

Joint Industry Board of the Electrical Industry

'A' RATED PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

| | 4/10/2019 (at 4:01 p.m.) | 4/10/2019 (at 4:01 p.m.) | 1/1/2020 (at 4:01 p.m.) | 1/1/2020 (at 4:01 p.m.) | 4/8/2020 (at 4:01 p.m.) | 4/8/2020 (at 4:01 p.m.) | 4/14/2021 (at 4:01 p.m.) | 4/14/2021 (at 4:01 p.m.) | 12/28/2021 (at 4:01 p.m.) | 12/28/2021 (at 4:01 p.m.) |
|--------------------------------|--------------------------|--------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--------------------------|--------------------------|---------------------------|---------------------------|
| Hourly Rate | \$ 56.00 | \$ 56.00 | \$ 56.00 | \$ 56.00 | \$ 56.00 | \$ 56.00 | \$ 56.00 | \$ 56.00 | \$ 56.00 | \$ 56.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.140 | 0.250% | \$ 0.140 | 0.250% | \$ 0.145 | 0.250% | \$ 0.145 | 0.250% | \$ 0.145 |
| Job Security Fund | 0.550% | \$ 0.308 | 0.300% | \$ 0.168 | 0.300% | \$ 0.174 | 0.300% | \$ 0.174 | 0.300% | \$ 0.174 |
| Job Security Fund | 1.786% | \$ 1.000 | 1.788% | \$ 1.000 | 1.724% | \$ 1.000 | 1.724% | \$ 1.000 | 1.724% | \$ 1.000 |
| Apprentice | 1.300% | \$ 0.728 | 1.300% | \$ 0.728 | 1.300% | \$ 0.754 | 1.300% | \$ 0.754 | 1.300% | \$ 0.754 |
| P H B P -- Pension Trust | 12.390% | \$ 6.938 | 12.390% | \$ 6.938 | 13.390% | \$ 7.786 | 13.390% | \$ 7.786 | 13.390% | \$ 7.786 |
| P H B P -- Medical | 26.060% | \$ 14.594 | 26.060% | \$ 14.594 | 26.060% | \$ 15.115 | 26.060% | \$ 15.115 | 26.060% | \$ 15.115 |
| P H B P -- Medical | 9.375% | \$ 5.250 | 9.375% | \$ 5.250 | 9.052% | \$ 5.250 | 9.052% | \$ 5.250 | 9.052% | \$ 5.250 |
| Dental Plan | 3.140% | \$ 1.758 | 3.140% | \$ 1.758 | 3.140% | \$ 1.821 | 3.140% | \$ 1.821 | 3.140% | \$ 1.821 |
| N . E . B . F . | 3.000% | \$ 1.680 | 3.000% | \$ 1.680 | 3.000% | \$ 1.740 | 3.000% | \$ 1.740 | 3.000% | \$ 1.740 |
| Annuity | 6.250% | \$ 3.500 | 6.250% | \$ 3.500 | 6.034% | \$ 3.500 | 6.034% | \$ 3.500 | 6.034% | \$ 3.500 |
| DSP (401(k) Plan) - FICA | 7.650% | \$ 4.284 | 7.650% | \$ 4.284 | 7.650% | \$ 4.437 | 7.650% | \$ 4.437 | 7.650% | \$ 4.437 |
| HRA | 11.607% | \$ 6.500 | 11.607% | \$ 6.500 | 11.207% | \$ 6.500 | 11.207% | \$ 6.500 | 11.207% | \$ 6.500 |
| DSP Percentage | 16.000% | \$ 8.960 | 16.000% | \$ 8.960 | 16.000% | \$ 9.280 | 16.000% | \$ 9.280 | 16.000% | \$ 9.280 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.650% | \$ 0.924 | 1.670% | \$ 0.935 | 1.670% | \$ 0.969 | 1.670% | \$ 0.969 | 1.670% | \$ 0.969 |
| Comp. & Dis. Supp. | 1.985% | \$ 1.112 | 1.985% | \$ 1.112 | 1.985% | \$ 1.151 | 1.985% | \$ 1.151 | 1.985% | \$ 1.151 |
| Total Rate For Benefits | 102.993% | \$ 57.678 | 102.763% | \$ 57.547 | 102.762% | \$ 59.602 | 102.762% | \$ 59.602 | 102.762% | \$ 59.602 |
| Total Cost Per Hour | | \$ 113.678 | | \$ 113.547 | | \$ 117.602 | | \$ 117.602 | | \$ 117.602 |
| Statutory EESISIP | 5.425% | \$ 3.038 | 5.425% | \$ 3.038 | 5.425% | \$ 3.147 | 5.425% | \$ 3.147 | 6.625% | \$ 3.843 |
| | | \$ 116.714 | | \$ 116.585 | | \$ 120.749 | | \$ 120.749 | | \$ 121.445 |

