

Joint Industry Board of the Electrical Industry

JOURNEYPerson LINEMEN, 'A' ELECTRICIAN, SPLICER AND EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE  
**Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 59.00	\$ 59.00	\$ 59.00	\$ 59.00	\$ 61.00	\$ 61.00	\$ 62.00	\$ 62.00
	<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>
JIB	0.250%	\$ 0.148	0.250%	\$ 0.148	0.250%	\$ 0.153	0.250%	\$ 0.155
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.092	0.150%	\$ 0.093
P H B P -- Pension Trust	13.390%	\$ 7.900	13.390%	\$ 7.900	13.390%	\$ 8.168	13.390%	\$ 8.302
P H B P -- Medical	26.060%	\$ 15.375	26.060%	\$ 15.375	26.060%	\$ 15.897	26.060%	\$ 16.157
P H B P -- Medical	8.898%	\$ 5.250	8.898%	\$ 5.250	9.836%	\$ 6.000	9.677%	\$ 6.000
Dental Plan	3.140%	\$ 1.853	3.140%	\$ 1.853	3.140%	\$ 1.915	3.140%	\$ 1.947
N.E.B.F.	3.000%	\$ 1.770	3.000%	\$ 1.770	3.000%	\$ 1.830	3.000%	\$ 1.860
Annuity	9.322%	\$ 5.500	9.322%	\$ 5.500	9.016%	\$ 5.500	11.290%	\$ 7.000
HRA	11.017%	\$ 6.500	11.017%	\$ 6.500	10.656%	\$ 6.500	10.484%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.514	7.650%	\$ 4.514	7.650%	\$ 4.667	7.650%	\$ 4.743
DSP Percentage	16.500%	\$ 9.735	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.230
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.985	1.670%	\$ 0.985	1.670%	\$ 1.019	1.670%	\$ 1.035
Educational & Cultural (Safety and Training)	2.000%	\$ 1.180	2.000%	\$ 1.180	2.500%	\$ 1.525	3.000%	\$ 1.860
Tools and Clothing	0.500%	\$ 0.295	0.500%	\$ 0.295	0.500%	\$ 0.305	0.500%	\$ 0.310
Comp. & Dis. Supp.	1.985%	\$ 1.171	1.985%	\$ 1.171	1.985%	\$ 1.211	1.985%	\$ 1.231
N.E.L.C.A.F	0.750%	\$ 0.443	0.750%	\$ 0.443	0.750%	\$ 0.458	0.750%	\$ 0.465
NEAT Trust Fund	1.000%	\$ 0.590	1.000%	\$ 0.590	1.000%	\$ 0.610	1.000%	\$ 0.620
National Electrical Industry Fund	1.000%	\$ 0.590	1.000%	\$ 0.590	1.000%	\$ 0.610	1.000%	\$ 0.620
<b>Total Rate For Benefits</b>	<b>108.132%</b>	<b>\$ 63.798</b>	<b>108.132%</b>	<b>\$ 63.798</b>	<b>109.053%</b>	<b>\$ 66.522</b>	<b>111.497%</b>	<b>\$ 69.128</b>
<b>Total Cost Per Hour</b>		<b>\$ 122.798</b>		<b>\$ 122.798</b>		<b>\$ 127.522</b>		<b>\$ 131.128</b>
Statutory EESISIP	6.625%	\$ 3.909	6.955%	\$ 4.103	6.955%	\$ 4.243	6.955%	\$ 4.312
		<b>\$ 126.707</b>		<b>\$ 126.902</b>		<b>\$ 131.765</b>		<b>\$ 135.440</b>



