

Joint Industry Board of the Electrical Industry

Full Benefit 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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

	4/13/2022 (at 4:01 p.m.)	4/13/2022 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)
Hourly Rate	\$ 26.75	26.75	\$ 26.75	26.75	\$ 26.75	26.75	\$ 27.50	27.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.040	0.150%	\$ 0.040	0.150%	\$ 0.040	0.150%	\$ 0.041
P H B P -- Pension Trust	8.380%	\$ 2.242	8.380%	\$ 2.242	8.380%	\$ 2.242	8.380%	\$ 2.305
P H B P -- Medical	14.540%	\$ 3.889	14.540%	\$ 3.889	14.540%	\$ 3.889	14.540%	\$ 3.999
P H B P -- Medical	3.738%	\$ 1.000	3.738%	\$ 1.000	4.673%	\$ 1.250	5.455%	\$ 1.500
Dental Plan	2.040%	\$ 0.546	2.040%	\$ 0.546	2.040%	\$ 0.546	2.040%	\$ 0.561
N . E . B . F .	3.000%	\$ 0.803	3.000%	\$ 0.803	3.000%	\$ 0.803	3.000%	\$ 0.825
Annuity	7.477%	\$ 2.000	7.477%	\$ 2.000	11.215%	\$ 3.000	10.909%	\$ 3.000
HRA	14.953%	\$ 4.000	14.953%	\$ 4.000	14.953%	\$ 4.000	14.545%	\$ 4.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.046	7.650%	\$ 2.046	7.650%	\$ 2.046	7.650%	\$ 2.104
DSP Percentage	15.500%	\$ 4.146	15.500%	\$ 4.146	15.500%	\$ 4.146	15.500%	\$ 4.263
DSP Hourly	5.607%	\$ 1.500	5.607%	\$ 1.500	5.607%	\$ 1.500	5.455%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.139	0.520%	\$ 0.139	0.520%	\$ 0.139	0.520%	\$ 0.143
Comp. & Dis. Supp.	1.985%	\$ 0.531	1.985%	\$ 0.531	1.985%	\$ 0.531	1.985%	\$ 0.546
Total Rate for Benefits	85.541%	\$ 22.882	85.541%	\$ 22.882	90.214%	\$ 24.132	90.129%	\$ 24.785
Total Cost Per Hour		\$ 49.632		\$ 49.632		\$ 50.882		\$ 52.285
Statutory EESISIP	6.505%	\$ 1.740	6.835%	\$ 1.828	6.835%	\$ 1.828	6.835%	\$ 1.880
		\$ 51.372		\$ 51.461		\$ 52.711		\$ 54.165

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1st and 2nd year M Journeypersons 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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

	4/13/2022 (at 4:01 p.m.)	4/13/2022 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)
OT Rate	\$ 40.13	\$ 40.13	\$ 40.13	\$ 40.13	\$ 40.13	\$ 40.13	\$ 41.25	\$ 41.25
Hourly Rate	\$ 26.75	\$ 26.75	\$ 26.75	\$ 26.75	\$ 26.75	\$ 26.75	\$ 27.50	\$ 27.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.040	0.150%	\$ 0.040	0.150%	\$ 0.040	0.150%	\$ 0.041
P H B P -- Pension Trust	8.380%	\$ 2.242	8.380%	\$ 2.242	8.380%	\$ 2.242	8.380%	\$ 2.305
P H B P -- Medical	14.540%	\$ 3.889	14.540%	\$ 3.889	14.540%	\$ 3.889	14.540%	\$ 3.999
P H B P -- Medical	3.738%	\$ 1.000	3.738%	\$ 1.000	4.673%	\$ 1.250	5.455%	\$ 1.500
Dental Plan	2.040%	\$ 0.546	2.040%	\$ 0.546	2.040%	\$ 0.546	2.040%	\$ 0.561
N . E . B . F .	3.000%	\$ 1.204	3.000%	\$ 1.204	3.000%	\$ 1.204	3.000%	\$ 1.238
Annuity	7.477%	\$ 2.000	7.477%	\$ 2.000	11.215%	\$ 3.000	10.909%	\$ 3.000
HRA	14.953%	\$ 4.000	14.953%	\$ 4.000	14.953%	\$ 4.000	14.545%	\$ 4.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.070	7.650%	\$ 3.070	7.650%	\$ 3.070	7.650%	\$ 3.156
DSP Percentage	15.500%	\$ 4.146	15.500%	\$ 4.146	15.500%	\$ 4.146	15.500%	\$ 4.263
DSP Hourly	5.607%	\$ 1.500	5.607%	\$ 1.500	5.607%	\$ 1.500	5.455%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.139	0.520%	\$ 0.139	0.520%	\$ 0.139	0.520%	\$ 0.143
Comp. & Dis. Supp.	1.985%	\$ 0.796	1.985%	\$ 0.796	1.985%	\$ 0.796	1.985%	\$ 0.819
Total Rate for Benefits	85.541%	\$ 24.572	85.541%	\$ 24.572	90.214%	\$ 25.822	90.129%	\$ 26.523
Total Cost Per Hour		\$ 64.697		\$ 64.697		\$ 65.947		\$ 67.773
Statutory EESISIP	6.505%	\$ 2.610	6.835%	\$ 2.743	6.835%	\$ 2.743	6.835%	\$ 2.819
		\$ 67.307		\$ 67.440		\$ 68.690		\$ 70.592

