .F .	3.000%	\$ 0.705	3.000%	\$ 0.720	3.000%	\$ 0.735
Annuity	8.511%	\$ 2.000	8.333%	\$ 2.000	8.163%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 1.798	7.650%	\$ 1.836	7.650%	\$ 1.874
HRA	17.021%	\$ 4.000	16.667%	\$ 4.000	16.327%	\$ 4.000
DSP Percentage	15.000%	\$ 3.525	15.000%	\$ 3.600	15.000%	\$ 3.675
DSP Hourly	6.383%	\$ 1.500	6.250%	\$ 1.500	6.122%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.118	0.500%	\$ 0.120	0.500%	\$ 0.123
Comp. & Dis. Supp.	1.885%	\$ 0.443	1.885%	\$ 0.452	1.885%	\$ 0.462
Total Rate for Benefits	83.158%	\$ 19.542	82.493%	\$ 19.798	82.855%	\$ 20.300
Total Cost Per Hour		\$ 43.042		\$ 43.798		\$ 44.800

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**Prevailing Rate Package for 1st and 2nd year M Journeypersons OT for those accepted in to the Program after 5/10/2007
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PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 35.25	\$ 35.25	\$ 36.00	\$ 36.00	\$ 36.75	\$ 36.75
Hourly Rate	\$ 23.50	23.50	\$ 24.00	24.00	\$ 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>
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Dental Plan	2.040%	\$ 0.479	2.040%	\$ 0.490	2.040%	\$ 0.500
N .E .B .F .	3.000%	\$ 1.058	3.000%	\$ 1.080	3.000%	\$ 1.103
Annuity	8.511%	\$ 2.000	8.333%	\$ 2.000	8.163%	\$ 2.000
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DSP Hourly	6.383%	\$ 1.500	6.250%	\$ 1.500	6.122%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.118	0.500%	\$ 0.120	0.500%	\$ 0.123
Comp. & Dis. Supp.	1.885%	\$ 0.664	1.885%	\$ 0.679	1.885%	\$ 0.693
Total Rate for Benefits	83.158%	\$ 21.015	82.493%	\$ 21.303	82.855%	\$ 21.835
Total Cost Per Hour		\$ 56.265		\$ 57.303		\$ 58.585

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PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 27.30	27.30	\$ 27.80	27.80	\$ 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>
Benefit and Wage Fund	0.250%	\$ 0.068	0.250%	\$ 0.070	0.250%	\$ 0.071
P H B P -- Pension Trust	6.375%	\$ 1.740	6.375%	\$ 1.772	7.375%	\$ 2.087
P H B P -- Medical	14.543%	\$ 3.970	14.543%	\$ 4.043	14.543%	\$ 4.116
Dental Plan	2.040%	\$ 0.557	2.040%	\$ 0.567	2.040%	\$ 0.577
N . E . B . F .	3.000%	\$ 0.819	3.000%	\$ 0.834	3.000%	\$ 0.849
Annuity	7.326%	\$ 2.000	7.194%	\$ 2.000	7.067%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.088	7.650%	\$ 2.127	7.650%	\$ 2.165
HRA	14.652%	\$ 4.000	14.388%	\$ 4.000	14.134%	\$ 4.000
DSP Percentage	15.000%	\$ 4.095	15.000%	\$ 4.170	15.000%	\$ 4.245
DSP Hourly	5.495%	\$ 1.500	5.396%	\$ 1.500	5.300%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.137	0.500%	\$ 0.139	0.500%	\$ 0.142
Comp. & Dis. Supp.	1.885%	\$ 0.515	1.885%	\$ 0.524	1.885%	\$ 0.533
Total Rate for Benefits	78.716%	\$ 21.489	78.221%	\$ 21.746	78.745%	\$ 22.285
Total Cost Per Hour		\$ 48.789		\$ 49.546		\$ 50.585

Joint Industry Board of the Electrical Industry

Prevailing Rate 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.)