Joint Industry Board of the Electrical Industry

**MATERIAL PERSON OUTSIDE UTILITY PACKAGE**

**Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 51.33	51.33	\$ 51.33	51.33	\$ 53.07	53.07	\$ 53.94	53.94
	<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>
JIB	0.250%	\$ 0.128	0.250%	\$ 0.128	0.250%	\$ 0.133	0.250%	\$ 0.135
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.080	0.150%	\$ 0.081
P H B P -- Pension Trust	13.390%	\$ 6.873	13.390%	\$ 6.873	13.390%	\$ 7.106	13.390%	\$ 7.223
P H B P -- Medical	26.060%	\$ 13.377	26.060%	\$ 13.377	26.060%	\$ 13.830	26.060%	\$ 14.057
P H B P -- Medical	10.228%	\$ 5.250	10.228%	\$ 5.250	11.306%	\$ 6.000	11.123%	\$ 6.000
Dental Plan	3.140%	\$ 1.612	3.140%	\$ 1.612	3.140%	\$ 1.666	3.140%	\$ 1.694
N.E.B.F.	3.000%	\$ 1.540	3.000%	\$ 1.540	3.000%	\$ 1.592	3.000%	\$ 1.618
Annuity	10.715%	\$ 5.500	10.715%	\$ 5.500	10.364%	\$ 5.500	12.977%	\$ 7.000
HRA	12.863%	\$ 6.500	12.863%	\$ 6.500	12.248%	\$ 6.500	12.050%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 3.927	7.650%	\$ 3.927	7.650%	\$ 4.060	7.650%	\$ 4.126
DSP Percentage	16.500%	\$ 8.469	16.500%	\$ 8.469	16.500%	\$ 8.757	16.500%	\$ 8.900
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.857	1.670%	\$ 0.857	1.670%	\$ 0.886	1.670%	\$ 0.901
Educational & Cultural (Safety and Training)	2.000%	\$ 1.027	2.000%	\$ 1.027	2.500%	\$ 1.327	3.000%	\$ 1.618
Tools and Clothing	0.500%	\$ 0.257	0.500%	\$ 0.257	0.500%	\$ 0.265	0.500%	\$ 0.270
Comp. & Dis. Supp.	1.985%	\$ 1.019	1.985%	\$ 1.019	1.985%	\$ 1.053	1.985%	\$ 1.071
N.E.L.C.A.F	0.750%	\$ 0.385	0.750%	\$ 0.385	0.750%	\$ 0.398	0.750%	\$ 0.405
NEAT Trust Fund	1.000%	\$ 0.513	1.000%	\$ 0.513	1.000%	\$ 0.531	1.000%	\$ 0.539
National Electrical Industry Fund	1.000%	\$ 0.513	1.000%	\$ 0.513	1.000%	\$ 0.531	1.000%	\$ 0.539
<b>Total Rate For Benefits</b>	<b>112.501%</b>	<b>\$ 57.747</b>	<b>112.501%</b>	<b>\$ 57.747</b>	<b>113.462%</b>	<b>\$ 60.215</b>	<b>116.196%</b>	<b>\$ 62.676</b>
<b>Total Cost Per Hour</b>		<b>\$ 109.077</b>		<b>\$ 109.077</b>		<b>\$ 113.285</b>		<b>\$ 116.616</b>
Statutory EESISIP	6.625%	\$ 3.401	6.955%	\$ 3.570	6.955%	\$ 3.691	6.955%	\$ 3.752
		<b>\$ 112.477</b>		<b>\$ 112.647</b>		<b>\$ 116.976</b>		<b>\$ 120.368</b>