Joint Industry Board of the Electrical Industry

Full Benefit Package for 3rd and 4th 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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

	4/13/2022 (at 4:01 p.m.)	4/13/2022 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)
Hourly Rate	\$ 31.25	31.25	\$ 31.25	31.25	\$ 31.25	31.25	\$ 32.00	32.00
	<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>
Legal Services Plan	0.150%	\$ 0.047	0.150%	\$ 0.047	0.150%	\$ 0.047	0.150%	\$ 0.048
P H B P -- Pension Trust	8.380%	\$ 2.619	8.380%	\$ 2.619	8.380%	\$ 2.619	8.380%	\$ 2.682
P H B P -- Medical	14.540%	\$ 4.544	14.540%	\$ 4.544	14.540%	\$ 4.544	14.540%	\$ 4.653
P H B P -- Medical	3.200%	\$ 1.000	3.200%	\$ 1.000	4.000%	\$ 1.250	4.688%	\$ 1.500
Dental Plan	2.040%	\$ 0.638	2.040%	\$ 0.638	2.040%	\$ 0.638	2.040%	\$ 0.653
N . E . B . F .	3.000%	\$ 0.938	3.000%	\$ 0.938	3.000%	\$ 0.938	3.000%	\$ 0.960
Annuity	6.400%	\$ 2.000	6.400%	\$ 2.000	9.600%	\$ 3.000	9.375%	\$ 3.000
HRA	12.800%	\$ 4.000	12.800%	\$ 4.000	12.800%	\$ 4.000	12.500%	\$ 4.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.391	7.650%	\$ 2.391	7.650%	\$ 2.391	7.650%	\$ 2.448
DSP Percentage	15.500%	\$ 4.844	15.500%	\$ 4.844	15.500%	\$ 4.844	15.500%	\$ 4.960
DSP Hourly	4.800%	\$ 1.500	4.800%	\$ 1.500	4.800%	\$ 1.500	4.688%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.163	0.520%	\$ 0.163	0.520%	\$ 0.163	0.520%	\$ 0.166
Comp. & Dis. Supp.	1.985%	\$ 0.620	1.985%	\$ 0.620	1.985%	\$ 0.620	1.985%	\$ 0.635
Total Rate for Benefits	80.965%	\$ 25.302	80.965%	\$ 25.302	84.965%	\$ 26.552	85.015%	\$ 27.205
Total Cost Per Hour		\$ 56.552		\$ 56.552		\$ 57.802		\$ 59.205
Statutory EESISIP	6.505%	\$ 2.033	6.835%	\$ 2.136	6.835%	\$ 2.136	6.835%	\$ 2.187
		\$ 58.584		\$ 58.688		\$ 59.938		\$ 61.392

Joint Industry Board of the Electrical Industry

Full Benefit Package for 3rd and 4th year M Journeypersons 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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

