

Joint Industry Board of the Electrical Industry

JOURNEYPerson LINEMEN, 'A' ELECTRICIAN, SPLICER AND HEAVY 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.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (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	\$ 61.00	\$ 61.00	\$ 62.00	\$ 62.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.148	0.250%	\$ 0.148	0.250%	\$ 0.153	0.250%	\$ 0.153	0.250%	\$ 0.155
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.092	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%	\$ 8.168	13.390%	\$ 8.302
P H B P -- Medical	26.060%	\$ 15.375	26.060%	\$ 15.375	26.060%	\$ 15.897	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	9.836%	\$ 6.000	9.677%	\$ 6.000
Dental Plan	3.140%	\$ 1.853	3.140%	\$ 1.853	3.140%	\$ 1.915	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%	\$ 1.830	3.000%	\$ 1.860
Annuity	9.322%	\$ 5.500	9.322%	\$ 5.500	9.016%	\$ 5.500	9.016%	\$ 5.500	11.290%	\$ 7.000
HRA	11.017%	\$ 6.500	11.017%	\$ 6.500	10.656%	\$ 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%	\$ 4.667	7.650%	\$ 4.743
DSP Percentage	16.500%	\$ 9.735	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.065	16.500%	\$ 10.230
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.985	1.670%	\$ 0.985	1.670%	\$ 1.019	1.670%	\$ 1.019	1.670%	\$ 1.035
Educational & Cultural (Safety and Training)	2.000%	\$ 1.180	2.000%	\$ 1.180	2.500%	\$ 1.525	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%	\$ 0.305	0.500%	\$ 0.310
Comp. & Dis. Supp.	1.985%	\$ 1.171	1.985%	\$ 1.171	1.985%	\$ 1.211	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%	\$ 0.458	0.750%	\$ 0.465
NEAT Trust Fund	1.000%	\$ 0.590	1.000%	\$ 0.590	1.000%	\$ 0.610	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%	\$ 0.610	1.000%	\$ 0.620
Total Rate For Benefits	108.132%	\$ 63.798	108.132%	\$ 63.798	109.053%	\$ 66.522	109.053%	\$ 66.522	111.497%	\$ 69.128
Total Cost Per Hour		\$ 122.798		\$ 122.798		\$ 127.522		\$ 127.522		\$ 131.128
Statutory EESISIP	6.625%	\$ 3.909	6.955%	\$ 4.103	6.955%	\$ 4.243	7.735%	\$ 4.718	7.735%	\$ 4.796
		\$ 126.707		\$ 126.902		\$ 131.765		\$ 132.241		\$ 135.924

Joint Industry Board of the Electrical Industry

JOURNEYPerson LINEMEN, 'A' ELECTRICIAN, SPLICER AND HEAVY 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.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 88.50	\$ 88.50	\$ 88.50	\$ 88.50	\$ 91.50	\$ 91.50	\$ 91.50	\$ 91.50	\$ 93.00	\$ 93.00
Hourly Rate	\$ 59.00	\$ 59.00	\$ 59.00	\$ 59.00	\$ 61.00	\$ 61.00	\$ 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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.148	0.250%	\$ 0.148	0.250%	\$ 0.153	0.250%	\$ 0.153	0.250%	\$ 0.155
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.092	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%	\$ 8.168	13.390%	\$ 8.302
