

Joint Industry Board of the Electrical Industry

**1st Year 1st Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/9/2025 (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	\$ 18.00	18.00	\$ 18.00	18.00	\$ 18.00	18.00	\$ 18.00	18.00
	<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%	\$ 0.027	0.150%	\$ 0.027	0.150%	\$ 0.027	0.150%	\$ 0.027
P H B P -- Pension Trust	8.380%	\$ 1.508	8.380%	\$ 1.508	8.380%	\$ 1.508	8.380%	\$ 1.508
P H B P -- Medical	12.540%	\$ 2.257	12.540%	\$ 2.257	12.540%	\$ 2.257	12.540%	\$ 2.257
P H B P -- Medical	5.556%	\$ 1.000	5.556%	\$ 1.000	6.944%	\$ 1.250	8.333%	\$ 1.500
Dental Plan	2.040%	\$ 0.367	2.040%	\$ 0.367	2.040%	\$ 0.367	2.040%	\$ 0.367
N . E . B . F .	3.000%	\$ 0.540	3.000%	\$ 0.540	3.000%	\$ 0.540	3.000%	\$ 0.540
Annuity	5.556%	\$ 1.000	5.556%	\$ 1.000	8.333%	\$ 1.500	11.111%	\$ 2.000
HRA	9.722%	\$ 1.750	9.722%	\$ 1.750	9.722%	\$ 1.750	9.722%	\$ 1.750
Employer paid FICA	8.284%	\$ 1.491	8.284%	\$ 1.491	8.284%	\$ 1.491	8.284%	\$ 1.491
DSP Percentage	15.500%	\$ 2.790	15.500%	\$ 2.790	15.500%	\$ 2.790	15.500%	\$ 2.790
DSP Hourly	13.889%	\$ 2.500	13.889%	\$ 2.500	13.889%	\$ 2.500	13.889%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.094	0.520%	\$ 0.094	0.520%	\$ 0.094	0.520%	\$ 0.094
Comp. & Dis. Supp.	1.985%	\$ 0.357	1.985%	\$ 0.357	1.985%	\$ 0.357	1.985%	\$ 0.357
Total Rate For Benefits	87.121%	\$ 15.682	87.121%	\$ 15.682	91.288%	\$ 16.432	95.455%	\$ 17.182
Total Cost Per Hour		\$ 33.682		\$ 33.682		\$ 34.432		\$ 35.182
Statutory EESISIP	6.505%	\$ 1.171	6.835%	\$ 1.230	6.835%	\$ 1.230	6.835%	\$ 1.230
		\$ 34.853		\$ 34.912		\$ 35.662		\$ 36.412

Joint Industry Board of the Electrical Industry

**1st Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/9/2025 (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	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00
Hourly Rate	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00
	<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%	\$ 0.027	0.150%	\$ 0.027	0.150%	\$ 0.027	0.150%	\$ 0.027
P H B P -- Pension Trust	8.380%	\$ 1.508	8.380%	\$ 1.508	8.380%	\$ 1.508	8.380%	\$ 1.508
P H B P -- Medical	12.540%	\$ 2.257	12.540%	\$ 2.257	12.540%	\$ 2.257	12.540%	\$ 2.257
P H B P -- Medical	5.556%	\$ 1.000	5.556%	\$ 1.000	6.944%	\$ 1.250	8.333%	\$ 1.500
Dental Plan	2.040%	\$ 0.367	2.040%	\$ 0.367	2.040%	\$ 0.367	2.040%	\$ 0.367
N . E . B . F .	3.000%	\$ 0.810	3.000%	\$ 0.810	3.000%	\$ 0.810	3.000%	\$ 0.810
Annuity	5.556%	\$ 1.000	5.556%	\$ 1.000	8.333%	\$ 1.500	11.111%	\$ 2.000
HRA	9.722%	\$ 1.750	9.722%	\$ 1.750	9.722%	\$ 1.750	9.722%	\$ 1.750
Employer paid FICA	8.284%	\$ 2.237	8.284%	\$ 2.237	8.284%	\$ 2.237	8.284%	\$ 2.237
DSP Percentage	15.500%	\$ 2.790	15.500%	\$ 2.790	15.500%	\$ 2.790	15.500%	\$ 2.790
DSP Hourly	13.889%	\$ 2.500	13.889%	\$ 2.500	13.889%	\$ 2.500	13.889%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.094	0.520%	\$ 0.094	0.520%	\$ 0.094	0.520%	\$ 0.094
Comp. & Dis. Supp.	1.985%	\$ 0.536	1.985%	\$ 0.536	1.985%	\$ 0.536	1.985%	\$ 0.536
Total Rate For Benefits	87.121%	\$ 16.876	87.121%	\$ 16.876	91.288%	\$ 17.626	95.455%	\$ 18.376
Total Cost Per Hour		\$ 43.876		\$ 43.876		\$ 44.626		\$ 45.376
Statutory EESISIP	6.505%	\$ 1.756	6.835%	\$ 1.845	6.835%	\$ 1.845	6.835%	\$ 1.845
		\$ 45.632		\$ 45.721		\$ 46.471		\$ 47.221