Joint Industry Board of the Electrical Industry

'A' RATED PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

| | 4/10/2019 (at 4:01 p.m.) | 4/10/2019 (at 4:01 p.m.) | 1/1/2020 (at 4:01 p.m.) | 1/1/2020 (at 4:01 p.m.) | 4/8/2020 (at 4:01 p.m.) | 4/8/2020 (at 4:01 p.m.) | 4/14/2021 (at 4:01 p.m.) | 4/14/2021 (at 4:01 p.m.) | 12/29/2021 (at 4:01 p.m.) | 12/29/2021 (at 4:01 p.m.) |
|--------------------------------|--------------------------|--------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--------------------------|--------------------------|---------------------------|---------------------------|
| OT Rate | \$ 84.00 | \$ 84.00 | \$ 84.00 | \$ 84.00 | \$ 87.00 | \$ 87.00 | \$ 87.00 | \$ 87.00 | \$ 87.00 | \$ 87.00 |
| Hourly Rate | \$ 56.00 | \$ 56.00 | \$ 56.00 | \$ 56.00 | \$ 58.00 | \$ 58.00 | \$ 58.00 | \$ 58.00 | \$ 58.00 | \$ 58.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.140 | 0.250% | \$ 0.140 | 0.250% | \$ 0.145 | 0.250% | \$ 0.145 | 0.250% | \$ 0.145 |
| Job Security Fund | 0.550% | \$ 0.308 | 0.300% | \$ 0.168 | 0.300% | \$ 0.174 | 0.300% | \$ 0.174 | 0.300% | \$ 0.174 |
| Job Security Fund | 1.786% | \$ 1.000 | 1.786% | \$ 1.000 | 1.724% | \$ 1.000 | 1.724% | \$ 1.000 | 1.724% | \$ 1.000 |
| Apprentice | 1.300% | \$ 0.728 | 1.300% | \$ 0.728 | 1.300% | \$ 0.754 | 1.300% | \$ 0.754 | 1.300% | \$ 0.754 |
| P H B P – Pension Trust | 12.390% | \$ 6.938 | 12.390% | \$ 6.938 | 13.390% | \$ 7.766 | 13.390% | \$ 7.766 | 13.390% | \$ 7.766 |
| P H B P – Medical | 26.060% | \$ 14.594 | 26.060% | \$ 14.594 | 26.060% | \$ 15.115 | 26.060% | \$ 15.115 | 26.060% | \$ 15.115 |
| P H B P – Medical | 9.375% | \$ 5.250 | 9.375% | \$ 5.250 | 9.052% | \$ 5.250 | 9.052% | \$ 5.250 | 9.052% | \$ 5.250 |
| Dental Plan | 3.140% | \$ 1.758 | 3.140% | \$ 1.758 | 3.140% | \$ 1.821 | 3.140% | \$ 1.821 | 3.140% | \$ 1.821 |
| N . E . B . F . | 3.000% | \$ 2.520 | 3.000% | \$ 2.520 | 3.000% | \$ 2.610 | 3.000% | \$ 2.610 | 3.000% | \$ 2.610 |
| Annuity | 6.250% | \$ 3.500 | 6.250% | \$ 3.500 | 6.034% | \$ 3.500 | 6.034% | \$ 3.500 | 6.034% | \$ 3.500 |
| DSP (401(k) Plan) - FICA | 7.650% | \$ 6.426 | 7.650% | \$ 6.426 | 7.650% | \$ 6.656 | 7.650% | \$ 6.656 | 7.650% | \$ 6.656 |
| HRA | 11.607% | \$ 6.500 | 11.607% | \$ 6.500 | 11.207% | \$ 6.500 | 11.207% | \$ 6.500 | 11.207% | \$ 6.500 |
| DSP Percentage | 16.000% | \$ 8.960 | 16.000% | \$ 8.960 | 16.000% | \$ 9.280 | 16.000% | \$ 9.280 | 16.000% | \$ 9.280 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.650% | \$ 0.924 | 1.670% | \$ 0.935 | 1.670% | \$ 0.969 | 1.670% | \$ 0.969 | 1.670% | \$ 0.969 |
| Comp. & Dis. Supp. | 1.985% | \$ 1.667 | 1.985% | \$ 1.667 | 1.985% | \$ 1.727 | 1.985% | \$ 1.727 | 1.985% | \$ 1.727 |
| Total Rate For Benefits | 102.993% | \$ 61.214 | 102.763% | \$ 61.085 | 102.762% | \$ 63.266 | 102.762% | \$ 63.266 | 102.762% | \$ 63.266 |
| Total Cost Per Hour | | \$ 145.214 | | \$ 145.085 | | \$ 150.266 | | \$ 150.266 | | \$ 150.266 |
| Statutory EESISP | 5.425% | \$ 4.557 | 5.425% | \$ 4.557 | 5.425% | \$ 4.720 | 5.425% | \$ 4.720 | 6.625% | \$ 5.764 |
| | | \$ 149.771 | | \$ 149.642 | | \$ 154.986 | | \$ 154.986 | | \$ 156.030 |