Joint Industry Board of the Electrical Industry

**EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE**

**Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 47.20	47.20	\$ 47.20	47.20	\$ 48.80	48.80	\$ 49.60	49.60
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.118	0.250%	\$ 0.118	0.250%	\$ 0.122	0.250%	\$ 0.124
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.073	0.150%	\$ 0.074
P H B P -- Pension Trust	13.390%	\$ 6.320	13.390%	\$ 6.320	13.390%	\$ 6.534	13.390%	\$ 6.641
P H B P -- Medical	26.060%	\$ 12.300	26.060%	\$ 12.300	26.060%	\$ 12.717	26.060%	\$ 12.926
P H B P -- Medical	11.123%	\$ 5.250	11.123%	\$ 5.250	12.295%	\$ 6.000	12.097%	\$ 6.000
Dental Plan	3.140%	\$ 1.482	3.140%	\$ 1.482	3.140%	\$ 1.532	3.140%	\$ 1.557
N.E.B.F.	3.000%	\$ 1.416	3.000%	\$ 1.416	3.000%	\$ 1.464	3.000%	\$ 1.488
Annuity	11.653%	\$ 5.500	11.653%	\$ 5.500	11.270%	\$ 5.500	14.113%	\$ 7.000
HRA	13.771%	\$ 6.500	13.771%	\$ 6.500	13.320%	\$ 6.500	13.105%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 3.611	7.650%	\$ 3.611	7.650%	\$ 3.733	7.650%	\$ 3.794
DSP Percentage	16.500%	\$ 7.788	16.500%	\$ 7.788	16.500%	\$ 8.052	16.500%	\$ 8.184
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.788	1.670%	\$ 0.788	1.670%	\$ 0.815	1.670%	\$ 0.828
Educational & Cultural (Safety and Training)	2.000%	\$ 0.944	2.000%	\$ 0.944	2.500%	\$ 1.220	3.000%	\$ 1.488
Tools and Clothing	0.500%	\$ 0.236	0.500%	\$ 0.236	0.500%	\$ 0.244	0.500%	\$ 0.248
Comp. & Dis. Supp.	1.985%	\$ 0.937	1.985%	\$ 0.937	1.985%	\$ 0.969	1.985%	\$ 0.985
N.E.L.C.A.F	0.750%	\$ 0.354	0.750%	\$ 0.354	0.750%	\$ 0.366	0.750%	\$ 0.372
NEAT Trust Fund	1.000%	\$ 0.472	1.000%	\$ 0.472	1.000%	\$ 0.488	1.000%	\$ 0.496
National Electrical Industry Fund	1.000%	\$ 0.472	1.000%	\$ 0.472	1.000%	\$ 0.488	1.000%	\$ 0.496
<b>Total Rate For Benefits</b>	<b>115.442%</b>	<b>\$ 54.488</b>	<b>115.442%</b>	<b>\$ 54.488</b>	<b>116.430%</b>	<b>\$ 56.818</b>	<b>119.360%</b>	<b>\$ 59.202</b>
<b>Total Cost Per Hour</b>		<b>\$ 101.688</b>		<b>\$ 101.688</b>		<b>\$ 105.618</b>		<b>\$ 108.802</b>
Statutory EESISIP	6.625%	\$ 3.127	6.955%	\$ 3.283	6.955%	\$ 3.394	6.955%	\$ 3.450
		<b>\$ 104.815</b>		<b>\$ 104.971</b>		<b>\$ 109.012</b>		<b>\$ 112.252</b>

Joint Industry Board of the Electrical Industry

EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
<b>OT Rate</b>	\$ 70.80	\$ 70.80	\$ 70.80	\$ 70.80	\$ 73.20	\$ 73.20	\$ 74.40	\$ 74.40
<b>Hourly Rate</b>	\$ 47.20	\$ 47.20	\$ 47.20	\$ 47.20	\$ 48.80	\$ 48.80	\$ 49.60	\$ 49.60
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
<b>JIB</b>	0.250%	\$ 0.118	0.250%	\$ 0.118	0.250%	\$ 0.122	0.250%	\$ 0.124
<b>Legal Services Plan</b>	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.073	0.150%	\$ 0.074
<b>P H B P -- Pension Trust</b>	13.390%	\$ 6.320	13.390%	\$ 6.320	13.390%	\$ 6.534	13.390%	\$ 6.641
<b>P H B P -- Medical</b>	26.060%	\$ 12.300	26.060%	\$ 12.300	26.060%	\$ 12.717	26.060%	\$ 12.926
<b>P H B P -- Medical</b>	11.123%	\$ 5.250	11.123%	\$ 5.250	12.295%	\$ 6.000	12.097%	\$ 6.000
<b>Dental Plan</b>	3.140%	\$ 1.482	3.140%	\$ 1.482	3.140%	\$ 1.532	3.140%	\$ 1.557
<b>N . E . B . F .</b>	3.000%	\$ 2.124	3.000%	\$ 2.124	3.000%	\$ 2.196	3.000%	\$ 2.232
<b>Annuity</b>	11.653%	\$ 5.500	11.653%	\$ 5.500	11.270%	\$ 5.500	14.113%	\$ 7.000
<b>HRA</b>	13.771%	\$ 6.500	13.771%	\$ 6.500	13.320%	\$ 6.500	13.105%	\$ 6.500
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 5.416	7.650%	\$ 5.416	7.650%	\$ 5.600	7.650%	\$ 5.692
<b>DSP Percentage</b>	16.500%	\$ 7.788	16.500%	\$ 7.788	16.500%	\$ 8.052	16.500%	\$ 8.184
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.670%	\$ 0.788	1.670%	\$ 0.788	1.670%	\$ 0.815	1.670%	\$ 0.828
<b>Educational &amp; Cultural (Safety and Training)</b>	2.000%	\$ 1.416	2.000%	\$ 1.416	2.500%	\$ 1.830	3.000%	\$ 2.232
<b>Tools and Clothing</b>	0.500%	\$ 0.354	0.500%	\$ 0.354	0.500%	\$ 0.366	0.500%	\$ 0.372
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 1.405	1.985%	\$ 1.405	1.985%	\$ 1.453	1.985%	\$ 1.477
<b>N.E.L.C.A.F</b>	0.750%	\$ 0.531	0.750%	\$ 0.531	0.750%	\$ 0.549	0.750%	\$ 0.558
<b>NEAT Trust Fund</b>	1.000%	\$ 0.708	1.000%	\$ 0.708	1.000%	\$ 0.732	1.000%	\$ 0.744
<b>National Electrical Industry Fund</b>	1.000%	\$ 0.708	1.000%	\$ 0.708	1.000%	\$ 0.732	1.000%	\$ 0.744
<b>Total Rate For Benefits</b>	<b>115.442%</b>	<b>\$ 58.709</b>	<b>115.442%</b>	<b>\$ 58.709</b>	<b>116.430%</b>	<b>\$ 61.304</b>	<b>119.360%</b>	<b>\$ 63.886</b>
<b>Total Cost Per Hour</b>		<b>\$ 129.509</b>		<b>\$ 129.509</b>		<b>\$ 134.504</b>		<b>\$ 138.286</b>
<b>Statutory EESISIP</b>	6.625%	\$ 4.691	6.955%	\$ 4.924	6.955%	\$ 5.091	6.955%	\$ 5.175
		<b>\$ 134.200</b>		<b>\$ 134.433</b>		<b>\$ 139.595</b>		<b>\$ 143.460</b>