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 40.95	\$ 40.95	\$ 41.70	\$ 41.70	\$ 42.45	\$ 42.45
Hourly Rate	\$ 27.30	27.30	\$ 27.80	27.80	\$ 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>
Benefit and Wage Fund	0.250%	\$ 0.068	0.250%	\$ 0.070	0.250%	\$ 0.071
P H B P -- Pension Trust	6.375%	\$ 1.740	6.375%	\$ 1.772	7.375%	\$ 2.087
P H B P -- Medical	14.543%	\$ 3.970	14.543%	\$ 4.043	14.543%	\$ 4.116
Dental Plan	2.040%	\$ 0.557	2.040%	\$ 0.567	2.040%	\$ 0.577
N .E .B .F .	3.000%	\$ 1.229	3.000%	\$ 1.251	3.000%	\$ 1.274
Annuity	7.326%	\$ 2.000	7.194%	\$ 2.000	7.067%	\$ 2.000
DSP (401(k) Plan) - FICA	7.850%	\$ 3.133	7.650%	\$ 3.190	7.650%	\$ 3.247
HRA	14.652%	\$ 4.000	14.388%	\$ 4.000	14.134%	\$ 4.000
DSP Percentage	15.000%	\$ 4.095	15.000%	\$ 4.170	15.000%	\$ 4.245
DSP Hourly	5.495%	\$ 1.500	5.396%	\$ 1.500	5.300%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.137	0.500%	\$ 0.139	0.500%	\$ 0.142
Comp. & Dis. Supp.	1.885%	\$ 0.772	1.885%	\$ 0.786	1.885%	\$ 0.800
Total Rate for Benefits	78.716%	\$ 23.200	78.221%	\$ 23.488	78.745%	\$ 24.058
Total Cost Per Hour		\$ 64.150		\$ 65.188		\$ 66.508

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**Prevailing Rate 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.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 28.00	28.00	\$ 28.50	28.50	\$ 29.00	29.00
	<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%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.073
P H B P -- Pension Trust	6.375%	\$ 1.785	6.375%	\$ 1.817	7.375%	\$ 2.139
P H B P -- Medical	14.543%	\$ 4.072	14.543%	\$ 4.145	14.543%	\$ 4.217
Dental Plan	2.040%	\$ 0.571	2.040%	\$ 0.581	2.040%	\$ 0.592
N.E.B.F.	3.000%	\$ 0.840	3.000%	\$ 0.855	3.000%	\$ 0.870
Annuity	7.143%	\$ 2.000	7.018%	\$ 2.000	6.897%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.142	7.650%	\$ 2.180	7.650%	\$ 2.219
HRA	14.286%	\$ 4.000	14.035%	\$ 4.000	13.793%	\$ 4.000
DSP Percentage	15.000%	\$ 4.200	15.000%	\$ 4.275	15.000%	\$ 4.350
DSP Hourly	5.357%	\$ 1.500	5.263%	\$ 1.500	5.172%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.140	0.500%	\$ 0.143	0.500%	\$ 0.145
Comp. & Dis. Supp.	1.885%	\$ 0.528	1.885%	\$ 0.537	1.885%	\$ 0.547
Total Rate for Benefits	78.029%	\$ 21.848	77.559%	\$ 22.104	78.105%	\$ 22.650
Total Cost Per Hour		\$ 49.848		\$ 50.604		\$ 51.650

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**Prevailing Rate Package for 3rd and 4th 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.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 42.00	\$ 42.00	\$ 42.75	\$ 42.75	\$ 43.50	\$ 43.50
Hourly Rate	\$ 28.00	\$ 28.00	\$ 28.50	\$ 28.50	\$ 29.00	\$ 29.00
	<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%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.073
P H B P -- Pension Trust	6.375%	\$ 1.785	6.375%	\$ 1.817	7.375%	\$ 2.139
P H B P -- Medical	14.543%	\$ 4.072	14.543%	\$ 4.145	14.543%	\$ 4.217
Dental Plan	2.040%	\$ 0.571	2.040%	\$ 0.581	2.040%	\$ 0.592
N .E .B .F .	3.000%	\$ 1.260	3.000%	\$ 1.283	3.000%	\$ 1.305
Annuity	7.143%	\$ 2.000	7.018%	\$ 2.000	6.897%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.213	7.650%	\$ 3.270	7.650%	\$ 3.328
HRA	14.288%	\$ 4.000	14.035%	\$ 4.000	13.793%	\$ 4.000
DSP Percentage	15.000%	\$ 4.200	15.000%	\$ 4.275	15.000%	\$ 4.350
DSP Hourly	5.357%	\$ 1.500	5.263%	\$ 1.500	5.172%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.140	0.500%	\$ 0.143	0.500%	\$ 0.145
Comp. & Dis. Supp.	1.885%	\$ 0.792	1.885%	\$ 0.806	1.885%	\$ 0.820
Total Rate for Benefits	78.029%	\$ 23.603	77.559%	\$ 23.890	78.105%	\$ 24.468
Total Cost Per Hour		\$ 65.603		\$ 66.640		\$ 67.968