P H B P -- Medical	26.060%	\$ 15.375	26.060%	\$ 15.375	26.060%	\$ 15.897	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	9.836%	\$ 6.000	9.677%	\$ 6.000
Dental Plan	3.140%	\$ 1.853	3.140%	\$ 1.853	3.140%	\$ 1.915	3.140%	\$ 1.915	3.140%	\$ 1.947
N . E . B . F .	3.000%	\$ 2.655	3.000%	\$ 2.655	3.000%	\$ 2.745	3.000%	\$ 2.745	3.000%	\$ 2.790
Annuity	9.322%	\$ 5.500	9.322%	\$ 5.500	9.016%	\$ 5.500	9.016%	\$ 5.500	11.290%	\$ 7.000
HRA	11.017%	\$ 6.500	11.017%	\$ 6.500	10.656%	\$ 6.500	10.656%	\$ 6.500	10.484%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 6.770	7.650%	\$ 6.770	7.650%	\$ 7.000	7.650%	\$ 7.000	7.650%	\$ 7.115
DSP Percentage	16.500%	\$ 9.735	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.065	16.500%	\$ 10.230
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.985	1.670%	\$ 0.985	1.670%	\$ 1.019	1.670%	\$ 1.019	1.670%	\$ 1.035
Educational & Cultural (Safety and Training)	2.000%	\$ 1.770	2.000%	\$ 1.770	2.500%	\$ 2.288	2.500%	\$ 2.288	3.000%	\$ 2.790
Tools and Clothing	0.500%	\$ 0.443	0.500%	\$ 0.443	0.500%	\$ 0.458	0.500%	\$ 0.458	0.500%	\$ 0.465
Comp. & Dis. Supp.	1.985%	\$ 1.757	1.985%	\$ 1.757	1.985%	\$ 1.816	1.985%	\$ 1.816	1.985%	\$ 1.846
N.E.L.C.A.F	0.750%	\$ 0.664	0.750%	\$ 0.664	0.750%	\$ 0.686	0.750%	\$ 0.686	0.750%	\$ 0.698
NEAT Trust Fund	1.000%	\$ 0.885	1.000%	\$ 0.885	1.000%	\$ 0.915	1.000%	\$ 0.915	1.000%	\$ 0.930
National Electrical Industry Fund	1.000%	\$ 0.885	1.000%	\$ 0.885	1.000%	\$ 0.915	1.000%	\$ 0.915	1.000%	\$ 0.930
Total Rate For Benefits	108.132%	\$ 69.074	108.132%	\$ 69.074	109.053%	\$ 72.130	109.053%	\$ 72.130	111.497%	\$ 74.982
Total Cost Per Hour		\$ 157.574		\$ 157.574		\$ 163.630		\$ 163.630		\$ 167.982
Statutory EESISIP	6.625%	\$ 5.863	6.955%	\$ 6.155	6.955%	\$ 6.364	7.735%	\$ 7.078	7.735%	\$ 7.194
		\$ 163.437		\$ 163.729		\$ 169.994		\$ 170.707		\$ 175.176

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.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (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	\$ 53.07	\$ 53.07	\$ 53.94	\$ 53.94
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.128	0.250%	\$ 0.128	0.250%	\$ 0.133	0.250%	\$ 0.133	0.250%	\$ 0.135
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.080	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%	\$ 7.106	13.390%	\$ 7.223
P H B P -- Medical	26.060%	\$ 13.377	26.060%	\$ 13.377	26.060%	\$ 13.830	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	11.306%	\$ 6.000	11.123%	\$ 6.000
Dental Plan	3.140%	\$ 1.612	3.140%	\$ 1.612	3.140%	\$ 1.666	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%	\$ 1.592	3.000%	\$ 1.618
Annuity	10.715%	\$ 5.500	10.715%	\$ 5.500	10.364%	\$ 5.500	10.364%	\$ 5.500	12.977%	\$ 7.000
HRA	12.663%	\$ 6.500	12.663%	\$ 6.500	12.248%	\$ 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%	\$ 4.060	7.650%	\$ 4.126
DSP Percentage	16.500%	\$ 8.469	16.500%	\$ 8.469	16.500%	\$ 8.757	16.500%	\$ 8.757	16.500%	\$ 8.900