	4/13/2022 (at 4:01 p.m.)	4/13/2022 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)
OT Rate	\$ 46.88	\$ 46.88	\$ 46.88	\$ 46.88	\$ 46.88	\$ 46.88	\$ 48.00	\$ 48.00
Hourly Rate	\$ 31.25	\$ 31.25	\$ 31.25	\$ 31.25	\$ 31.25	\$ 31.25	\$ 32.00	\$ 32.00
	<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>
Legal Services Plan	0.150%	\$ 0.047	0.150%	\$ 0.047	0.150%	\$ 0.047	0.150%	\$ 0.048
P H B P -- Pension Trust	8.380%	\$ 2.619	8.380%	\$ 2.619	8.380%	\$ 2.619	8.380%	\$ 2.682
P H B P -- Medical	14.540%	\$ 4.544	14.540%	\$ 4.544	14.540%	\$ 4.544	14.540%	\$ 4.653
P H B P -- Medical	3.200%	\$ 1.000	3.200%	\$ 1.000	4.000%	\$ 1.250	4.688%	\$ 1.500
Dental Plan	2.040%	\$ 0.638	2.040%	\$ 0.638	2.040%	\$ 0.638	2.040%	\$ 0.653
N . E . B . F .	3.000%	\$ 1.406	3.000%	\$ 1.406	3.000%	\$ 1.406	3.000%	\$ 1.440
Annuity	6.400%	\$ 2.000	6.400%	\$ 2.000	9.600%	\$ 3.000	9.375%	\$ 3.000
HRA	12.800%	\$ 4.000	12.800%	\$ 4.000	12.800%	\$ 4.000	12.500%	\$ 4.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.586	7.650%	\$ 3.586	7.650%	\$ 3.586	7.650%	\$ 3.672
DSP Percentage	15.500%	\$ 4.844	15.500%	\$ 4.844	15.500%	\$ 4.844	15.500%	\$ 4.960
DSP Hourly	4.800%	\$ 1.500	4.800%	\$ 1.500	4.800%	\$ 1.500	4.688%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.163	0.520%	\$ 0.163	0.520%	\$ 0.163	0.520%	\$ 0.166
Comp. & Dis. Supp.	1.985%	\$ 0.930	1.985%	\$ 0.930	1.985%	\$ 0.930	1.985%	\$ 0.953
Total Rate for Benefits	80.965%	\$ 27.276	80.965%	\$ 27.276	84.965%	\$ 28.526	85.015%	\$ 29.226
Total Cost Per Hour		\$ 74.151		\$ 74.151		\$ 75.401		\$ 77.226
Statutory EESISIP	6.505%	\$ 3.049	6.835%	\$ 3.204	6.835%	\$ 3.204	6.835%	\$ 3.281
		\$ 77.200		\$ 77.355		\$ 78.605		\$ 80.507

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1-12 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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

	4/13/2022 (at 4:01 p.m.)	4/13/2022 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)
Hourly Rate	\$ 26.75	26.75	\$ 26.75	26.75	\$ 26.75	26.75	\$ 27.50	27.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.040	0.150%	\$ 0.040	0.150%	\$ 0.040	0.150%	\$ 0.041
P H B P -- Pension Trust	8.380%	\$ 2.242	8.380%	\$ 2.242	8.380%	\$ 2.242	8.380%	\$ 2.305
P H B P -- Medical	14.540%	\$ 3.889	14.540%	\$ 3.889	14.540%	\$ 3.889	14.540%	\$ 3.999
P H B P -- Medical	3.738%	\$ 1.000	3.738%	\$ 1.000	4.673%	\$ 1.250	5.455%	\$ 1.500
Dental Plan	2.040%	\$ 0.546	2.040%	\$ 0.546	2.040%	\$ 0.546	2.040%	\$ 0.561
N . E . B . F .	3.000%	\$ 0.803	3.000%	\$ 0.803	3.000%	\$ 0.803	3.000%	\$ 0.825
Annuity	7.477%	\$ 2.000	7.477%	\$ 2.000	11.215%	\$ 3.000	10.909%	\$ 3.000
HRA	14.953%	\$ 4.000	14.953%	\$ 4.000	14.953%	\$ 4.000	14.545%	\$ 4.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.046	7.650%	\$ 2.046	7.650%	\$ 2.046	7.650%	\$ 2.104
DSP Percentage	15.500%	\$ 4.146	15.500%	\$ 4.146	15.500%	\$ 4.146	15.500%	\$ 4.263
DSP Hourly	5.607%	\$ 1.500	5.607%	\$ 1.500	5.607%	\$ 1.500	5.455%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.139	0.520%	\$ 0.139	0.520%	\$ 0.139	0.520%	\$ 0.143
Comp. & Dis. Supp.	1.985%	\$ 0.531	1.985%	\$ 0.531	1.985%	\$ 0.531	1.985%	\$ 0.546
Total Rate for Benefits	85.541%	\$ 22.882	85.541%	\$ 22.882	90.214%	\$ 24.132	90.129%	\$ 24.785
Total Cost Per Hour		\$ 49.632		\$ 49.632		\$ 50.882		\$ 52.285
Statutory EESISIP	6.505%	\$ 1.740	6.835%	\$ 1.828	6.835%	\$ 1.828	6.835%	\$ 1.880
		\$ 51.372		\$ 51.461		\$ 52.711		\$ 54.165