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Hourly Rate	\$ 28.00	28.00	\$ 28.50	28.50	\$ 29.00	29.00
	<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%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.073
P H B P -- Pension Trust	6.375%	\$ 1.785	6.375%	\$ 1.817	7.375%	\$ 2.139
P H B P -- Medical	14.543%	\$ 4.072	14.543%	\$ 4.145	14.543%	\$ 4.217
Dental Plan	2.040%	\$ 0.571	2.040%	\$ 0.581	2.040%	\$ 0.592
N . E . B . F .	3.000%	\$ 0.840	3.000%	\$ 0.855	3.000%	\$ 0.870
Annuity	7.143%	\$ 2.000	7.018%	\$ 2.000	6.897%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.142	7.650%	\$ 2.180	7.650%	\$ 2.219
HRA	14.286%	\$ 4.000	14.035%	\$ 4.000	13.793%	\$ 4.000
DSP Percentage	15.000%	\$ 4.200	15.000%	\$ 4.275	15.000%	\$ 4.350
DSP Hourly	5.357%	\$ 1.500	5.263%	\$ 1.500	5.172%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.140	0.500%	\$ 0.143	0.500%	\$ 0.145
Comp. & Dis. Supp.	1.885%	\$ 0.528	1.885%	\$ 0.537	1.885%	\$ 0.547
Total Rate for Benefits	78.029%	\$ 21.848	77.559%	\$ 22.104	78.105%	\$ 22.650
Total Cost Per Hour		\$ 49.848		\$ 50.604		\$ 51.650

Joint Industry Board of the Electrical Industry

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Hourly Rate	\$ 28.00	\$ 28.00	\$ 28.50	\$ 28.50	\$ 29.00	\$ 29.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
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Total Rate for Benefits	78.029%	\$ 23.603	77.559%	\$ 23.890	78.105%	\$ 24.468
Total Cost Per Hour		\$ 65.603		\$ 66.640		\$ 67.968

Joint Industry Board of the Electrical Industry

**Prevailing Rate Package for 1-12 month 5th year Apprentice/MIJ for those accepted in to the Program after 5/10/2007
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PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 23.50	23.50	\$ 24.00	24.00	\$ 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>
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N .E .B .F .	3.000%	\$ 0.819	3.000%	\$ 0.834	3.000%	\$ 0.849
Annuity	7.326%	\$ 2.000	7.194%	\$ 2.000	7.067%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.088	7.650%	\$ 2.127	7.650%	\$ 2.165
HRA	14.652%	\$ 4.000	14.388%	\$ 4.000	14.134%	\$ 4.000
DSP Percentage	15.000%	\$ 4.095	15.000%	\$ 4.170	15.000%	\$ 4.245
DSP Hourly	5.495%	\$ 1.500	5.396%	\$ 1.500	5.300%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.137	0.500%	\$ 0.139	0.500%	\$ 0.142
Comp. & Dis. Supp.	1.885%	\$ 0.515	1.885%	\$ 0.524	1.885%	\$ 0.533
Total Rate for Benefits	78.716%	\$ 21.489	78.221%	\$ 21.746	78.745%	\$ 22.285
Total Cost Per Hour		\$ 48.789		\$ 49.546		\$ 50.585

Joint Industry Board of the Electrical Industry

Prevailing Rate 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.)