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.857	1.670%	\$ 0.857	1.670%	\$ 0.886	1.670%	\$ 0.886	1.670%	\$ 0.901
Educational & Cultural (Safety and Training)	2.000%	\$ 1.027	2.000%	\$ 1.027	2.500%	\$ 1.327	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%	\$ 0.265	0.500%	\$ 0.270
Comp. & Dis. Supp.	1.985%	\$ 1.019	1.985%	\$ 1.019	1.985%	\$ 1.053	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%	\$ 0.398	0.750%	\$ 0.405
NEAT Trust Fund	1.000%	\$ 0.513	1.000%	\$ 0.513	1.000%	\$ 0.531	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%	\$ 0.531	1.000%	\$ 0.539
Total Rate For Benefits	112.501%	\$ 57.747	112.501%	\$ 57.747	113.462%	\$ 60.215	113.462%	\$ 60.215	116.196%	\$ 62.676
Total Cost Per Hour		\$ 109.077		\$ 109.077		\$ 113.285		\$ 113.285		\$ 116.616
Statutory EESISIP	6.625%	\$ 3.401	6.955%	\$ 3.570	6.955%	\$ 3.691	7.735%	\$ 4.105	7.735%	\$ 4.172
		\$ 112.477		\$ 112.647		\$ 116.976		\$ 117.389		\$ 120.789

Joint Industry Board of the Electrical Industry

MATERIAL PERSON 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.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 77.00	\$ 77.00	\$ 77.00	\$ 77.00	\$ 79.61	\$ 79.61	\$ 79.61	\$ 79.61	\$ 80.91	\$ 80.91
Hourly Rate	\$ 51.33	\$ 51.33	\$ 51.33	\$ 51.33	\$ 53.07	\$ 53.07	\$ 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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.128	0.250%	\$ 0.128	0.250%	\$ 0.133	0.250%	\$ 0.133	0.250%	\$ 0.135
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.080	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%	\$ 7.106	13.390%	\$ 7.223
P H B P -- Medical	26.060%	\$ 13.377	26.060%	\$ 13.377	26.060%	\$ 13.830	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	11.306%	\$ 6.000	11.123%	\$ 6.000
Dental Plan	3.140%	\$ 1.612	3.140%	\$ 1.612	3.140%	\$ 1.666	3.140%	\$ 1.666	3.140%	\$ 1.694
N . E . B . F .	3.000%	\$ 2.310	3.000%	\$ 2.310	3.000%	\$ 2.388	3.000%	\$ 2.388	3.000%	\$ 2.427
Annuity	10.715%	\$ 5.500	10.715%	\$ 5.500	10.364%	\$ 5.500	10.364%	\$ 5.500	12.977%	\$ 7.000
HRA	12.663%	\$ 6.500	12.663%	\$ 6.500	12.248%	\$ 6.500	12.248%	\$ 6.500	12.050%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 5.890	7.650%	\$ 5.890	7.650%	\$ 6.090	7.650%	\$ 6.090	7.650%	\$ 6.190
DSP Percentage	16.500%	\$ 8.469	16.500%	\$ 8.469	16.500%	\$ 8.757	16.500%	\$ 8.757	16.500%	\$ 8.900
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.857	1.670%	\$ 0.857	1.670%	\$ 0.886	1.670%	\$ 0.886	1.670%	\$ 0.901
Educational & Cultural (Safety and Training)	2.000%	\$ 1.540	2.000%	\$ 1.540	2.500%	\$ 1.990	2.500%	\$ 1.990	3.000%	\$ 2.427
Tools and Clothing	0.500%	\$ 0.385	0.500%	\$ 0.385	0.500%	\$ 0.398	0.500%	\$ 0.398	0.500%	\$ 0.405
Comp. & Dis. Supp.	1.985%	\$ 1.528	1.985%	\$ 1.528	1.985%	\$ 1.580	1.985%	\$ 1.580	1.985%	\$ 1.606
N.E.L.C.A.F	0.750%	\$ 0.577	0.750%	\$ 0.577	0.750%	\$ 0.597	0.750%	\$ 0.597	0.750%	\$ 0.607