Joint Industry Board of the Electrical Industry

Full Benefit Package for 1-12 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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

	4/13/2022 (at 4:01 p.m.)	4/13/2022 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)
OT Rate	\$ 40.13	\$ 40.13	\$ 40.13	\$ 40.13	\$ 40.13	\$ 40.13	\$ 41.25	\$ 41.25
Hourly Rate	\$ 26.75	\$ 26.75	\$ 26.75	\$ 26.75	\$ 26.75	\$ 26.75	\$ 27.50	\$ 27.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.150%	\$ 0.040	0.150%	\$ 0.040	0.150%	\$ 0.040	0.150%	\$ 0.041
P H B P -- Pension Trust	8.380%	\$ 2.242	8.380%	\$ 2.242	8.380%	\$ 2.242	8.380%	\$ 2.305
P H B P -- Medical	14.540%	\$ 3.889	14.540%	\$ 3.889	14.540%	\$ 3.889	14.540%	\$ 3.999
P H B P -- Medical	3.738%	\$ 1.000	3.738%	\$ 1.000	4.673%	\$ 1.250	5.455%	\$ 1.500
Dental Plan	2.040%	\$ 0.546	2.040%	\$ 0.546	2.040%	\$ 0.546	2.040%	\$ 0.561
N . E . B . F .	3.000%	\$ 1.204	3.000%	\$ 1.204	3.000%	\$ 1.204	3.000%	\$ 1.238
Annuity	7.477%	\$ 2.000	7.477%	\$ 2.000	11.215%	\$ 3.000	10.909%	\$ 3.000
HRA	14.953%	\$ 4.000	14.953%	\$ 4.000	14.953%	\$ 4.000	14.545%	\$ 4.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.070	7.650%	\$ 3.070	7.650%	\$ 3.070	7.650%	\$ 3.156
DSP Percentage	15.500%	\$ 4.146	15.500%	\$ 4.146	15.500%	\$ 4.146	15.500%	\$ 4.263
DSP Hourly	5.607%	\$ 1.500	5.607%	\$ 1.500	5.607%	\$ 1.500	5.455%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.139	0.520%	\$ 0.139	0.520%	\$ 0.139	0.520%	\$ 0.143
Comp. & Dis. Supp.	1.985%	\$ 0.796	1.985%	\$ 0.796	1.985%	\$ 0.796	1.985%	\$ 0.819
Total Rate for Benefits	85.541%	\$ 24.572	85.541%	\$ 24.572	90.214%	\$ 25.822	90.129%	\$ 26.523
Total Cost Per Hour		\$ 64.697		\$ 64.697		\$ 65.947		\$ 67.773
Statutory EESISIP	6.505%	\$ 2.610	6.835%	\$ 2.743	6.835%	\$ 2.743	6.835%	\$ 2.819
		\$ 67.307		\$ 67.440		\$ 68.690		\$ 70.592

Joint Industry Board of the Electrical Industry

Full Benefit 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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

	4/13/2022 (at 4:01 p.m.)	4/13/2022 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)
Hourly Rate	\$ 31.25	31.25	\$ 31.25	31.25	\$ 31.25	31.25	\$ 32.00	32.00
	<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>
Legal Services Plan	0.150%	\$ 0.047	0.150%	\$ 0.047	0.150%	\$ 0.047	0.150%	\$ 0.048
P H B P -- Pension Trust	8.380%	\$ 2.619	8.380%	\$ 2.619	8.380%	\$ 2.619	8.380%	\$ 2.682
P H B P -- Medical	14.540%	\$ 4.544	14.540%	\$ 4.544	14.540%	\$ 4.544	14.540%	\$ 4.653
P H B P -- Medical	3.200%	\$ 1.000	3.200%	\$ 1.000	4.000%	\$ 1.250	4.688%	\$ 1.500
Dental Plan	2.040%	\$ 0.638	2.040%	\$ 0.638	2.040%	\$ 0.638	2.040%	\$ 0.653
N . E . B . F .	3.000%	\$ 0.938	3.000%	\$ 0.938	3.000%	\$ 0.938	3.000%	\$ 0.960
Annuity	6.400%	\$ 2.000	6.400%	\$ 2.000	9.600%	\$ 3.000	9.375%	\$ 3.000
HRA	12.800%	\$ 4.000	12.800%	\$ 4.000	12.800%	\$ 4.000	12.500%	\$ 4.000
DSP (401(k) Plan) - FICA	7.650%	\$ 2.391	7.650%	\$ 2.391	7.650%	\$ 2.391	7.650%	\$ 2.448
DSP Percentage	15.500%	\$ 4.844	15.500%	\$ 4.844	15.500%	\$ 4.844	15.500%	\$ 4.960
DSP Hourly	4.800%	\$ 1.500	4.800%	\$ 1.500	4.800%	\$ 1.500	4.688%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.163	0.520%	\$ 0.163	0.520%	\$ 0.163	0.520%	\$ 0.166
Comp. & Dis. Supp.	1.985%	\$ 0.620	1.985%	\$ 0.620	1.985%	\$ 0.620	1.985%	\$ 0.635
Total Rate for Benefits	80.965%	\$ 25.302	80.965%	\$ 25.302	84.965%	\$ 26.552	85.015%	\$ 27.205
Total Cost Per Hour		\$ 56.552		\$ 56.552		\$ 57.802		\$ 59.205
Statutory EESISIP	6.505%	\$ 2.033	6.835%	\$ 2.136	6.835%	\$ 2.136	6.835%	\$ 2.187
		\$ 58.584		\$ 58.688		\$ 59.938		\$ 61.392