Joint Industry Board of the Electrical Industry

**GROUNDPERSON OUTSIDE UTILITY PACKAGE**

**Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 35.40	\$ 35.40	\$ 35.40	\$ 35.40	\$ 36.60	\$ 36.60	\$ 37.20	\$ 37.20
	<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>
JIB	0.250%	\$ 0.089	0.250%	\$ 0.089	0.250%	\$ 0.092	0.250%	\$ 0.093
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.055	0.150%	\$ 0.056
P H B P -- Pension Trust	13.390%	\$ 4.740	13.390%	\$ 4.740	13.390%	\$ 4.901	13.390%	\$ 4.981
P H B P -- Medical	26.060%	\$ 9.225	26.060%	\$ 9.225	26.060%	\$ 9.538	26.060%	\$ 9.694
P H B P -- Medical	14.831%	\$ 5.250	14.831%	\$ 5.250	16.393%	\$ 6.000	16.129%	\$ 6.000
Dental Plan	3.140%	\$ 1.112	3.140%	\$ 1.112	3.140%	\$ 1.149	3.140%	\$ 1.188
N.E.B.F.	3.000%	\$ 1.062	3.000%	\$ 1.062	3.000%	\$ 1.098	3.000%	\$ 1.116
Annuity	15.537%	\$ 5.500	15.537%	\$ 5.500	15.027%	\$ 5.500	18.817%	\$ 7.000
HRA	18.362%	\$ 6.500	18.362%	\$ 6.500	17.760%	\$ 6.500	17.473%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 2.708	7.650%	\$ 2.708	7.650%	\$ 2.800	7.650%	\$ 2.846
DSP Percentage	16.500%	\$ 5.841	16.500%	\$ 5.841	16.500%	\$ 6.039	16.500%	\$ 6.138
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.591	1.670%	\$ 0.591	1.670%	\$ 0.611	1.670%	\$ 0.621
Educational & Cultural (Safety and Training)	2.000%	\$ 0.708	2.000%	\$ 0.708	2.500%	\$ 0.915	3.000%	\$ 1.116
Tools and Clothing	0.500%	\$ 0.177	0.500%	\$ 0.177	0.500%	\$ 0.183	0.500%	\$ 0.186
Comp. & Dis. Supp.	1.985%	\$ 0.703	1.985%	\$ 0.703	1.985%	\$ 0.727	1.985%	\$ 0.738
N.E.L.C.A.F	0.750%	\$ 0.266	0.750%	\$ 0.266	0.750%	\$ 0.275	0.750%	\$ 0.279
NEAT Trust Fund	1.000%	\$ 0.354	1.000%	\$ 0.354	1.000%	\$ 0.366	1.000%	\$ 0.372
National Electrical Industry Fund	1.000%	\$ 0.354	1.000%	\$ 0.354	1.000%	\$ 0.366	1.000%	\$ 0.372
<b>Total Rate For Benefits</b>	<b>127.624%</b>	<b>\$ 45.179</b>	<b>127.624%</b>	<b>\$ 45.179</b>	<b>128.725%</b>	<b>\$ 47.113</b>	<b>132.464%</b>	<b>\$ 49.277</b>
<b>Total Cost Per Hour</b>		<b>\$ 80.579</b>		<b>\$ 80.579</b>		<b>\$ 83.713</b>		<b>\$ 86.477</b>
Statutory EESISIP	6.625%	\$ 2.345	6.955%	\$ 2.462	6.955%	\$ 2.546	6.955%	\$ 2.587
		<b>\$ 82.924</b>		<b>\$ 83.041</b>		<b>\$ 86.259</b>		<b>\$ 89.064</b>