Joint Industry Board of the Electrical Industry

2nd Year 1st Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/9/2025 (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	\$ 19.50	19.50	\$ 19.50	19.50	\$ 19.50	19.50	\$ 19.50	19.50
	<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%	\$ 0.029	0.150%	\$ 0.029	0.150%	\$ 0.029	0.150%	\$ 0.029
P H B P -- Pension Trust	8.380%	\$ 1.634	8.380%	\$ 1.634	8.380%	\$ 1.634	8.380%	\$ 1.634
P H B P -- Medical	12.540%	\$ 2.445	12.540%	\$ 2.445	12.540%	\$ 2.445	12.540%	\$ 2.445
P H B P -- Medical	5.128%	\$ 1.000	5.128%	\$ 1.000	6.410%	\$ 1.250	7.692%	\$ 1.500
Dental Plan	2.040%	\$ 0.398	2.040%	\$ 0.398	2.040%	\$ 0.398	2.040%	\$ 0.398
N . E . B . F .	3.000%	\$ 0.585	3.000%	\$ 0.585	3.000%	\$ 0.585	3.000%	\$ 0.585
Annuity	5.128%	\$ 1.000	5.128%	\$ 1.000	7.692%	\$ 1.500	10.256%	\$ 2.000
HRA	8.974%	\$ 1.750	8.974%	\$ 1.750	8.974%	\$ 1.750	8.974%	\$ 1.750
Employer paid FICA	8.284%	\$ 1.615	8.284%	\$ 1.615	8.284%	\$ 1.615	8.284%	\$ 1.615
DSP Percentage	15.500%	\$ 3.023	15.500%	\$ 3.023	15.500%	\$ 3.023	15.500%	\$ 3.023
DSP Hourly	12.821%	\$ 2.500	12.821%	\$ 2.500	12.821%	\$ 2.500	12.821%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.101	0.520%	\$ 0.101	0.520%	\$ 0.101	0.520%	\$ 0.101
Comp. & Dis. Supp.	1.985%	\$ 0.387	1.985%	\$ 0.387	1.985%	\$ 0.387	1.985%	\$ 0.387
Total Rate For Benefits	84.450%	\$ 16.468	84.450%	\$ 16.468	88.296%	\$ 17.218	92.143%	\$ 17.968
Total Cost Per Hour		\$ 35.968		\$ 35.968		\$ 36.718		\$ 37.468
Statutory EESISIP	6.505%	\$ 1.268	6.835%	\$ 1.333	6.835%	\$ 1.333	6.835%	\$ 1.333
		\$ 37.236		\$ 37.301		\$ 38.051		\$ 38.801

Joint Industry Board of the Electrical Industry

3rd Year 1st Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/9/2025 (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	\$ 21.50	21.50	\$ 21.50	21.50	\$ 21.50	21.50	\$ 21.50	21.50
	<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%	\$ 0.032	0.150%	\$ 0.032	0.150%	\$ 0.032	0.150%	\$ 0.032
P H B P -- Pension Trust	8.380%	\$ 1.802	8.380%	\$ 1.802	8.380%	\$ 1.802	8.380%	\$ 1.802
P H B P -- Medical	12.540%	\$ 2.696	12.540%	\$ 2.696	12.540%	\$ 2.696	12.540%	\$ 2.696
P H B P -- Medical	4.651%	\$ 1.000	4.651%	\$ 1.000	5.814%	\$ 1.250	6.977%	\$ 1.500
Dental Plan	2.040%	\$ 0.439	2.040%	\$ 0.439	2.040%	\$ 0.439	2.040%	\$ 0.439
N . E . B . F .	3.000%	\$ 0.645	3.000%	\$ 0.645	3.000%	\$ 0.645	3.000%	\$ 0.645
Annuity	4.651%	\$ 1.000	4.651%	\$ 1.000	6.977%	\$ 1.500	9.302%	\$ 2.000
HRA	8.140%	\$ 1.750	8.140%	\$ 1.750	8.140%	\$ 1.750	8.140%	\$ 1.750
Employer paid FICA	8.284%	\$ 1.781	8.284%	\$ 1.781	8.284%	\$ 1.781	8.284%	\$ 1.781
DSP Percentage	15.500%	\$ 3.333	15.500%	\$ 3.333	15.500%	\$ 3.333	15.500%	\$ 3.333
DSP Hourly	11.628%	\$ 2.500	11.628%	\$ 2.500	11.628%	\$ 2.500	11.628%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.112	0.520%	\$ 0.112	0.520%	\$ 0.112	0.520%	\$ 0.112
Comp. & Dis. Supp.	1.985%	\$ 0.427	1.985%	\$ 0.427	1.985%	\$ 0.427	1.985%	\$ 0.427
Total Rate For Benefits	81.469%	\$ 17.516	81.469%	\$ 17.516	84.957%	\$ 18.266	88.446%	\$ 19.016
Total Cost Per Hour		\$ 39.016		\$ 39.016		\$ 39.766		\$ 40.516
Statutory EESISIP	6.505%	\$ 1.399	6.835%	\$ 1.470	6.835%	\$ 1.470	6.835%	\$ 1.470
		\$ 40.414		\$ 40.485		\$ 41.235		\$ 41.985