NEAT Trust Fund	1.000%	\$ 0.770	1.000%	\$ 0.770	1.000%	\$ 0.796	1.000%	\$ 0.796	1.000%	\$ 0.809
National Electrical Industry Fund	1.000%	\$ 0.770	1.000%	\$ 0.770	1.000%	\$ 0.796	1.000%	\$ 0.796	1.000%	\$ 0.809
Total Rate For Benefits	112.501%	\$ 62.337	112.501%	\$ 62.337	113.462%	\$ 65.093	113.462%	\$ 65.093	116.196%	\$ 67.770
Total Cost Per Hour		\$ 139.332		\$ 139.332		\$ 144.698		\$ 144.698		\$ 148.680
Statutory EESISIP	6.625%	\$ 5.101	6.955%	\$ 5.355	6.955%	\$ 5.537	7.735%	\$ 6.157	7.735%	\$ 6.258
		\$ 144.433		\$ 144.687		\$ 150.235		\$ 150.855		\$ 154.938

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.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (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	\$ 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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.118	0.250%	\$ 0.118	0.250%	\$ 0.122	0.250%	\$ 0.122	0.250%	\$ 0.124
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.073	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%	\$ 6.534	13.390%	\$ 6.641
P H B P -- Medical	26.060%	\$ 12.300	26.060%	\$ 12.300	26.060%	\$ 12.717	26.060%	\$ 12.717	26.060%	\$ 12.926
P H B P -- Medical	11.123%	\$ 5.250	11.123%	\$ 5.250	12.295%	\$ 6.000	12.295%	\$ 6.000	12.097%	\$ 6.000
Dental Plan	3.140%	\$ 1.482	3.140%	\$ 1.482	3.140%	\$ 1.532	3.140%	\$ 1.532	3.140%	\$ 1.557
N . E . B . F .	3.000%	\$ 1.416	3.000%	\$ 1.416	3.000%	\$ 1.464	3.000%	\$ 1.464	3.000%	\$ 1.488
Annuity	11.653%	\$ 5.500	11.653%	\$ 5.500	11.270%	\$ 5.500	11.270%	\$ 5.500	14.113%	\$ 7.000
HRA	13.771%	\$ 6.500	13.771%	\$ 6.500	13.320%	\$ 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%	\$ 3.733	7.650%	\$ 3.794
DSP Percentage	16.500%	\$ 7.788	16.500%	\$ 7.788	16.500%	\$ 8.052	16.500%	\$ 8.052	16.500%	\$ 8.184
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.788	1.670%	\$ 0.788	1.670%	\$ 0.815	1.670%	\$ 0.815	1.670%	\$ 0.828
Educational & Cultural (Safety and Training)	2.000%	\$ 0.944	2.000%	\$ 0.944	2.500%	\$ 1.220	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%	\$ 0.244	0.500%	\$ 0.248
Comp. & Dis. Supp.	1.985%	\$ 0.937	1.985%	\$ 0.937	1.985%	\$ 0.969	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%	\$ 0.366	0.750%	\$ 0.372
NEAT Trust Fund	1.000%	\$ 0.472	1.000%	\$ 0.472	1.000%	\$ 0.488	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%	\$ 0.488	1.000%	\$ 0.496
Total Rate For Benefits	115.442%	\$ 54.488	115.442%	\$ 54.488	116.430%	\$ 56.818	116.430%	\$ 56.818	119.360%	\$ 59.202
Total Cost Per Hour		\$ 101.688		\$ 101.688		\$ 105.618		\$ 105.618		\$ 108.802
Statutory EESISIP	6.625%	\$ 3.127	6.955%	\$ 3.283	6.955%	\$ 3.394	7.735%	\$ 3.775	7.735%	\$ 3.837
		\$ 104.815		\$ 104.971		\$ 109.012		\$ 109.393		\$ 112.639

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.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 70.80	\$ 70.80	\$ 70.80	\$ 70.80	\$ 73.20	\$ 73.20	\$ 73.20	\$ 73.20	\$ 74.40	\$ 74.40