Joint Industry Board of the Electrical Industry

GROUNDPERSON OUTSIDE UTILITY PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
<b>OT Rate</b>	\$ 53.10	\$ 53.10	\$ 53.10	\$ 53.10	\$ 54.90	\$ 54.90	\$ 55.80	\$ 55.80
<b>Hourly Rate</b>	\$ 35.40	\$ 35.40	\$ 35.40	\$ 35.40	\$ 36.60	\$ 36.60	\$ 37.20	\$ 37.20
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
<b>JIB</b>	0.250%	\$ 0.089	0.250%	\$ 0.089	0.250%	\$ 0.092	0.250%	\$ 0.093
<b>Legal Services Plan</b>	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.055	0.150%	\$ 0.056
<b>P H B P -- Pension Trust</b>	13.390%	\$ 4.740	13.390%	\$ 4.740	13.390%	\$ 4.901	13.390%	\$ 4.981
<b>P H B P -- Medical</b>	26.060%	\$ 9.225	26.060%	\$ 9.225	26.060%	\$ 9.538	26.060%	\$ 9.694
<b>P H B P -- Medical</b>	14.831%	\$ 5.250	14.831%	\$ 5.250	16.393%	\$ 6.000	16.129%	\$ 6.000
<b>Dental Plan</b>	3.140%	\$ 1.112	3.140%	\$ 1.112	3.140%	\$ 1.149	3.140%	\$ 1.168
<b>N . E . B . F .</b>	3.000%	\$ 1.593	3.000%	\$ 1.593	3.000%	\$ 1.647	3.000%	\$ 1.674
<b>Annuity</b>	15.537%	\$ 5.500	15.537%	\$ 5.500	15.027%	\$ 5.500	18.817%	\$ 7.000
<b>HRA</b>	18.362%	\$ 6.500	18.362%	\$ 6.500	17.760%	\$ 6.500	17.473%	\$ 6.500
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 4.062	7.650%	\$ 4.062	7.650%	\$ 4.200	7.650%	\$ 4.269
<b>DSP Percentage</b>	16.500%	\$ 5.841	16.500%	\$ 5.841	16.500%	\$ 6.039	16.500%	\$ 6.138
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.670%	\$ 0.591	1.670%	\$ 0.591	1.670%	\$ 0.611	1.670%	\$ 0.621
<b>Educational &amp; Cultural (Safety and Training)</b>	2.000%	\$ 1.062	2.000%	\$ 1.062	2.500%	\$ 1.373	3.000%	\$ 1.674
<b>Tools and Clothing</b>	0.500%	\$ 0.266	0.500%	\$ 0.266	0.500%	\$ 0.275	0.500%	\$ 0.279
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 1.054	1.985%	\$ 1.054	1.985%	\$ 1.090	1.985%	\$ 1.108
<b>N.E.L.C.A.F</b>	0.750%	\$ 0.398	0.750%	\$ 0.398	0.750%	\$ 0.412	0.750%	\$ 0.419
<b>NEAT Trust Fund</b>	1.000%	\$ 0.531	1.000%	\$ 0.531	1.000%	\$ 0.549	1.000%	\$ 0.558
<b>National Electrical Industry Fund</b>	1.000%	\$ 0.531	1.000%	\$ 0.531	1.000%	\$ 0.549	1.000%	\$ 0.558
<b>Total Rate For Benefits</b>	<b>127.624%</b>	<b>\$ 48.344</b>	<b>127.624%</b>	<b>\$ 48.344</b>	<b>128.725%</b>	<b>\$ 50.478</b>	<b>132.464%</b>	<b>\$ 52.789</b>
<b>Total Cost Per Hour</b>		<b>\$ 101.444</b>		<b>\$ 101.444</b>		<b>\$ 105.378</b>		<b>\$ 108.589</b>
<b>Statutory EESISIP</b>	6.625%	\$ 3.518	6.955%	\$ 3.693	6.955%	\$ 3.818	6.955%	\$ 3.881
		<b>\$ 104.962</b>		<b>\$ 105.138</b>		<b>\$ 109.196</b>		<b>\$ 112.470</b>