Joint Industry Board of the Electrical Industry

**3rd Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/9/2025 (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	\$ 32.25	\$ 32.25	\$ 32.25	\$ 32.25	\$ 32.25	\$ 32.25	\$ 32.25	\$ 32.25
Hourly Rate	\$ 21.50	\$ 21.50	\$ 21.50	\$ 21.50	\$ 21.50	\$ 21.50	\$ 21.50	\$ 21.50
	<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%	\$ 0.032	0.150%	\$ 0.032	0.150%	\$ 0.032	0.150%	\$ 0.032
P H B P -- Pension Trust	8.380%	\$ 1.802	8.380%	\$ 1.802	8.380%	\$ 1.802	8.380%	\$ 1.802
P H B P -- Medical	12.540%	\$ 2.696	12.540%	\$ 2.696	12.540%	\$ 2.696	12.540%	\$ 2.696
P H B P -- Medical	4.651%	\$ 1.000	4.651%	\$ 1.000	5.814%	\$ 1.250	6.977%	\$ 1.500
Dental Plan	2.040%	\$ 0.439	2.040%	\$ 0.439	2.040%	\$ 0.439	2.040%	\$ 0.439
N . E . B . F .	3.000%	\$ 0.968	3.000%	\$ 0.968	3.000%	\$ 0.968	3.000%	\$ 0.968
Annuity	4.651%	\$ 1.000	4.651%	\$ 1.000	6.977%	\$ 1.500	9.302%	\$ 2.000
HRA	8.140%	\$ 1.750	8.140%	\$ 1.750	8.140%	\$ 1.750	8.140%	\$ 1.750
Employer paid FICA	8.284%	\$ 2.672	8.284%	\$ 2.672	8.284%	\$ 2.672	8.284%	\$ 2.672
DSP Percentage	15.500%	\$ 3.333	15.500%	\$ 3.333	15.500%	\$ 3.333	15.500%	\$ 3.333
DSP Hourly	11.628%	\$ 2.500	11.628%	\$ 2.500	11.628%	\$ 2.500	11.628%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.112	0.520%	\$ 0.112	0.520%	\$ 0.112	0.520%	\$ 0.112
Comp. & Dis. Supp.	1.985%	\$ 0.640	1.985%	\$ 0.640	1.985%	\$ 0.640	1.985%	\$ 0.640
Total Rate For Benefits	81.469%	\$ 18.942	81.469%	\$ 18.942	84.957%	\$ 19.692	88.446%	\$ 20.442
Total Cost Per Hour		\$ 51.192		\$ 51.192		\$ 51.942		\$ 52.692
Statutory EESISIP	6.505%	\$ 2.098	6.835%	\$ 2.204	6.835%	\$ 2.204	6.835%	\$ 2.204
		\$ 53.290		\$ 53.396		\$ 54.146		\$ 54.896

Joint Industry Board of the Electrical Industry

**4th Year 1st Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/9/2025 (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	\$ 23.50	23.50	\$ 23.50	23.50	\$ 23.50	23.50	\$ 23.50	23.50
	<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%	\$ 0.035	0.150%	\$ 0.035	0.150%	\$ 0.035	0.150%	\$ 0.035
P H B P -- Pension Trust	8.380%	\$ 1.969	8.380%	\$ 1.969	8.380%	\$ 1.969	8.380%	\$ 1.969
P H B P -- Medical	12.540%	\$ 2.947	12.540%	\$ 2.947	12.540%	\$ 2.947	12.540%	\$ 2.947
P H B P -- Medical	4.255%	\$ 1.000	4.255%	\$ 1.000	5.319%	\$ 1.250	6.383%	\$ 1.500
Dental Plan	2.040%	\$ 0.479	2.040%	\$ 0.479	2.040%	\$ 0.479	2.040%	\$ 0.479
N . E . B . F .	3.000%	\$ 0.705	3.000%	\$ 0.705	3.000%	\$ 0.705	3.000%	\$ 0.705
Annuity	4.255%	\$ 1.000	4.255%	\$ 1.000	6.383%	\$ 1.500	8.511%	\$ 2.000
HRA	7.447%	\$ 1.750	7.447%	\$ 1.750	7.447%	\$ 1.750	7.447%	\$ 1.750
Employer paid FICA	8.284%	\$ 1.947	8.284%	\$ 1.947	8.284%	\$ 1.947	8.284%	\$ 1.947
DSP Percentage	15.500%	\$ 3.643	15.500%	\$ 3.643	15.500%	\$ 3.643	15.500%	\$ 3.643
DSP Hourly	10.638%	\$ 2.500	10.638%	\$ 2.500	10.638%	\$ 2.500	10.638%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.122	0.520%	\$ 0.122	0.520%	\$ 0.122	0.520%	\$ 0.122
Comp. & Dis. Supp.	1.985%	\$ 0.466	1.985%	\$ 0.466	1.985%	\$ 0.466	1.985%	\$ 0.466
Total Rate For Benefits	78.995%	\$ 18.564	78.995%	\$ 18.564	82.186%	\$ 19.314	85.378%	\$ 20.064
Total Cost Per Hour		\$ 42.064		\$ 42.064		\$ 42.814		\$ 43.564
Statutory EESISIP	6.505%	\$ 1.529	6.835%	\$ 1.606	6.835%	\$ 1.606	6.835%	\$ 1.606
		\$ 43.592		\$ 43.670		\$ 44.420		\$ 45.170