Hourly Rate	\$ 47.20	\$ 47.20	\$ 47.20	\$ 47.20	\$ 48.80	\$ 48.80	\$ 48.80	\$ 48.80	\$ 49.60	\$ 49.60
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.118	0.250%	\$ 0.118	0.250%	\$ 0.122	0.250%	\$ 0.122	0.250%	\$ 0.124
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.073	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%	\$ 6.534	13.390%	\$ 6.641
P H B P -- Medical	26.060%	\$ 12.300	26.060%	\$ 12.300	26.060%	\$ 12.717	26.060%	\$ 12.717	26.060%	\$ 12.926
P H B P -- Medical	11.123%	\$ 5.250	11.123%	\$ 5.250	12.295%	\$ 6.000	12.295%	\$ 6.000	12.097%	\$ 6.000
Dental Plan	3.140%	\$ 1.482	3.140%	\$ 1.482	3.140%	\$ 1.532	3.140%	\$ 1.532	3.140%	\$ 1.557
N . E . B . F .	3.000%	\$ 2.124	3.000%	\$ 2.124	3.000%	\$ 2.196	3.000%	\$ 2.196	3.000%	\$ 2.232
Annuity	11.653%	\$ 5.500	11.653%	\$ 5.500	11.270%	\$ 5.500	11.270%	\$ 5.500	14.113%	\$ 7.000
HRA	13.771%	\$ 6.500	13.771%	\$ 6.500	13.320%	\$ 6.500	13.320%	\$ 6.500	13.105%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 5.416	7.650%	\$ 5.416	7.650%	\$ 5.600	7.650%	\$ 5.600	7.650%	\$ 5.692
DSP Percentage	16.500%	\$ 7.788	16.500%	\$ 7.788	16.500%	\$ 8.052	16.500%	\$ 8.052	16.500%	\$ 8.184
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.788	1.670%	\$ 0.788	1.670%	\$ 0.815	1.670%	\$ 0.815	1.670%	\$ 0.828
Educational & Cultural (Safety and Training)	2.000%	\$ 1.416	2.000%	\$ 1.416	2.500%	\$ 1.830	2.500%	\$ 1.830	3.000%	\$ 2.232
Tools and Clothing	0.500%	\$ 0.354	0.500%	\$ 0.354	0.500%	\$ 0.366	0.500%	\$ 0.366	0.500%	\$ 0.372
Comp. & Dis. Supp.	1.985%	\$ 1.405	1.985%	\$ 1.405	1.985%	\$ 1.453	1.985%	\$ 1.453	1.985%	\$ 1.477
N.E.L.C.A.F	0.750%	\$ 0.531	0.750%	\$ 0.531	0.750%	\$ 0.549	0.750%	\$ 0.549	0.750%	\$ 0.558
NEAT Trust Fund	1.000%	\$ 0.708	1.000%	\$ 0.708	1.000%	\$ 0.732	1.000%	\$ 0.732	1.000%	\$ 0.744
National Electrical Industry Fund	1.000%	\$ 0.708	1.000%	\$ 0.708	1.000%	\$ 0.732	1.000%	\$ 0.732	1.000%	\$ 0.744
Total Rate For Benefits	115.442%	\$ 58.709	115.442%	\$ 58.709	116.430%	\$ 61.304	116.430%	\$ 61.304	119.360%	\$ 63.886
Total Cost Per Hour		\$ 129.509		\$ 129.509		\$ 134.504		\$ 134.504		\$ 138.286
Statutory EESISIP	6.625%	\$ 4.691	6.955%	\$ 4.924	6.955%	\$ 5.091	7.735%	\$ 5.662	7.735%	\$ 5.755
		\$ 134.200		\$ 134.433		\$ 139.595		\$ 140.166		\$ 144.041

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.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (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	\$ 36.60	\$ 36.60	\$ 37.20	\$ 37.20
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.089	0.250%	\$ 0.089	0.250%	\$ 0.092	0.250%	\$ 0.092	0.250%	\$ 0.093
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.055	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%	\$ 4.901	13.390%	\$ 4.981
P H B P -- Medical	26.060%	\$ 9.225	26.060%	\$ 9.225	26.060%	\$ 9.538	26.060%	\$ 9.538	26.060%	\$ 9.694