Joint Industry Board of the Electrical Industry

'A' RATED SWING SHIFT PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

| | 4/10/2019 (at 4:01 p.m.) | 4/10/2019 (at 4:01 p.m.) | 1/1/2020 (at 4:01 p.m.) | 1/1/2020 (at 4:01 p.m.) | 4/8/2020 (at 4:01 p.m.) | 4/8/2020 (at 4:01 p.m.) | 4/14/2021 (at 4:01 p.m.) | 4/14/2021 (at 4:01 p.m.) | 12/29/2021 (at 4:01 p.m.) | 12/29/2021 (at 4:01 p.m.) |
|--------------------------------|--------------------------|--------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--------------------------|--------------------------|---------------------------|---------------------------|
| Hourly Rate | \$ 65.71 | 65.71 | \$ 65.71 | 65.71 | \$ 68.06 | 68.06 | \$ 68.06 | 68.06 | \$ 68.06 | 68.06 |
| | New%/Contr | Dollar Equiv | New%/Contr | Dollar Equiv | New%/Contr | Dollar Equiv | New%/Contr | Dollar Equiv | New%/Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.164 | 0.250% | \$ 0.164 | 0.250% | \$ 0.170 | 0.250% | \$ 0.170 | 0.250% | \$ 0.170 |
| Job Security Fund | 0.550% | \$ 0.361 | 0.300% | \$ 0.197 | 0.300% | \$ 0.204 | 0.300% | \$ 0.204 | 0.300% | \$ 0.204 |
| Job Security Fund | 1.522% | \$ 1.000 | 1.522% | \$ 1.000 | 1.469% | \$ 1.000 | 1.469% | \$ 1.000 | 1.469% | \$ 1.000 |
| Apprentice | 1.300% | \$ 0.854 | 1.300% | \$ 0.854 | 1.300% | \$ 0.885 | 1.300% | \$ 0.885 | 1.300% | \$ 0.885 |
| P H B P -- Pension Trust | 12.390% | \$ 8.141 | 12.390% | \$ 8.141 | 13.390% | \$ 9.113 | 13.390% | \$ 9.113 | 13.390% | \$ 9.113 |
| P H B P -- Medical | 26.060% | \$ 17.124 | 26.060% | \$ 17.124 | 26.060% | \$ 17.736 | 26.060% | \$ 17.736 | 26.060% | \$ 17.736 |
| P H B P -- Medical | 7.990% | \$ 5.250 | 7.990% | \$ 5.250 | 7.714% | \$ 5.250 | 7.714% | \$ 5.250 | 7.714% | \$ 5.250 |
| Dental Plan | 3.140% | \$ 2.063 | 3.140% | \$ 2.063 | 3.140% | \$ 2.137 | 3.140% | \$ 2.137 | 3.140% | \$ 2.137 |
| N . E . B . F . | 3.000% | \$ 1.971 | 3.000% | \$ 1.971 | 3.000% | \$ 2.042 | 3.000% | \$ 2.042 | 3.000% | \$ 2.042 |
| Annuity | 5.682% | \$ 3.733 | 5.682% | \$ 3.733 | 5.485% | \$ 3.733 | 5.485% | \$ 3.733 | 5.485% | \$ 3.733 |
| DSP (401(K) Plan) - FICA | 7.650% | \$ 5.027 | 7.650% | \$ 5.027 | 7.650% | \$ 5.207 | 7.650% | \$ 5.207 | 7.650% | \$ 5.207 |
| HRA | 10.551% | \$ 6.933 | 10.551% | \$ 6.933 | 10.187% | \$ 6.933 | 10.187% | \$ 6.933 | 10.187% | \$ 6.933 |
| DSP Percentage | 16.000% | \$ 10.514 | 16.000% | \$ 10.514 | 16.000% | \$ 10.890 | 16.000% | \$ 10.890 | 16.000% | \$ 10.890 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.650% | \$ 1.084 | 1.670% | \$ 1.097 | 1.670% | \$ 1.137 | 1.670% | \$ 1.137 | 1.670% | \$ 1.137 |
| Comp. & Dis. Supp. | 1.985% | \$ 1.304 | 1.985% | \$ 1.304 | 1.985% | \$ 1.351 | 1.985% | \$ 1.351 | 1.985% | \$ 1.351 |
| Total Rate For Benefits | 99.719% | \$ 65.526 | 99.489% | \$ 65.375 | 99.601% | \$ 67.788 | 99.601% | \$ 67.788 | 99.601% | \$ 67.788 |
| Total Cost Per Hour | | \$ 131.236 | | \$ 131.085 | | \$ 135.848 | | \$ 135.848 | | \$ 135.848 |
| Statutory EESISP | 5.425% | \$ 3.565 | 5.425% | \$ 3.565 | 5.425% | \$ 3.692 | 5.425% | \$ 3.692 | 6.625% | \$ 4.509 |
| | | \$ 134.600 | | \$ 134.649 | | \$ 139.540 | | \$ 139.540 | | \$ 140.357 |