Joint Industry Board of the Electrical Industry

**4th Year 1st Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 4/13/2022 (at 4:01 p.m.) to 4/9/2025 (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	\$ 35.25	\$ 35.25	\$ 35.25	\$ 35.25	\$ 35.25	\$ 35.25	\$ 35.25	\$ 35.25
Hourly Rate	\$ 23.50	\$ 23.50	\$ 23.50	\$ 23.50	\$ 23.50	\$ 23.50	\$ 23.50	\$ 23.50
	<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%	\$ 0.035	0.150%	\$ 0.035	0.150%	\$ 0.035	0.150%	\$ 0.035
P H B P -- Pension Trust	8.380%	\$ 1.969	8.380%	\$ 1.969	8.380%	\$ 1.969	8.380%	\$ 1.969
P H B P -- Medical	12.540%	\$ 2.947	12.540%	\$ 2.947	12.540%	\$ 2.947	12.540%	\$ 2.947
P H B P -- Medical	4.255%	\$ 1.000	4.255%	\$ 1.000	5.319%	\$ 1.250	6.383%	\$ 1.500
Dental Plan	2.040%	\$ 0.479	2.040%	\$ 0.479	2.040%	\$ 0.479	2.040%	\$ 0.479
N . E . B . F .	3.000%	\$ 1.058	3.000%	\$ 1.058	3.000%	\$ 1.058	3.000%	\$ 1.058
Annuity	4.255%	\$ 1.000	4.255%	\$ 1.000	6.383%	\$ 1.500	8.511%	\$ 2.000
HRA	7.447%	\$ 1.750	7.447%	\$ 1.750	7.447%	\$ 1.750	7.447%	\$ 1.750
Employer paid FICA	8.284%	\$ 2.920	8.284%	\$ 2.920	8.284%	\$ 2.920	8.284%	\$ 2.920
DSP Percentage	15.500%	\$ 3.643	15.500%	\$ 3.643	15.500%	\$ 3.643	15.500%	\$ 3.643
DSP Hourly	10.638%	\$ 2.500	10.638%	\$ 2.500	10.638%	\$ 2.500	10.638%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.122	0.520%	\$ 0.122	0.520%	\$ 0.122	0.520%	\$ 0.122
Comp. & Dis. Supp.	1.985%	\$ 0.700	1.985%	\$ 0.700	1.985%	\$ 0.700	1.985%	\$ 0.700
Total Rate For Benefits	78.995%	\$ 20.123	78.995%	\$ 20.123	82.186%	\$ 20.873	85.378%	\$ 21.623
Total Cost Per Hour		\$ 55.373		\$ 55.373		\$ 56.123		\$ 56.873
Statutory EESISIP	6.505%	\$ 2.293	6.835%	\$ 2.409	6.835%	\$ 2.409	6.835%	\$ 2.409
		\$ 57.666		\$ 57.782		\$ 58.532		\$ 59.282

Joint Industry Board of the Electrical Industry

**1st Year 2nd Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
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	\$ 18.50	18.50	\$ 18.50	18.50	\$ 18.50	18.50	\$ 18.50	18.50
	<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%	\$ 0.028	0.150%	\$ 0.028	0.150%	\$ 0.028	0.150%	\$ 0.028
P H B P -- Pension Trust	8.380%	\$ 1.550	8.380%	\$ 1.550	8.380%	\$ 1.550	8.380%	\$ 1.550
P H B P -- Medical	12.540%	\$ 2.320	12.540%	\$ 2.320	12.540%	\$ 2.320	12.540%	\$ 2.320
P H B P -- Medical	5.405%	\$ 1.000	5.405%	\$ 1.000	6.757%	\$ 1.250	8.108%	\$ 1.500
Dental Plan	2.040%	\$ 0.377	2.040%	\$ 0.377	2.040%	\$ 0.377	2.040%	\$ 0.377
N . E . B . F .	3.000%	\$ 0.555	3.000%	\$ 0.555	3.000%	\$ 0.555	3.000%	\$ 0.555
Annuity	5.405%	\$ 1.000	5.405%	\$ 1.000	8.108%	\$ 1.500	10.811%	\$ 2.000
HRA	9.459%	\$ 1.750	9.459%	\$ 1.750	9.459%	\$ 1.750	9.459%	\$ 1.750
Employer paid FICA	8.284%	\$ 1.533	8.284%	\$ 1.533	8.284%	\$ 1.533	8.284%	\$ 1.533
DSP Percentage	15.500%	\$ 2.868	15.500%	\$ 2.868	15.500%	\$ 2.868	15.500%	\$ 2.868
DSP Hourly	13.514%	\$ 2.500	13.514%	\$ 2.500	13.514%	\$ 2.500	13.514%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.096	0.520%	\$ 0.096	0.520%	\$ 0.096	0.520%	\$ 0.096
Comp. & Dis. Supp.	1.985%	\$ 0.367	1.985%	\$ 0.367	1.985%	\$ 0.367	1.985%	\$ 0.367
Total Rate For Benefits	86.183%	\$ 15.944	86.183%	\$ 15.944	90.237%	\$ 16.694	94.291%	\$ 17.444
Total Cost Per Hour		\$ 34.444		\$ 34.444		\$ 35.194		\$ 35.944
Statutory EESISIP	6.505%	\$ 1.203	6.835%	\$ 1.264	6.835%	\$ 1.264	6.835%	\$ 1.264
		\$ 35.647		\$ 35.708		\$ 36.458		\$ 37.208

