

Joint Industry Board of the Electrical Industry

1st Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
Hourly Rate	\$ 37.20	\$ 37.20	\$ 37.20	\$ 37.20	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40
	New%Contr.	Dollar Equiv	New%Contr.	Dollar Equiv	New%Contr.	Dollar Equiv	New%Contr.	Dollar Equiv	New%Contr.	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.056	0.150%	\$ 0.056	0.150%	\$ 0.058	0.150%	\$ 0.058	0.150%	\$ 0.058
P H B P – Pension Trust	5.545%	\$ 2.063	5.545%	\$ 2.063	5.545%	\$ 2.129	5.545%	\$ 2.129	5.545%	\$ 2.129
P H B P – Medical	15.713%	\$ 5.845	15.713%	\$ 5.845	15.713%	\$ 6.034	15.713%	\$ 6.034	15.713%	\$ 6.034
P H B P – Medical	9.409%	\$ 3.500	9.409%	\$ 3.500	10.417%	\$ 4.000	10.417%	\$ 4.000	10.417%	\$ 4.000
Dental Plan	2.140%	\$ 0.796	2.140%	\$ 0.796	2.140%	\$ 0.822	4.140%	\$ 1.590	4.140%	\$ 1.590
N . E . B . F .	3.000%	\$ 1.116	3.000%	\$ 1.116	3.000%	\$ 1.152	3.000%	\$ 1.152	3.000%	\$ 1.152
NEIB	0.000%	\$ -	1.344%	\$ 0.500	1.302%	\$ 0.500	1.302%	\$ 0.500	2.604%	\$ 1.000
Annuity	6.720%	\$ 2.500	6.720%	\$ 2.500	7.813%	\$ 3.000	11.719%	\$ 4.500	11.719%	\$ 4.500
HRA	4.704%	\$ 1.750	4.704%	\$ 1.750	4.557%	\$ 1.750	4.557%	\$ 1.750	4.557%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.082	8.284%	\$ 3.082	8.284%	\$ 3.181	8.284%	\$ 3.181	8.284%	\$ 3.181
DSP Percentage	15.500%	\$ 5.766	15.500%	\$ 5.766	15.500%	\$ 5.952	15.500%	\$ 5.952	15.500%	\$ 5.952
DSP Hourly	6.720%	\$ 2.500	6.720%	\$ 2.500	6.510%	\$ 2.500	6.510%	\$ 2.500	6.510%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.237	0.637%	\$ 0.237	0.637%	\$ 0.245	0.637%	\$ 0.245	0.637%	\$ 0.245
Educational & Cultural (Safety and Training)	3.250%	\$ 1.209	3.250%	\$ 1.209	3.250%	\$ 1.248	3.750%	\$ 1.440	3.750%	\$ 1.440
Tools and Clothing	0.500%	\$ 0.186	0.500%	\$ 0.186	0.500%	\$ 0.192	0.500%	\$ 0.192	0.500%	\$ 0.192
Comp. & Dis. Supp.	1.985%	\$ 0.738	1.985%	\$ 0.738	1.985%	\$ 0.762	1.985%	\$ 0.762	1.985%	\$ 0.762
N.E.L.C.A.F	0.750%	\$ 0.279	0.750%	\$ 0.279	0.750%	\$ 0.288	0.750%	\$ 0.288	0.750%	\$ 0.288
NEAT Trust Fund	1.000%	\$ 0.372	1.000%	\$ 0.372	1.000%	\$ 0.384	1.000%	\$ 0.384	1.000%	\$ 0.384
National Electrical Industry Fund	1.000%	\$ 0.372	1.000%	\$ 0.372	1.000%	\$ 0.384	1.000%	\$ 0.384	1.000%	\$ 0.384
Total Rate For Benefits	87.008%	\$ 32.367	88.352%	\$ 32.867	90.053%	\$ 34.580	96.459%	\$ 37.040	97.761%	\$ 37.540
Total Cost Per Hour		\$ 69.567		\$ 70.067		\$ 72.980		\$ 75.440		\$ 75.940