Joint Industry Board of the Electrical Industry

'A' RATED SWING SHIFT PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

| | 4/10/2019 (at 4:01 p.m.) | 4/10/2019 (at 4:01 p.m.) | 1/1/2020 (at 4:01 p.m.) | 1/1/2020 (at 4:01 p.m.) | 4/8/2020 (at 4:01 p.m.) | 4/8/2020 (at 4:01 p.m.) | 4/14/2021 (at 4:01 p.m.) | 4/14/2021 (at 4:01 p.m.) | 12/29/2021 (at 4:01 p.m.) | 12/29/2021 (at 4:01 p.m.) |
|--------------------------------|--------------------------|--------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--------------------------|--------------------------|---------------------------|---------------------------|
| OT Rate | \$ 96.57 | \$ 96.57 | \$ 96.57 | \$ 96.57 | \$ 102.09 | \$ 102.09 | \$ 102.09 | \$ 102.09 | \$ 102.09 | \$ 102.09 |
| Hourly Rate | \$ 65.71 | \$ 65.71 | \$ 65.71 | \$ 65.71 | \$ 68.06 | \$ 68.06 | \$ 68.06 | \$ 68.06 | \$ 68.06 | \$ 68.06 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.164 | 0.250% | \$ 0.164 | 0.250% | \$ 0.170 | 0.250% | \$ 0.170 | 0.250% | \$ 0.170 |
| Job Security Fund | 0.550% | \$ 0.361 | 0.300% | \$ 0.197 | 0.300% | \$ 0.204 | 0.300% | \$ 0.204 | 0.300% | \$ 0.204 |
| Job Security Fund | 1.522% | \$ 1.000 | 1.522% | \$ 1.000 | 1.469% | \$ 1.000 | 1.469% | \$ 1.000 | 1.469% | \$ 1.000 |
| Apprentice | 1.300% | \$ 0.854 | 1.300% | \$ 0.854 | 1.300% | \$ 0.885 | 1.300% | \$ 0.885 | 1.300% | \$ 0.885 |
| P H B P – Pension Trust | 12.390% | \$ 8.141 | 12.390% | \$ 8.141 | 13.390% | \$ 9.113 | 13.390% | \$ 9.113 | 13.390% | \$ 9.113 |
| P H B P – Medical | 26.060% | \$ 17.124 | 26.060% | \$ 17.124 | 26.060% | \$ 17.736 | 26.060% | \$ 17.736 | 26.060% | \$ 17.736 |