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 40.95	\$ 40.95	\$ 41.70	\$ 41.70	\$ 42.45	\$ 42.45
Hourly Rate	\$ 27.30	\$ 27.30	\$ 27.80	\$ 27.80	\$ 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>
Benefit and Wage Fund	0.250%	\$ 0.068	0.250%	\$ 0.070	0.250%	\$ 0.071
P H B P -- Pension Trust	6.375%	\$ 1.740	6.375%	\$ 1.772	7.375%	\$ 2.087
P H B P -- Medical	14.543%	\$ 3.970	14.543%	\$ 4.043	14.543%	\$ 4.116
Dental Plan	2.040%	\$ 0.557	2.040%	\$ 0.567	2.040%	\$ 0.577
N .E .B .F .	3.000%	\$ 1.229	3.000%	\$ 1.251	3.000%	\$ 1.274
Annuity	7.326%	\$ 2.000	7.194%	\$ 2.000	7.067%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.133	7.650%	\$ 3.190	7.650%	\$ 3.247
HRA	14.652%	\$ 4.000	14.388%	\$ 4.000	14.134%	\$ 4.000
DSP Percentage	15.000%	\$ 4.095	15.000%	\$ 4.170	15.000%	\$ 4.245
DSP Hourly	5.495%	\$ 1.500	5.396%	\$ 1.500	5.300%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.137	0.500%	\$ 0.139	0.500%	\$ 0.142
Comp. & Dis. Supp.	1.885%	\$ 0.772	1.885%	\$ 0.786	1.885%	\$ 0.800
Total Rate for Benefits	78.716%	\$ 23.200	78.221%	\$ 23.488	78.745%	\$ 24.058
Total Cost Per Hour		\$ 64.150		\$ 65.188		\$ 66.508

Joint Industry Board of the Electrical Industry

**Prevailing Rate 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.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 28.00	28.00	\$ 28.50	28.50	\$ 29.00	29.00
	<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%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.073
P H B P -- Pension Trust	6.375%	\$ 1.785	6.375%	\$ 1.817	7.375%	\$ 2.139
P H B P -- Medical	14.543%	\$ 4.072	14.543%	\$ 4.145	14.543%	\$ 4.217
Dental Plan	2.040%	\$ 0.571	2.040%	\$ 0.581	2.040%	\$ 0.592
N .E .B .F .	3.000%	\$ 0.840	3.000%	\$ 0.855	3.000%	\$ 0.870
Annuity	7.143%	\$ 2.000	7.018%	\$ 2.000	6.897%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.142	7.650%	\$ 2.180	7.650%	\$ 2.219
HRA	14.286%	\$ 4.000	14.035%	\$ 4.000	13.793%	\$ 4.000
DSP Percentage	15.000%	\$ 4.200	15.000%	\$ 4.275	15.000%	\$ 4.350
DSP Hourly	5.357%	\$ 1.500	5.263%	\$ 1.500	5.172%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.140	0.500%	\$ 0.143	0.500%	\$ 0.145
Comp. & Dis. Supp.	1.885%	\$ 0.528	1.885%	\$ 0.537	1.885%	\$ 0.547
Total Rate for Benefits	78.029%	\$ 21.848	77.559%	\$ 22.104	78.105%	\$ 22.650
Total Cost Per Hour		\$ 49.848		\$ 50.604		\$ 51.650

Joint Industry Board of the Electrical Industry

Prevailing Rate 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.)

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 42.00	\$ 42.00	\$ 42.75	\$ 42.75	\$ 43.50	\$ 43.50
Hourly Rate	\$ 28.00	\$ 28.00	\$ 28.50	\$ 28.50	\$ 29.00	\$ 29.00
	<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%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.073
P H B P -- Pension Trust	6.375%	\$ 1.785	6.375%	\$ 1.817	7.375%	\$ 2.139
P H B P -- Medical	14.543%	\$ 4.072	14.543%	\$ 4.145	14.543%	\$ 4.217
Dental Plan	2.040%	\$ 0.571	2.040%	\$ 0.581	2.040%	\$ 0.592
N .E .B .F .	3.000%	\$ 1.260	3.000%	\$ 1.283	3.000%	\$ 1.305
Annuity	7.143%	\$ 2.000	7.018%	\$ 2.000	6.897%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.213	7.650%	\$ 3.270	7.650%	\$ 3.328
HRA	14.286%	\$ 4.000	14.035%	\$ 4.000	13.793%	\$ 4.000
DSP Percentage	15.000%	\$ 4.200	15.000%	\$ 4.275	15.000%	\$ 4.350
DSP Hourly	5.357%	\$ 1.500	5.263%	\$ 1.500	5.172%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.140	0.500%	\$ 0.143	0.500%	\$ 0.145
Comp. & Dis. Supp.	1.885%	\$ 0.792	1.885%	\$ 0.806	1.885%	\$ 0.820
Total Rate for Benefits	78.029%	\$ 23.603	77.559%	\$ 23.890	78.105%	\$ 24.468
Total Cost Per Hour		\$ 65.603		\$ 66.640		\$ 67.968