Joint Industry Board of the Electrical Industry

**1st Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
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	\$ 27.75	\$ 27.75	\$ 27.75	\$ 27.75	\$ 27.75	\$ 27.75	\$ 27.75	\$ 27.75
Hourly Rate	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50	\$ 18.50
	<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%	\$ 0.028	0.150%	\$ 0.028	0.150%	\$ 0.028	0.150%	\$ 0.028
P H B P -- Pension Trust	8.380%	\$ 1.550	8.380%	\$ 1.550	8.380%	\$ 1.550	8.380%	\$ 1.550
P H B P -- Medical	12.540%	\$ 2.320	12.540%	\$ 2.320	12.540%	\$ 2.320	12.540%	\$ 2.320
P H B P -- Medical	5.405%	\$ 1.000	5.405%	\$ 1.000	6.757%	\$ 1.250	8.108%	\$ 1.500
Dental Plan	2.040%	\$ 0.377	2.040%	\$ 0.377	2.040%	\$ 0.377	2.040%	\$ 0.377
N . E . B . F .	3.000%	\$ 0.833	3.000%	\$ 0.833	3.000%	\$ 0.833	3.000%	\$ 0.833
Annuity	5.405%	\$ 1.000	5.405%	\$ 1.000	8.108%	\$ 1.500	10.811%	\$ 2.000
HRA	9.459%	\$ 1.750	9.459%	\$ 1.750	9.459%	\$ 1.750	9.459%	\$ 1.750
Employer paid FICA	8.284%	\$ 2.299	8.284%	\$ 2.299	8.284%	\$ 2.299	8.284%	\$ 2.299
DSP Percentage	15.500%	\$ 2.868	15.500%	\$ 2.868	15.500%	\$ 2.868	15.500%	\$ 2.868
DSP Hourly	13.514%	\$ 2.500	13.514%	\$ 2.500	13.514%	\$ 2.500	13.514%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.096	0.520%	\$ 0.096	0.520%	\$ 0.096	0.520%	\$ 0.096
Comp. & Dis. Supp.	1.985%	\$ 0.551	1.985%	\$ 0.551	1.985%	\$ 0.551	1.985%	\$ 0.551
Total Rate For Benefits	86.183%	\$ 17.171	86.183%	\$ 17.171	90.237%	\$ 17.921	94.291%	\$ 18.671
Total Cost Per Hour		\$ 44.921		\$ 44.921		\$ 45.671		\$ 46.421
Statutory EESISIP	6.505%	\$ 1.805	6.835%	\$ 1.897	6.835%	\$ 1.897	6.835%	\$ 1.897
		\$ 46.726		\$ 46.818		\$ 47.568		\$ 48.318