| P H B P – Medical | 7.990% | \$ 5.250 | 7.990% | \$ 5.250 | 7.714% | \$ 5.250 | 7.714% | \$ 5.250 | 7.714% | \$ 5.250 |
| Dental Plan | 3.140% | \$ 2.063 | 3.140% | \$ 2.063 | 3.140% | \$ 2.137 | 3.140% | \$ 2.137 | 3.140% | \$ 2.137 |
| N . E . B . F . | 3.000% | \$ 2.957 | 3.000% | \$ 2.957 | 3.000% | \$ 3.063 | 3.000% | \$ 3.063 | 3.000% | \$ 3.063 |
| Annuity | 5.682% | \$ 3.733 | 5.682% | \$ 3.733 | 5.485% | \$ 3.733 | 5.485% | \$ 3.733 | 5.485% | \$ 3.733 |
| DSP (401(k) Plan) - FICA | 7.650% | \$ 7.540 | 7.650% | \$ 7.540 | 7.650% | \$ 7.810 | 7.650% | \$ 7.810 | 7.650% | \$ 7.810 |
| HRA | 10.551% | \$ 6.933 | 10.551% | \$ 6.933 | 10.187% | \$ 6.933 | 10.187% | \$ 6.933 | 10.187% | \$ 6.933 |
| DSP Percentage | 16.000% | \$ 10.514 | 16.000% | \$ 10.514 | 16.000% | \$ 10.890 | 16.000% | \$ 10.890 | 16.000% | \$ 10.890 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.650% | \$ 1.084 | 1.670% | \$ 1.097 | 1.670% | \$ 1.137 | 1.670% | \$ 1.137 | 1.670% | \$ 1.137 |
| Comp. & Dis. Supp. | 1.985% | \$ 1.957 | 1.985% | \$ 1.957 | 1.985% | \$ 2.026 | 1.985% | \$ 2.026 | 1.985% | \$ 2.026 |
| Total Rate For Benefits | 99.719% | \$ 69.677 | 99.489% | \$ 69.526 | 99.601% | \$ 72.088 | 99.601% | \$ 72.088 | 99.601% | \$ 72.088 |
| Total Cost Per Hour | \$ 168.242 | \$ 168.242 | \$ 168.091 | \$ 168.091 | \$ 174.178 | \$ 174.178 | \$ 174.178 | \$ 174.178 | \$ 174.178 | \$ 174.178 |
| Statutory EESISIP | 5.425% | \$ 5.347 | 5.425% | \$ 5.347 | 5.425% | \$ 5.538 | 5.425% | \$ 5.538 | 6.625% | \$ 6.783 |
| | | \$ 173.589 | | \$ 173.438 | | \$ 179.716 | | \$ 179.716 | | \$ 180.941 |