Joint Industry Board of the Electrical Industry

**FLAGPERSON OUTSIDE UTIL FLAGPERSON OUTSIDE UTILITY PACKAGE**

**Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)**

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 26.55	26.55	\$ 26.55	26.55	\$ 27.45	27.45	\$ 27.90	27.90
	<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>
JIB	0.250%	\$ 0.066	0.250%	\$ 0.066	0.250%	\$ 0.069	0.250%	\$ 0.070
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.041	0.150%	\$ 0.042
P H B P -- Pension Trust	13.390%	\$ 3.555	13.390%	\$ 3.555	13.390%	\$ 3.676	13.390%	\$ 3.736
P H B P -- Medical	26.060%	\$ 6.919	26.060%	\$ 6.919	26.060%	\$ 7.153	26.060%	\$ 7.271
P H B P -- Medical	19.774%	\$ 5.250	19.774%	\$ 5.250	21.858%	\$ 6.000	21.505%	\$ 6.000
Dental Plan	3.140%	\$ 0.834	3.140%	\$ 0.834	3.140%	\$ 0.862	3.140%	\$ 0.876
N.E.B.F.	3.000%	\$ 0.797	3.000%	\$ 0.797	3.000%	\$ 0.824	3.000%	\$ 0.837
Annuity	20.716%	\$ 5.500	20.716%	\$ 5.500	20.036%	\$ 5.500	25.090%	\$ 7.000
HRA	24.482%	\$ 6.500	24.482%	\$ 6.500	23.679%	\$ 6.500	23.297%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 2.031	7.650%	\$ 2.031	7.650%	\$ 2.100	7.650%	\$ 2.134
DSP Percentage	16.500%	\$ 4.381	16.500%	\$ 4.381	16.500%	\$ 4.529	16.500%	\$ 4.604
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.443	1.670%	\$ 0.443	1.670%	\$ 0.458	1.670%	\$ 0.466
Educational & Cultural (Safety and Training)	2.000%	\$ 0.531	2.000%	\$ 0.531	2.500%	\$ 0.686	3.000%	\$ 0.837
Tools and Clothing	0.500%	\$ 0.133	0.500%	\$ 0.133	0.500%	\$ 0.137	0.500%	\$ 0.140
Comp. & Dis. Supp.	1.985%	\$ 0.527	1.985%	\$ 0.527	1.985%	\$ 0.545	1.985%	\$ 0.554
N.E.L.C.A.F	0.750%	\$ 0.199	0.750%	\$ 0.199	0.750%	\$ 0.206	0.750%	\$ 0.209
NEAT Trust Fund	1.000%	\$ 0.266	1.000%	\$ 0.266	1.000%	\$ 0.275	1.000%	\$ 0.279
National Electrical Industry Fund	1.000%	\$ 0.266	1.000%	\$ 0.266	1.000%	\$ 0.275	1.000%	\$ 0.279
<b>Total Rate For Benefits</b>	<b>143.867%</b>	<b>\$ 38.197</b>	<b>143.867%</b>	<b>\$ 38.197</b>	<b>145.119%</b>	<b>\$ 39.835</b>	<b>149.937%</b>	<b>\$ 41.833</b>
<b>Total Cost Per Hour</b>		<b>\$ 64.747</b>		<b>\$ 64.747</b>		<b>\$ 67.285</b>		<b>\$ 69.733</b>
Statutory EESISIP	6.625%	\$ 1.759	6.955%	\$ 1.847	6.955%	\$ 1.909	6.955%	\$ 1.940
		<b>\$ 66.506</b>		<b>\$ 66.593</b>		<b>\$ 69.194</b>		<b>\$ 71.673</b>