P H B P -- Medical	14.831%	\$ 5.250	14.831%	\$ 5.250	16.393%	\$ 6.000	16.393%	\$ 6.000	16.129%	\$ 6.000
Dental Plan	3.140%	\$ 1.112	3.140%	\$ 1.112	3.140%	\$ 1.149	3.140%	\$ 1.149	3.140%	\$ 1.168
N . E . B . F .	3.000%	\$ 1.062	3.000%	\$ 1.062	3.000%	\$ 1.098	3.000%	\$ 1.098	3.000%	\$ 1.116
Annuity	15.537%	\$ 5.500	15.537%	\$ 5.500	15.027%	\$ 5.500	15.027%	\$ 5.500	18.817%	\$ 7.000
HRA	18.362%	\$ 6.500	18.362%	\$ 6.500	17.760%	\$ 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%	\$ 2.800	7.650%	\$ 2.846
DSP Percentage	16.500%	\$ 5.841	16.500%	\$ 5.841	16.500%	\$ 6.039	16.500%	\$ 6.039	16.500%	\$ 6.138
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.591	1.670%	\$ 0.591	1.670%	\$ 0.611	1.670%	\$ 0.611	1.670%	\$ 0.621
Educational & Cultural (Safety and Training)	2.000%	\$ 0.708	2.000%	\$ 0.708	2.500%	\$ 0.915	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%	\$ 0.183	0.500%	\$ 0.186
Comp. & Dis. Supp.	1.985%	\$ 0.703	1.985%	\$ 0.703	1.985%	\$ 0.727	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%	\$ 0.275	0.750%	\$ 0.279
NEAT Trust Fund	1.000%	\$ 0.354	1.000%	\$ 0.354	1.000%	\$ 0.366	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%	\$ 0.366	1.000%	\$ 0.372
Total Rate For Benefits	127.624%	\$ 45.179	127.624%	\$ 45.179	128.725%	\$ 47.113	128.725%	\$ 47.113	132.464%	\$ 49.277
Total Cost Per Hour		\$ 80.579		\$ 80.579		\$ 83.713		\$ 83.713		\$ 86.477
Statutory EESISIP	6.625%	\$ 2.345	6.955%	\$ 2.462	6.955%	\$ 2.546	7.735%	\$ 2.831	7.735%	\$ 2.877
		\$ 82.924		\$ 83.041		\$ 86.259		\$ 86.544		\$ 89.354

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.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 53.10	\$ 53.10	\$ 53.10	\$ 53.10	\$ 54.90	\$ 54.90	\$ 54.90	\$ 54.90	\$ 55.80	\$ 55.80
Hourly Rate	\$ 35.40	\$ 35.40	\$ 35.40	\$ 35.40	\$ 36.60	\$ 36.60	\$ 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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.089	0.250%	\$ 0.089	0.250%	\$ 0.092	0.250%	\$ 0.092	0.250%	\$ 0.093
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.055	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%	\$ 4.901	13.390%	\$ 4.981
P H B P -- Medical	26.060%	\$ 9.225	26.060%	\$ 9.225	26.060%	\$ 9.538	26.060%	\$ 9.538	26.060%	\$ 9.694
P H B P -- Medical	14.831%	\$ 5.250	14.831%	\$ 5.250	16.393%	\$ 6.000	16.393%	\$ 6.000	16.129%	\$ 6.000
Dental Plan	3.140%	\$ 1.112	3.140%	\$ 1.112	3.140%	\$ 1.149	3.140%	\$ 1.149	3.140%	\$ 1.168
N . E . B . F .	3.000%	\$ 1.593	3.000%	\$ 1.593	3.000%	\$ 1.647	3.000%	\$ 1.647	3.000%	\$ 1.674
Annuity	15.537%	\$ 5.500	15.537%	\$ 5.500	15.027%	\$ 5.500	15.027%	\$ 5.500	18.817%	\$ 7.000
HRA	18.362%	\$ 6.500	18.362%	\$ 6.500	17.760%	\$ 6.500	17.760%	\$ 6.500	17.473%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.062	7.650%	\$ 4.062	7.650%	\$ 4.200	7.650%	\$ 4.200	7.650%	\$ 4.269
DSP Percentage	16.500%	\$ 5.841	16.500%	\$ 5.841	16.500%	\$ 6.039	16.500%	\$ 6.039	16.500%	\$ 6.138