Joint Industry Board of the Electrical Industry

'A' RATED GRAVEYARD SHIFT PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

| | 4/10/2019 (at 4:01 p.m.) | 4/10/2019 (at 4:01 p.m.) | 1/1/2020 (at 4:01 p.m.) | 1/1/2020 (at 4:01 p.m.) | 4/8/2020 (at 4:01 p.m.) | 4/8/2020 (at 4:01 p.m.) | 4/14/2021 (at 4:01 p.m.) | 4/14/2021 (at 4:01 p.m.) | 12/29/2021 (at 4:01 p.m.) | 12/29/2021 (at 4:01 p.m.) |
|--------------------------------|--------------------------|--------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--------------------------|--------------------------|---------------------------|---------------------------|
| Hourly Rate | \$ 73.60 | 73.60 | \$ 73.60 | 73.60 | \$ 76.23 | 76.23 | \$ 76.23 | 76.23 | \$ 76.23 | 76.23 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.184 | 0.250% | \$ 0.184 | 0.250% | \$ 0.191 | 0.250% | \$ 0.191 | 0.250% | \$ 0.191 |
| Job Security Fund | 0.550% | \$ 0.405 | 0.300% | \$ 0.221 | 0.300% | \$ 0.229 | 0.300% | \$ 0.229 | 0.300% | \$ 0.229 |
| Job Security Fund | 1.359% | \$ 1.000 | 1.359% | \$ 1.000 | 1.312% | \$ 1.000 | 1.312% | \$ 1.000 | 1.312% | \$ 1.000 |
| Apprentice | 1.300% | \$ 0.957 | 1.300% | \$ 0.957 | 1.300% | \$ 0.961 | 1.300% | \$ 0.991 | 1.300% | \$ 0.991 |
| P H B P -- Pension Trust | 12.390% | \$ 9.119 | 12.390% | \$ 9.119 | 13.390% | \$ 10.207 | 13.390% | \$ 10.207 | 13.390% | \$ 10.207 |
| P H B P -- Medical | 26.060% | \$ 19.180 | 26.060% | \$ 19.180 | 26.060% | \$ 19.866 | 26.060% | \$ 19.866 | 26.060% | \$ 19.866 |
| P H B P -- Medical | 7.133% | \$ 5.250 | 7.133% | \$ 5.250 | 6.887% | \$ 5.250 | 6.887% | \$ 5.250 | 6.887% | \$ 5.250 |
| Dental Plan | 3.140% | \$ 2.311 | 3.140% | \$ 2.311 | 3.140% | \$ 2.394 | 3.140% | \$ 2.394 | 3.140% | \$ 2.394 |
| N . E . B . F . | 3.000% | \$ 2.208 | 3.000% | \$ 2.208 | 3.000% | \$ 2.287 | 3.000% | \$ 2.287 | 3.000% | \$ 2.287 |
| Annuity | 5.435% | \$ 4.000 | 5.435% | \$ 4.000 | 5.247% | \$ 4.000 | 5.247% | \$ 4.000 | 5.247% | \$ 4.000 |
| DSP (401(k) Plan) - FICA | 7.650% | \$ 5.630 | 7.650% | \$ 5.630 | 7.650% | \$ 5.832 | 7.650% | \$ 5.832 | 7.650% | \$ 5.832 |
| HRA | 10.093% | \$ 7.429 | 10.093% | \$ 7.429 | 9.745% | \$ 7.429 | 9.745% | \$ 7.429 | 9.745% | \$ 7.429 |
| DSP Percentage | 16.000% | \$ 11.776 | 16.000% | \$ 11.776 | 16.000% | \$ 12.197 | 16.000% | \$ 12.197 | 16.000% | \$ 12.197 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.650% | \$ 1.214 | 1.670% | \$ 1.229 | 1.670% | \$ 1.273 | 1.670% | \$ 1.273 | 1.670% | \$ 1.273 |
| Comp. & Dis. Supp. | 1.985% | \$ 1.461 | 1.985% | \$ 1.461 | 1.985% | \$ 1.513 | 1.985% | \$ 1.513 | 1.985% | \$ 1.513 |
| Total Rate For Benefits | 97.995% | \$ 72.124 | 97.785% | \$ 71.955 | 97.936% | \$ 74.657 | 97.936% | \$ 74.657 | 97.936% | \$ 74.657 |
| Total Cost Per Hour | | \$ 145.724 | | \$ 145.555 | | \$ 150.887 | | \$ 150.887 | | \$ 150.887 |
| Statutory EESISP | 5.425% | \$ 3.993 | 5.425% | \$ 3.993 | 5.425% | \$ 4.135 | 5.425% | \$ 4.135 | 6.025% | \$ 5.050 |
| | | \$ 149.717 | | \$ 149.548 | | \$ 155.022 | | \$ 155.022 | | \$ 155.937 |