Joint Industry Board of the Electrical Industry

**Prevailing Rate 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.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
Hourly Rate	\$ 28.00	28.00	\$ 28.50	28.50	\$ 29.00	29.00
	<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%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.073
P H B P -- Pension Trust	6.375%	\$ 1.785	6.375%	\$ 1.817	7.375%	\$ 2.139
P H B P -- Medical	14.543%	\$ 4.072	14.543%	\$ 4.145	14.543%	\$ 4.217
Dental Plan	2.040%	\$ 0.571	2.040%	\$ 0.581	2.040%	\$ 0.592
N .E .B .F .	3.000%	\$ 0.840	3.000%	\$ 0.855	3.000%	\$ 0.870
Annuity	7.143%	\$ 2.000	7.018%	\$ 2.000	6.897%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.142	7.650%	\$ 2.180	7.650%	\$ 2.219
HRA	14.286%	\$ 4.000	14.035%	\$ 4.000	13.793%	\$ 4.000
DSP Percentage	15.000%	\$ 4.200	15.000%	\$ 4.275	15.000%	\$ 4.350
DSP Hourly	5.357%	\$ 1.500	5.263%	\$ 1.500	5.172%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.140	0.500%	\$ 0.143	0.500%	\$ 0.145
Comp. & Dis. Supp.	1.885%	\$ 0.528	1.885%	\$ 0.537	1.885%	\$ 0.547
Total Rate for Benefits	78.029%	\$ 21.848	77.559%	\$ 22.104	78.105%	\$ 22.650
Total Cost Per Hour		\$ 49.848		\$ 50.604		\$ 51.650

Joint Industry Board of the Electrical Industry

**Prevailing Rate 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.)**

PREVAILING RATE CHART	5/11/2016	5/11/2016	5/10/2017	5/10/2017	5/9/2018	5/9/2018
OT Rate	\$ 42.00	\$ 42.00	\$ 42.75	\$ 42.75	\$ 43.50	\$ 43.50
Hourly Rate	\$ 28.00	\$ 28.00	\$ 28.50	\$ 28.50	\$ 29.00	\$ 29.00
	<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%	\$ 0.070	0.250%	\$ 0.071	0.250%	\$ 0.073
P H B P -- Pension Trust	6.375%	\$ 1.785	6.375%	\$ 1.817	7.375%	\$ 2.139
P H B P -- Medical	14.543%	\$ 4.072	14.543%	\$ 4.145	14.543%	\$ 4.217
Dental Plan	2.040%	\$ 0.571	2.040%	\$ 0.581	2.040%	\$ 0.592
N .E .B .F .	3.000%	\$ 1.260	3.000%	\$ 1.283	3.000%	\$ 1.305
Annuity	7.143%	\$ 2.000	7.018%	\$ 2.000	6.897%	\$ 2.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.213	7.650%	\$ 3.270	7.650%	\$ 3.328
HRA	14.286%	\$ 4.000	14.035%	\$ 4.000	13.793%	\$ 4.000
DSP Percentage	15.000%	\$ 4.200	15.000%	\$ 4.275	15.000%	\$ 4.350
DSP Hourly	5.357%	\$ 1.500	5.263%	\$ 1.500	5.172%	\$ 1.500
Educational & Cultural	0.500%	\$ 0.140	0.500%	\$ 0.143	0.500%	\$ 0.145
Comp. & Dis. Supp.	1.885%	\$ 0.792	1.885%	\$ 0.806	1.885%	\$ 0.820
Total Rate for Benefits	78.029%	\$ 23.603	77.559%	\$ 23.890	78.105%	\$ 24.468
Total Cost Per Hour		\$ 65.603		\$ 66.640		\$ 67.968