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.591	1.670%	\$ 0.591	1.670%	\$ 0.611	1.670%	\$ 0.611	1.670%	\$ 0.621
Educational & Cultural (Safety and Training)	2.000%	\$ 1.062	2.000%	\$ 1.062	2.500%	\$ 1.373	2.500%	\$ 1.373	3.000%	\$ 1.674
Tools and Clothing	0.500%	\$ 0.266	0.500%	\$ 0.266	0.500%	\$ 0.275	0.500%	\$ 0.275	0.500%	\$ 0.279
Comp. & Dis. Supp.	1.985%	\$ 1.054	1.985%	\$ 1.054	1.985%	\$ 1.090	1.985%	\$ 1.090	1.985%	\$ 1.108
N.E.L.C.A.F	0.750%	\$ 0.398	0.750%	\$ 0.398	0.750%	\$ 0.412	0.750%	\$ 0.412	0.750%	\$ 0.419
NEAT Trust Fund	1.000%	\$ 0.531	1.000%	\$ 0.531	1.000%	\$ 0.549	1.000%	\$ 0.549	1.000%	\$ 0.558
National Electrical Industry Fund	1.000%	\$ 0.531	1.000%	\$ 0.531	1.000%	\$ 0.549	1.000%	\$ 0.549	1.000%	\$ 0.558
Total Rate For Benefits	127.624%	\$ 48.344	127.624%	\$ 48.344	128.725%	\$ 50.478	128.725%	\$ 50.478	132.464%	\$ 52.789
Total Cost Per Hour		\$ 101.444		\$ 101.444		\$ 105.378		\$ 105.378		\$ 108.589
Statutory EESISIP	6.625%	\$ 3.518	6.955%	\$ 3.693	6.955%	\$ 3.818	7.735%	\$ 4.247	7.735%	\$ 4.316
		\$ 104.962		\$ 105.138		\$ 109.196		\$ 109.624		\$ 112.905

Joint Industry Board of the Electrical Industry

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.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (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	\$ 27.45	\$ 27.45	\$ 27.90	\$ 27.90
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
JIB	0.250%	\$ 0.066	0.250%	\$ 0.066	0.250%	\$ 0.069	0.250%	\$ 0.069	0.250%	\$ 0.070
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.041	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%	\$ 3.676	13.390%	\$ 3.736
P H B P -- Medical	26.060%	\$ 6.919	26.060%	\$ 6.919	26.060%	\$ 7.153	26.060%	\$ 7.153	26.060%	\$ 7.271
P H B P -- Medical	19.774%	\$ 5.250	19.774%	\$ 5.250	21.858%	\$ 6.000	21.858%	\$ 6.000	21.505%	\$ 6.000
Dental Plan	3.140%	\$ 0.834	3.140%	\$ 0.834	3.140%	\$ 0.862	3.140%	\$ 0.862	3.140%	\$ 0.876
N . E . B . F .	3.000%	\$ 0.797	3.000%	\$ 0.797	3.000%	\$ 0.824	3.000%	\$ 0.824	3.000%	\$ 0.837
Annuity	20.716%	\$ 5.500	20.716%	\$ 5.500	20.036%	\$ 5.500	20.036%	\$ 5.500	25.090%	\$ 7.000
HRA	24.482%	\$ 6.500	24.482%	\$ 6.500	23.679%	\$ 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%	\$ 2.100	7.650%	\$ 2.134
DSP Percentage	16.500%	\$ 4.381	16.500%	\$ 4.381	16.500%	\$ 4.529	16.500%	\$ 4.529	16.500%	\$ 4.604
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.443	1.670%	\$ 0.443	1.670%	\$ 0.458	1.670%	\$ 0.458	1.670%	\$ 0.466
Educational & Cultural (Safety and Training)	2.000%	\$ 0.531	2.000%	\$ 0.531	2.500%	\$ 0.686	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%	\$ 0.137	0.500%	\$ 0.140
Comp. & Dis. Supp.	1.985%	\$ 0.527	1.985%	\$ 0.527	1.985%	\$ 0.545	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%	\$ 0.206	0.750%	\$ 0.209
NEAT Trust Fund	1.000%	\$ 0.266	1.000%	\$ 0.266	1.000%	\$ 0.275	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%	\$ 0.275	1.000%	\$ 0.279