Joint Industry Board of the Electrical Industry

'A' RATED GRAVEYARD SHIFT PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

| | 4/10/2019 (at 4:01 p.m.) | 4/10/2019 (at 4:01 p.m.) | 1/1/2020 (at 4:01 p.m.) | 1/1/2020 (at 4:01 p.m.) | 4/8/2020 (at 4:01 p.m.) | 4/8/2020 (at 4:01 p.m.) | 4/14/2021 (at 4:01 p.m.) | 4/14/2021 (at 4:01 p.m.) | 12/29/2021 (at 4:01 p.m.) | 12/29/2021 (at 4:01 p.m.) |
|--------------------------------|--------------------------|--------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--------------------------|--------------------------|---------------------------|---------------------------|
| OT Rate | \$ 110.40 | \$ 110.40 | \$ 110.40 | \$ 110.40 | \$ 114.35 | \$ 114.35 | \$ 114.35 | \$ 114.35 | \$ 114.35 | \$ 114.35 |
| Hourly Rate | \$ 73.60 | \$ 73.60 | \$ 73.60 | \$ 73.60 | \$ 76.23 | \$ 76.23 | \$ 76.23 | \$ 76.23 | \$ 76.23 | \$ 76.23 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.250% | \$ 0.184 | 0.250% | \$ 0.184 | 0.250% | \$ 0.191 | 0.250% | \$ 0.191 | 0.250% | \$ 0.191 |
| Job Security Fund | 0.550% | \$ 0.405 | 0.300% | \$ 0.221 | 0.300% | \$ 0.229 | 0.300% | \$ 0.229 | 0.300% | \$ 0.229 |
| Job Security Fund | 1.359% | \$ 1.000 | 1.359% | \$ 1.000 | 1.312% | \$ 1.000 | 1.312% | \$ 1.000 | 1.312% | \$ 1.000 |
| Apprentice | 1.300% | \$ 0.957 | 1.300% | \$ 0.957 | 1.300% | \$ 0.991 | 1.300% | \$ 0.991 | 1.300% | \$ 0.991 |
| P H B P – Pension Trust | 12.390% | \$ 9.119 | 12.390% | \$ 9.119 | 13.390% | \$ 10.207 | 13.390% | \$ 10.207 | 13.390% | \$ 10.207 |
| P H B P – Medical | 26.060% | \$ 19.180 | 26.060% | \$ 19.180 | 26.060% | \$ 19.866 | 26.060% | \$ 19.866 | 26.060% | \$ 19.866 |
| P H B P – Medical | 7.133% | \$ 5.250 | 7.133% | \$ 5.250 | 6.887% | \$ 5.250 | 6.887% | \$ 5.250 | 6.887% | \$ 5.250 |
| Dental Plan | 3.140% | \$ 2.311 | 3.140% | \$ 2.311 | 3.140% | \$ 2.394 | 3.140% | \$ 2.394 | 3.140% | \$ 2.394 |
| N . E . B . F . | 3.000% | \$ 3.312 | 3.000% | \$ 3.312 | 3.000% | \$ 3.430 | 3.000% | \$ 3.430 | 3.000% | \$ 3.430 |
| Annuity | 5.435% | \$ 4.000 | 5.435% | \$ 4.000 | 5.247% | \$ 4.000 | 5.247% | \$ 4.000 | 5.247% | \$ 4.000 |
| DSP (401(k) Plan) - FICA | 7.650% | \$ 8.446 | 7.650% | \$ 8.446 | 7.650% | \$ 8.747 | 7.650% | \$ 8.747 | 7.650% | \$ 8.747 |
| HRA | 10.093% | \$ 7.429 | 10.093% | \$ 7.429 | 9.745% | \$ 7.429 | 9.745% | \$ 7.429 | 9.745% | \$ 7.429 |
| DSP Percentage | 16.000% | \$ 11.776 | 16.000% | \$ 11.776 | 16.000% | \$ 12.197 | 16.000% | \$ 12.197 | 16.000% | \$ 12.197 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.650% | \$ 1.214 | 1.670% | \$ 1.229 | 1.670% | \$ 1.273 | 1.670% | \$ 1.273 | 1.670% | \$ 1.273 |
| Comp. & Dis. Supp. | 1.985% | \$ 2.191 | 1.985% | \$ 2.191 | 1.985% | \$ 2.270 | 1.985% | \$ 2.270 | 1.985% | \$ 2.270 |
| Total Rate For Benefits | 97.995% | \$ 76.774 | 97.765% | \$ 76.605 | 97.936% | \$ 79.473 | 97.936% | \$ 79.473 | 97.936% | \$ 79.473 |
| Total Cost Per Hour | | \$ 187.174 | | \$ 187.005 | | \$ 193.818 | | \$ 193.818 | | \$ 193.818 |
| Statutory EESISIP | 5.425% | \$ 5.989 | 5.425% | \$ 5.989 | 5.425% | \$ 6.203 | 5.425% | \$ 6.203 | 6.625% | \$ 7.575 |
| | | \$ 193.163 | | \$ 192.994 | | \$ 200.021 | | \$ 200.021 | | \$ 201.393 |