Joint Industry Board of the Electrical Industry

**2nd Year 2nd Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
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	\$ 20.50	20.50	\$ 20.50	20.50	\$ 20.50	20.50	\$ 20.50	20.50
	<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%	\$ 0.031	0.150%	\$ 0.031	0.150%	\$ 0.031	0.150%	\$ 0.031
P H B P -- Pension Trust	8.380%	\$ 1.718	8.380%	\$ 1.718	8.380%	\$ 1.718	8.380%	\$ 1.718
P H B P -- Medical	12.540%	\$ 2.571	12.540%	\$ 2.571	12.540%	\$ 2.571	12.540%	\$ 2.571
P H B P -- Medical	4.878%	\$ 1.000	4.878%	\$ 1.000	6.098%	\$ 1.250	7.317%	\$ 1.500
Dental Plan	2.040%	\$ 0.418	2.040%	\$ 0.418	2.040%	\$ 0.418	2.040%	\$ 0.418
N . E . B . F .	3.000%	\$ 0.615	3.000%	\$ 0.615	3.000%	\$ 0.615	3.000%	\$ 0.615
Annuity	4.878%	\$ 1.000	4.878%	\$ 1.000	7.317%	\$ 1.500	9.756%	\$ 2.000
HRA	8.537%	\$ 1.750	8.537%	\$ 1.750	8.537%	\$ 1.750	8.537%	\$ 1.750
Employer paid FICA	8.284%	\$ 1.698	8.284%	\$ 1.698	8.284%	\$ 1.698	8.284%	\$ 1.698
DSP Percentage	15.500%	\$ 3.178	15.500%	\$ 3.178	15.500%	\$ 3.178	15.500%	\$ 3.178
DSP Hourly	12.195%	\$ 2.500	12.195%	\$ 2.500	12.195%	\$ 2.500	12.195%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.107	0.520%	\$ 0.107	0.520%	\$ 0.107	0.520%	\$ 0.107
Comp. & Dis. Supp.	1.985%	\$ 0.407	1.985%	\$ 0.407	1.985%	\$ 0.407	1.985%	\$ 0.407
Total Rate For Benefits	82.887%	\$ 16.992	82.887%	\$ 16.992	86.545%	\$ 17.742	90.204%	\$ 18.492
Total Cost Per Hour		\$ 37.492		\$ 37.492		\$ 38.242		\$ 38.992
Statutory EESISIP	6.505%	\$ 1.334	6.835%	\$ 1.401	6.835%	\$ 1.401	6.835%	\$ 1.401
		\$ 38.825		\$ 38.893		\$ 39.643		\$ 40.393

Joint Industry Board of the Electrical Industry

2nd Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
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	\$ 30.75	\$ 30.75	\$ 30.75	\$ 30.75	\$ 30.75	\$ 30.75	\$ 30.75	\$ 30.75
Hourly Rate	\$ 20.50	\$ 20.50	\$ 20.50	\$ 20.50	\$ 20.50	\$ 20.50	\$ 20.50	\$ 20.50
	<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%	\$ 0.031	0.150%	\$ 0.031	0.150%	\$ 0.031	0.150%	\$ 0.031
P H B P -- Pension Trust	8.380%	\$ 1.718	8.380%	\$ 1.718	8.380%	\$ 1.718	8.380%	\$ 1.718
P H B P -- Medical	12.540%	\$ 2.571	12.540%	\$ 2.571	12.540%	\$ 2.571	12.540%	\$ 2.571
P H B P -- Medical	4.878%	\$ 1.000	4.878%	\$ 1.000	6.098%	\$ 1.250	7.317%	\$ 1.500
Dental Plan	2.040%	\$ 0.418	2.040%	\$ 0.418	2.040%	\$ 0.418	2.040%	\$ 0.418
N . E . B . F .	3.000%	\$ 0.923	3.000%	\$ 0.923	3.000%	\$ 0.923	3.000%	\$ 0.923
Annuity	4.878%	\$ 1.000	4.878%	\$ 1.000	7.317%	\$ 1.500	9.756%	\$ 2.000
HRA	8.537%	\$ 1.750	8.537%	\$ 1.750	8.537%	\$ 1.750	8.537%	\$ 1.750
Employer paid FICA	8.284%	\$ 2.547	8.284%	\$ 2.547	8.284%	\$ 2.547	8.284%	\$ 2.547
DSP Percentage	15.500%	\$ 3.178	15.500%	\$ 3.178	15.500%	\$ 3.178	15.500%	\$ 3.178
DSP Hourly	12.195%	\$ 2.500	12.195%	\$ 2.500	12.195%	\$ 2.500	12.195%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.107	0.520%	\$ 0.107	0.520%	\$ 0.107	0.520%	\$ 0.107
Comp. & Dis. Supp.	1.985%	\$ 0.610	1.985%	\$ 0.610	1.985%	\$ 0.610	1.985%	\$ 0.610
Total Rate For Benefits	82.887%	\$ 18.352	82.887%	\$ 18.352	86.545%	\$ 19.102	90.204%	\$ 19.852
Total Cost Per Hour		\$ 49.102		\$ 49.102		\$ 49.852		\$ 50.602
Statutory EESISIP	6.505%	\$ 2.000	6.835%	\$ 2.102	6.835%	\$ 2.102	6.835%	\$ 2.102
		\$ 51.102		\$ 51.204		\$ 51.954		\$ 52.704