Total Rate For Benefits	143.867%	\$ 38.197	143.867%	\$ 38.197	145.119%	\$ 39.835	145.119%	\$ 39.835	149.937%	\$ 41.833
Total Cost Per Hour		\$ 64.747		\$ 64.747		\$ 67.285		\$ 67.285		\$ 69.733
Statutory EESISIP	6.625%	\$ 1.759	6.955%	\$ 1.847	6.955%	\$ 1.909	7.735%	\$ 2.123	7.735%	\$ 2.158
		\$ 66.506		\$ 66.593		\$ 69.194		\$ 69.408		\$ 71.891

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.)	12/27/2023 (at 4:01 p.m.)	12/27/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 39.83	\$ 39.83	\$ 39.83	\$ 39.83	\$ 41.18	\$ 41.18	\$ 41.18	\$ 41.18	\$ 41.85	\$ 41.85
Hourly Rate	\$ 26.55	\$ 26.55	\$ 26.55	\$ 26.55	\$ 27.45	\$ 27.45	\$ 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>	<u>New%Contr</u>	<u>Dollar Equiv</u>
JIB	0.250%	\$ 0.066	0.250%	\$ 0.066	0.250%	\$ 0.069	0.250%	\$ 0.069	0.250%	\$ 0.070
Legal Services Plan	0.000%	\$ -	0.000%	\$ -	0.150%	\$ 0.041	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%	\$ 3.676	13.390%	\$ 3.736
P H B P -- Medical	26.060%	\$ 6.919	26.060%	\$ 6.919	26.060%	\$ 7.153	26.060%	\$ 7.153	26.060%	\$ 7.271
P H B P -- Medical	19.774%	\$ 5.250	19.774%	\$ 5.250	21.858%	\$ 6.000	21.858%	\$ 6.000	21.505%	\$ 6.000
Dental Plan	3.140%	\$ 0.834	3.140%	\$ 0.834	3.140%	\$ 0.862	3.140%	\$ 0.862	3.140%	\$ 0.876
N .E .B .F .	3.000%	\$ 1.195	3.000%	\$ 1.195	3.000%	\$ 1.235	3.000%	\$ 1.235	3.000%	\$ 1.256
Annuity	20.716%	\$ 5.500	20.716%	\$ 5.500	20.036%	\$ 5.500	20.036%	\$ 5.500	25.090%	\$ 7.000
HRA	24.482%	\$ 6.500	24.482%	\$ 6.500	23.679%	\$ 6.500	23.679%	\$ 6.500	23.297%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 3.047	7.650%	\$ 3.047	7.650%	\$ 3.150	7.650%	\$ 3.150	7.650%	\$ 3.202
DSP Percentage	16.500%	\$ 4.381	16.500%	\$ 4.381	16.500%	\$ 4.529	16.500%	\$ 4.529	16.500%	\$ 4.604
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.443	1.670%	\$ 0.443	1.670%	\$ 0.458	1.670%	\$ 0.458	1.670%	\$ 0.466
Educational & Cultural (Safety and Training)	2.000%	\$ 0.797	2.000%	\$ 0.797	2.500%	\$ 1.029	2.500%	\$ 1.029	3.000%	\$ 1.256
Tools and Clothing	0.500%	\$ 0.199	0.500%	\$ 0.199	0.500%	\$ 0.206	0.500%	\$ 0.206	0.500%	\$ 0.209
Comp. & Dis. Supp.	1.985%	\$ 0.791	1.985%	\$ 0.791	1.985%	\$ 0.817	1.985%	\$ 0.817	1.985%	\$ 0.831
N.E.L.C.A.F	0.750%	\$ 0.299	0.750%	\$ 0.299	0.750%	\$ 0.309	0.750%	\$ 0.309	0.750%	\$ 0.314
NEAT Trust Fund	1.000%	\$ 0.398	1.000%	\$ 0.398	1.000%	\$ 0.412	1.000%	\$ 0.412	1.000%	\$ 0.419
National Electrical Industry Fund	1.000%	\$ 0.398	1.000%	\$ 0.398	1.000%	\$ 0.412	1.000%	\$ 0.412	1.000%	\$ 0.419
Total Rate For Benefits	143.867%	\$ 40.571	143.867%	\$ 40.571	145.119%	\$ 42.358	145.119%	\$ 42.358	149.937%	\$ 44.467
Total Cost Per Hour		\$ 80.396		\$ 80.396		\$ 83.533		\$ 83.533		\$ 86.317
Statutory EESISIP	6.625%	\$ 2.638	6.955%	\$ 2.770	6.955%	\$ 2.864	7.735%	\$ 3.185	7.735%	\$ 3.237
		\$ 83.034		\$ 83.166		\$ 86.397		\$ 86.718		\$ 89.554