Joint Industry Board of the Electrical Industry

Full Benefit 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 4/13/2022 (at 4:01 p.m.) to 4/09/2025 (at 4:00 p.m.)

	4/13/2022 (at 4:01 p.m.)	4/13/2022 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	1/04/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/12/2023 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)	4/10/2024 (at 4:01 p.m.)
OT Rate	\$ 46.88	\$ 46.88	\$ 46.88	\$ 46.88	\$ 46.88	\$ 46.88	\$ 48.00	\$ 48.00
Hourly Rate	\$ 31.25	\$ 31.25	\$ 31.25	\$ 31.25	\$ 31.25	\$ 31.25	\$ 32.00	\$ 32.00
	<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>
Legal Services Plan	0.150%	\$ 0.047	0.150%	\$ 0.047	0.150%	\$ 0.047	0.150%	\$ 0.048
P H B P -- Pension Trust	8.380%	\$ 2.619	8.380%	\$ 2.619	8.380%	\$ 2.619	8.380%	\$ 2.682
P H B P -- Medical	14.540%	\$ 4.544	14.540%	\$ 4.544	14.540%	\$ 4.544	14.540%	\$ 4.653
P H B P -- Medical	3.200%	\$ 1.000	3.200%	\$ 1.000	4.000%	\$ 1.250	4.688%	\$ 1.500
Dental Plan	2.040%	\$ 0.638	2.040%	\$ 0.638	2.040%	\$ 0.638	2.040%	\$ 0.653
N .E .B .F .	3.000%	\$ 1.406	3.000%	\$ 1.406	3.000%	\$ 1.406	3.000%	\$ 1.440
Annuity	6.400%	\$ 2.000	6.400%	\$ 2.000	9.600%	\$ 3.000	9.375%	\$ 3.000
HRA	12.800%	\$ 4.000	12.800%	\$ 4.000	12.800%	\$ 4.000	12.500%	\$ 4.000
DSP (401(k) Plan) - FICA	7.650%	\$ 3.586	7.650%	\$ 3.586	7.650%	\$ 3.586	7.650%	\$ 3.672
DSP Percentage	15.500%	\$ 4.844	15.500%	\$ 4.844	15.500%	\$ 4.844	15.500%	\$ 4.960
DSP Hourly	4.800%	\$ 1.500	4.800%	\$ 1.500	4.800%	\$ 1.500	4.688%	\$ 1.500
Educational & Cultural	0.520%	\$ 0.163	0.520%	\$ 0.163	0.520%	\$ 0.163	0.520%	\$ 0.166
Comp. & Dis. Supp.	1.985%	\$ 0.930	1.985%	\$ 0.930	1.985%	\$ 0.930	1.985%	\$ 0.953
Total Rate for Benefits	80.965%	\$ 27.276	80.965%	\$ 27.276	84.965%	\$ 28.526	85.015%	\$ 29.226
Total Cost Per Hour		\$ 74.151		\$ 74.151		\$ 75.401		\$ 77.226
Statutory EESISIP	6.505%	\$ 3.049	6.835%	\$ 3.204	6.835%	\$ 3.204	6.835%	\$ 3.281
		\$ 77.200		\$ 77.355		\$ 78.605		\$ 80.507