Joint Industry Board of the Electrical Industry

**3rd Year 2nd Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
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	\$ 22.50	22.50	\$ 22.50	22.50	\$ 22.50	22.50	\$ 22.50	22.50
	<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%	\$ 0.034	0.150%	\$ 0.034	0.150%	\$ 0.034	0.150%	\$ 0.034
P H B P -- Pension Trust	8.380%	\$ 1.886	8.380%	\$ 1.886	8.380%	\$ 1.886	8.380%	\$ 1.886
P H B P -- Medical	12.540%	\$ 2.822	12.540%	\$ 2.822	12.540%	\$ 2.822	12.540%	\$ 2.822
P H B P -- Medical	4.444%	\$ 1.000	4.444%	\$ 1.000	5.556%	\$ 1.250	6.667%	\$ 1.500
Dental Plan	2.040%	\$ 0.459	2.040%	\$ 0.459	2.040%	\$ 0.459	2.040%	\$ 0.459
N . E . B . F .	3.000%	\$ 0.675	3.000%	\$ 0.675	3.000%	\$ 0.675	3.000%	\$ 0.675
Annuity	4.444%	\$ 1.000	4.444%	\$ 1.000	6.667%	\$ 1.500	8.889%	\$ 2.000
HRA	7.778%	\$ 1.750	7.778%	\$ 1.750	7.778%	\$ 1.750	7.778%	\$ 1.750
Employer paid FICA	8.284%	\$ 1.864	8.284%	\$ 1.864	8.284%	\$ 1.864	8.284%	\$ 1.864
DSP Percentage	15.500%	\$ 3.488	15.500%	\$ 3.488	15.500%	\$ 3.488	15.500%	\$ 3.488
DSP Hourly	11.111%	\$ 2.500	11.111%	\$ 2.500	11.111%	\$ 2.500	11.111%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.117	0.520%	\$ 0.117	0.520%	\$ 0.117	0.520%	\$ 0.117
Comp. & Dis. Supp.	1.985%	\$ 0.447	1.985%	\$ 0.447	1.985%	\$ 0.447	1.985%	\$ 0.447
Total Rate For Benefits	80.177%	\$ 18.040	80.177%	\$ 18.040	83.510%	\$ 18.790	86.843%	\$ 19.540
Total Cost Per Hour		\$ 40.540		\$ 40.540		\$ 41.290		\$ 42.040
Statutory EESISIP	6.505%	\$ 1.464	6.835%	\$ 1.538	6.835%	\$ 1.538	6.835%	\$ 1.538
		\$ 42.003		\$ 42.078		\$ 42.828		\$ 43.578

Joint Industry Board of the Electrical Industry

**3rd Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
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	\$ 33.75	\$ 33.75	\$ 33.75	\$ 33.75	\$ 33.75	\$ 33.75	\$ 33.75	\$ 33.75
Hourly Rate	\$ 22.50	\$ 22.50	\$ 22.50	\$ 22.50	\$ 22.50	\$ 22.50	\$ 22.50	\$ 22.50
	<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%	\$ 0.034	0.150%	\$ 0.034	0.150%	\$ 0.034	0.150%	\$ 0.034
P H B P -- Pension Trust	8.380%	\$ 1.886	8.380%	\$ 1.886	8.380%	\$ 1.886	8.380%	\$ 1.886
P H B P -- Medical	12.540%	\$ 2.822	12.540%	\$ 2.822	12.540%	\$ 2.822	12.540%	\$ 2.822
P H B P -- Medical	4.444%	\$ 1.000	4.444%	\$ 1.000	5.556%	\$ 1.250	6.667%	\$ 1.500
Dental Plan	2.040%	\$ 0.459	2.040%	\$ 0.459	2.040%	\$ 0.459	2.040%	\$ 0.459
N . E . B . F .	3.000%	\$ 1.013	3.000%	\$ 1.013	3.000%	\$ 1.013	3.000%	\$ 1.013
Annuity	4.444%	\$ 1.000	4.444%	\$ 1.000	6.667%	\$ 1.500	8.889%	\$ 2.000
HRA	7.778%	\$ 1.750	7.778%	\$ 1.750	7.778%	\$ 1.750	7.778%	\$ 1.750
Employer paid FICA	8.284%	\$ 2.796	8.284%	\$ 2.796	8.284%	\$ 2.796	8.284%	\$ 2.796
DSP Percentage	15.500%	\$ 3.488	15.500%	\$ 3.488	15.500%	\$ 3.488	15.500%	\$ 3.488
DSP Hourly	11.111%	\$ 2.500	11.111%	\$ 2.500	11.111%	\$ 2.500	11.111%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.117	0.520%	\$ 0.117	0.520%	\$ 0.117	0.520%	\$ 0.117
Comp. & Dis. Supp.	1.985%	\$ 0.670	1.985%	\$ 0.670	1.985%	\$ 0.670	1.985%	\$ 0.670
Total Rate For Benefits	80.177%	\$ 19.533	80.177%	\$ 19.533	83.510%	\$ 20.283	86.843%	\$ 21.033
Total Cost Per Hour		\$ 53.283		\$ 53.283		\$ 54.033		\$ 54.783
Statutory EESISIP	6.505%	\$ 2.195	6.835%	\$ 2.307	6.835%	\$ 2.307	6.835%	\$ 2.307
		\$ 55.478		\$ 55.589		\$ 56.339		\$ 57.089