Joint Industry Board of the Electrical Industry

'A' RATED TEMPORARY LIGHT PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/10/2019 (at 4:01 p.m.) to 4/13/2022 (at 4:00 p.m.)

| | 4/10/2019 (at 4:01 p.m.) | 4/10/2019 (at 4:01 p.m.) | 1/1/2020 (at 4:01 p.m.) | 1/1/2020 (at 4:01 p.m.) | 4/8/2020 (at 4:01 p.m.) | 4/8/2020 (at 4:01 p.m.) | 4/14/2021 (at 4:01 p.m.) | 4/14/2021 (at 4:01 p.m.) | 12/29/2021 (at 4:01 p.m.) | 12/29/2021 (at 4:01 p.m.) |
|--------------------------------|--------------------------|--------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--------------------------|--------------------------|---------------------------|---------------------------|
| Hourly Rate | \$ 56.00 | 56.00 | \$ 56.00 | 56.00 | \$ 56.00 | 56.00 | \$ 58.00 | 58.00 | \$ 58.00 | 58.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| JIB | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Job Security Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Job Security Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Apprentice | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| P H B P – Pension Trust | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| P H B P – Medical | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| P H B P – Medical | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Dental Plan | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| N . E . B . F . | 3.000% | \$ 1.680 | 3.000% | \$ 1.680 | 3.000% | \$ 1.740 | 3.000% | \$ 1.740 | 3.000% | \$ 1.740 |
| Annuity | 6.250% | \$ 3.500 | 6.250% | \$ 3.500 | 6.034% | \$ 3.500 | 6.034% | \$ 3.500 | 6.034% | \$ 3.500 |
| DSP (401(k) Plan) - FICA | 7.650% | \$ 4.284 | 7.650% | \$ 4.284 | 7.650% | \$ 4.437 | 7.650% | \$ 4.437 | 7.650% | \$ 4.437 |
| HRA | 11.607% | \$ 6.500 | 11.607% | \$ 6.500 | 11.207% | \$ 6.500 | 11.207% | \$ 6.500 | 11.207% | \$ 6.500 |
| DSP Percentage | 16.000% | \$ 8.960 | 16.000% | \$ 8.960 | 16.000% | \$ 9.280 | 16.000% | \$ 9.280 | 16.000% | \$ 9.280 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Comp. & Dis. Supp. | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Total Rate For Benefits | 44.507% | \$ 24.924 | 44.507% | \$ 24.924 | 43.891% | \$ 25.457 | 43.891% | \$ 25.457 | 43.891% | \$ 25.457 |
| Total Cost Per Hour | | \$ 80.924 | | \$ 80.924 | | \$ 83.457 | | \$ 83.457 | | \$ 83.457 |
| Statutory EESBP | 0.000% | \$ - | 5.425% | \$ 3.038 | 5.425% | \$ 3.147 | 5.425% | \$ 3.147 | 6.625% | \$ 3.843 |
| | | \$ 80.924 | | \$ 83.962 | | \$ 86.604 | | \$ 86.604 | | \$ 87.300 |