Joint Industry Board of the Electrical Industry

FLAGPERSON OUTSIDE UTILITY PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	01/04/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
<b>OT Rate</b>	\$ 39.83	\$ 39.83	\$ 39.83	\$ 39.83	\$ 41.18	\$ 41.18	\$ 41.85	\$ 41.85
<b>Hourly Rate</b>	\$ 26.55	\$ 26.55	\$ 26.55	\$ 26.55	\$ 27.45	\$ 27.45	\$ 27.90	\$ 27.90
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
<b>JIB</b>	0.250%	\$ 0.066	0.250%	\$ 0.066	0.250%	\$ 0.069	0.250%	\$ 0.070
<b>Legal Services Plan</b>	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.041	0.150%	\$ 0.042
<b>P H B P -- Pension Trust</b>	13.390%	\$ 3.555	13.390%	\$ 3.555	13.390%	\$ 3.676	13.390%	\$ 3.736
<b>P H B P -- Medical</b>	26.060%	\$ 6.919	26.060%	\$ 6.919	26.060%	\$ 7.153	26.060%	\$ 7.271
<b>P H B P -- Medical</b>	19.774%	\$ 5.250	19.774%	\$ 5.250	21.858%	\$ 6.000	21.505%	\$ 6.000
<b>Dental Plan</b>	3.140%	\$ 0.834	3.140%	\$ 0.834	3.140%	\$ 0.862	3.140%	\$ 0.876
<b>N . E . B . F .</b>	3.000%	\$ 1.195	3.000%	\$ 1.195	3.000%	\$ 1.235	3.000%	\$ 1.256
<b>Annuity</b>	20.716%	\$ 5.500	20.716%	\$ 5.500	20.036%	\$ 5.500	25.090%	\$ 7.000
<b>HRA</b>	24.482%	\$ 6.500	24.482%	\$ 6.500	23.679%	\$ 6.500	23.297%	\$ 6.500
<b>DSP (401(k) Plan) - FICA</b>	7.650%	\$ 3.047	7.650%	\$ 3.047	7.650%	\$ 3.150	7.650%	\$ 3.202
<b>DSP Percentage</b>	16.500%	\$ 4.381	16.500%	\$ 4.381	16.500%	\$ 4.529	16.500%	\$ 4.604
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.670%	\$ 0.443	1.670%	\$ 0.443	1.670%	\$ 0.458	1.670%	\$ 0.466
<b>Educational &amp; Cultural (Safety and Training)</b>	2.000%	\$ 0.797	2.000%	\$ 0.797	2.500%	\$ 1.029	3.000%	\$ 1.256
<b>Tools and Clothing</b>	0.500%	\$ 0.199	0.500%	\$ 0.199	0.500%	\$ 0.206	0.500%	\$ 0.209
<b>Comp. &amp; Dis. Supp.</b>	1.985%	\$ 0.791	1.985%	\$ 0.791	1.985%	\$ 0.817	1.985%	\$ 0.831
<b>N.E.L.C.A.F</b>	0.750%	\$ 0.299	0.750%	\$ 0.299	0.750%	\$ 0.309	0.750%	\$ 0.314
<b>NEAT Trust Fund</b>	1.000%	\$ 0.398	1.000%	\$ 0.398	1.000%	\$ 0.412	1.000%	\$ 0.419
<b>National Electrical Industry Fund</b>	1.000%	\$ 0.398	1.000%	\$ 0.398	1.000%	\$ 0.412	1.000%	\$ 0.419
<b>Total Rate For Benefits</b>	<b>143.867%</b>	<b>\$ 40.571</b>	<b>143.867%</b>	<b>\$ 40.571</b>	<b>145.119%</b>	<b>\$ 42.358</b>	<b>149.937%</b>	<b>\$ 44.467</b>
<b>Total Cost Per Hour</b>		<b>\$ 80.396</b>		<b>\$ 80.396</b>		<b>\$ 83.533</b>		<b>\$ 86.317</b>
<b>Statutory EESIS</b>	6.625%	\$ 2.638	6.955%	\$ 2.770	6.955%	\$ 2.864	6.955%	\$ 2.911
		<b>\$ 83.034</b>		<b>\$ 83.166</b>		<b>\$ 86.397</b>		<b>\$ 89.228</b>