Joint Industry Board of the Electrical Industry

**4th Year 2nd Half Apprentice Wage and Benefits for those accepted into Program After 5/10/07
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	\$ 25.50	25.50	\$ 25.50	25.50	\$ 25.50	25.50	\$ 25.50	25.50
	<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%	\$ 0.038	0.150%	\$ 0.038	0.150%	\$ 0.038	0.150%	\$ 0.038
P H B P -- Pension Trust	8.380%	\$ 2.137	8.380%	\$ 2.137	8.380%	\$ 2.137	8.380%	\$ 2.137
P H B P -- Medical	12.540%	\$ 3.198	12.540%	\$ 3.198	12.540%	\$ 3.198	12.540%	\$ 3.198
P H B P -- Medical	3.922%	\$ 1.000	3.922%	\$ 1.000	4.902%	\$ 1.250	5.882%	\$ 1.500
Dental Plan	2.040%	\$ 0.520	2.040%	\$ 0.520	2.040%	\$ 0.520	2.040%	\$ 0.520
N . E . B . F .	3.000%	\$ 0.765	3.000%	\$ 0.765	3.000%	\$ 0.765	3.000%	\$ 0.765
Annuity	3.922%	\$ 1.000	3.922%	\$ 1.000	5.882%	\$ 1.500	7.843%	\$ 2.000
HRA	6.863%	\$ 1.750	6.863%	\$ 1.750	6.863%	\$ 1.750	6.863%	\$ 1.750
Employer paid FICA	8.284%	\$ 2.112	8.284%	\$ 2.112	8.284%	\$ 2.112	8.284%	\$ 2.112
DSP Percentage	15.500%	\$ 3.953	15.500%	\$ 3.953	15.500%	\$ 3.953	15.500%	\$ 3.953
DSP Hourly	9.804%	\$ 2.500	9.804%	\$ 2.500	9.804%	\$ 2.500	9.804%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.133	0.520%	\$ 0.133	0.520%	\$ 0.133	0.520%	\$ 0.133
Comp. & Dis. Supp.	1.985%	\$ 0.506	1.985%	\$ 0.506	1.985%	\$ 0.506	1.985%	\$ 0.506
Total Rate For Benefits	76.909%	\$ 19.612	76.909%	\$ 19.612	79.850%	\$ 20.362	82.791%	\$ 21.112
Total Cost Per Hour		\$ 45.112		\$ 45.112		\$ 45.862		\$ 46.612
Statutory EESISIP	6.505%	\$ 1.659	6.835%	\$ 1.743	6.835%	\$ 1.743	6.835%	\$ 1.743
		\$ 46.771		\$ 46.855		\$ 47.605		\$ 48.355

Joint Industry Board of the Electrical Industry

**4th Year 2nd Half Apprentice Wage and Benefits OT for those accepted into Program After 5/10/07
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	\$ 38.25	\$ 38.25	\$ 38.25	\$ 38.25	\$ 38.25	\$ 38.25	\$ 38.25	\$ 38.25
Hourly Rate	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50
	<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%	\$ 0.038	0.150%	\$ 0.038	0.150%	\$ 0.038	0.150%	\$ 0.038
P H B P -- Pension Trust	8.380%	\$ 2.137	8.380%	\$ 2.137	8.380%	\$ 2.137	8.380%	\$ 2.137
P H B P -- Medical	12.540%	\$ 3.198	12.540%	\$ 3.198	12.540%	\$ 3.198	12.540%	\$ 3.198
P H B P -- Medical	3.922%	\$ 1.000	3.922%	\$ 1.000	4.902%	\$ 1.250	5.882%	\$ 1.500
Dental Plan	2.040%	\$ 0.520	2.040%	\$ 0.520	2.040%	\$ 0.520	2.040%	\$ 0.520
N . E . B . F .	3.000%	\$ 1.148	3.000%	\$ 1.148	3.000%	\$ 1.148	3.000%	\$ 1.148
Annuity	3.922%	\$ 1.000	3.922%	\$ 1.000	5.882%	\$ 1.500	7.843%	\$ 2.000
HRA	6.863%	\$ 1.750	6.863%	\$ 1.750	6.863%	\$ 1.750	6.863%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.169	8.284%	\$ 3.169	8.284%	\$ 3.169	8.284%	\$ 3.169
DSP Percentage	15.500%	\$ 3.953	15.500%	\$ 3.953	15.500%	\$ 3.953	15.500%	\$ 3.953
DSP Hourly	9.804%	\$ 2.500	9.804%	\$ 2.500	9.804%	\$ 2.500	9.804%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.133	0.520%	\$ 0.133	0.520%	\$ 0.133	0.520%	\$ 0.133
Comp. & Dis. Supp.	1.985%	\$ 0.759	1.985%	\$ 0.759	1.985%	\$ 0.759	1.985%	\$ 0.759
Total Rate For Benefits	76.909%	\$ 21.304	76.909%	\$ 21.304	79.850%	\$ 22.054	82.791%	\$ 22.804
Total Cost Per Hour		\$ 59.554		\$ 59.554		\$ 60.304		\$ 61.054
Statutory EESISIP	6.505%	\$ 2.488	6.835%	\$ 2.614	6.835%	\$ 2.614	6.835%	\$ 2.614
		\$ 62.042		\$ 62.168		\$ 62.918		\$ 63.668