Joint Industry Board of the Electrical Industry

1st Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
OT Rate	\$ 55.80	\$ 55.80	\$ 55.80	\$ 55.80	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60
Hourly Rate	\$ 37.20	\$ 37.20	\$ 37.20	\$ 37.20	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40	\$ 38.40
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.056	0.150%	\$ 0.056	0.150%	\$ 0.058	0.150%	\$ 0.058	0.150%	\$ 0.058
P H B P -- Pension Trust	5.545%	\$ 2.063	5.545%	\$ 2.063	5.545%	\$ 2.129	5.545%	\$ 2.129	5.545%	\$ 2.129
P H B P -- Medical	15.713%	\$ 5.845	15.713%	\$ 5.845	15.713%	\$ 6.034	15.713%	\$ 6.034	15.713%	\$ 6.034
P H B P -- Medical	9.409%	\$ 3.500	9.409%	\$ 3.500	10.417%	\$ 4.000	10.417%	\$ 4.000	10.417%	\$ 4.000
Dental Plan	2.140%	\$ 0.796	2.140%	\$ 0.796	2.140%	\$ 0.822	4.140%	\$ 1.590	4.140%	\$ 1.590
N . E . B . F .	3.000%	\$ 1.674	3.000%	\$ 1.674	3.000%	\$ 1.728	3.000%	\$ 1.728	3.000%	\$ 1.728
NEIB	0.000%	\$ -	1.344%	\$ 0.500	1.302%	\$ 0.500	1.302%	\$ 0.500	2.604%	\$ 1.000
Annuity	6.720%	\$ 2.500	6.720%	\$ 2.500	7.813%	\$ 3.000	11.719%	\$ 4.500	11.719%	\$ 4.500
HRA	4.704%	\$ 1.750	4.704%	\$ 1.750	4.557%	\$ 1.750	4.557%	\$ 1.750	4.557%	\$ 1.750
Employer paid FICA	8.284%	\$ 4.622	8.284%	\$ 4.622	8.284%	\$ 4.772	8.284%	\$ 4.772	8.284%	\$ 4.772
DSP Percentage	15.500%	\$ 5.766	15.500%	\$ 5.766	15.500%	\$ 5.952	15.500%	\$ 5.952	15.500%	\$ 5.952
DSP Hourly	6.720%	\$ 2.500	6.720%	\$ 2.500	6.510%	\$ 2.500	6.510%	\$ 2.500	6.510%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.237	0.637%	\$ 0.237	0.637%	\$ 0.245	0.637%	\$ 0.245	0.637%	\$ 0.245
Educational & Cultural (Safety and Training)	3.250%	\$ 1.814	3.250%	\$ 1.814	3.250%	\$ 1.872	3.750%	\$ 2.160	3.750%	\$ 2.160
Tools and Clothing	0.500%	\$ 0.279	0.500%	\$ 0.279	0.500%	\$ 0.288	0.500%	\$ 0.288	0.500%	\$ 0.288
Comp. & Dis. Supp.	1.985%	\$ 1.108	1.985%	\$ 1.108	1.985%	\$ 1.143	1.985%	\$ 1.143	1.985%	\$ 1.143
N.E.L.C.A.F	0.750%	\$ 0.419	0.750%	\$ 0.419	0.750%	\$ 0.432	0.750%	\$ 0.432	0.750%	\$ 0.432
NEAT Trust Fund	1.000%	\$ 0.558	1.000%	\$ 0.558	1.000%	\$ 0.576	1.000%	\$ 0.576	1.000%	\$ 0.576
National Electrical Industry Fund	1.000%	\$ 0.558	1.000%	\$ 0.558	1.000%	\$ 0.576	1.000%	\$ 0.576	1.000%	\$ 0.576
Total Rate For Benefits	87.008%	\$ 36.044	88.352%	\$ 36.544	90.053%	\$ 38.376	96.459%	\$ 40.932	97.761%	\$ 41.432
Total Cost Per Hour		\$ 91.844		\$ 92.344		\$ 95.976		\$ 98.532		\$ 99.032

Joint Industry Board of the Electrical Industry

2nd Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
Hourly Rate	\$ 40.30	\$ 40.30	\$ 40.30	\$ 40.30	\$ 41.60	\$ 41.60	\$ 41.60	\$ 41.60	\$ 41.60	\$ 41.60
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.060	0.150%	\$ 0.060	0.150%	\$ 0.062	0.150%	\$ 0.062	0.150%	\$ 0.062
P H B P -- Pension Trust	5.545%	\$ 2.235	5.545%	\$ 2.235	5.545%	\$ 2.307	5.545%	\$ 2.307	5.545%	\$ 2.307
P H B P -- Medical	15.713%	\$ 6.332	15.713%	\$ 6.332	15.713%	\$ 6.537	15.713%	\$ 6.537	15.713%	\$ 6.537
P H B P -- Medical	8.685%	\$ 3.500	8.685%	\$ 3.500	9.615%	\$ 4.000	9.615%	\$ 4.000	9.615%	\$ 4.000
Dental Plan	2.140%	\$ 0.862	2.140%	\$ 0.862	2.140%	\$ 0.890	4.140%	\$ 1.722	4.140%	\$ 1.722
N . E . B . F .	3.000%	\$ 1.209	3.000%	\$ 1.209	3.000%	\$ 1.248	3.000%	\$ 1.248	3.000%	\$ 1.248
NEIB	0.000%	\$ -	1.241%	\$ 0.500	1.202%	\$ 0.500	1.202%	\$ 0.500	2.404%	\$ 1.000
Annuity	6.203%	\$ 2.500	6.203%	\$ 2.500	7.212%	\$ 3.000	10.817%	\$ 4.500	10.817%	\$ 4.500
HRA	4.342%	\$ 1.750	4.342%	\$ 1.750	4.207%	\$ 1.750	4.207%	\$ 1.750	4.207%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.338	8.284%	\$ 3.338	8.284%	\$ 3.446	8.284%	\$ 3.446	8.284%	\$ 3.446
DSP Percentage	15.500%	\$ 6.247	15.500%	\$ 6.247	15.500%	\$ 6.448	15.500%	\$ 6.448	15.500%	\$ 6.448
DSP Hourly	6.203%	\$ 2.500	6.203%	\$ 2.500	6.010%	\$ 2.500	6.010%	\$ 2.500	6.010%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.257	0.637%	\$ 0.257	0.637%	\$ 0.265	0.637%	\$ 0.265	0.637%	\$ 0.265
Educational & Cultural (Safety and Training)	3.250%	\$ 1.310	3.250%	\$ 1.310	3.250%	\$ 1.352	3.750%	\$ 1.560	3.750%	\$ 1.560
Tools and Clothing	0.500%	\$ 0.202	0.500%	\$ 0.202	0.500%	\$ 0.208	0.500%	\$ 0.208	0.500%	\$ 0.208
Comp. & Dis. Supp.	1.985%	\$ 0.800	1.985%	\$ 0.800	1.985%	\$ 0.826	1.985%	\$ 0.826	1.985%	\$ 0.826
N.E.L.C.A.F	0.750%	\$ 0.302	0.750%	\$ 0.302	0.750%	\$ 0.312	0.750%	\$ 0.312	0.750%	\$ 0.312
NEAT Trust Fund	1.000%	\$ 0.403	1.000%	\$ 0.403	1.000%	\$ 0.416	1.000%	\$ 0.416	1.000%	\$ 0.416
National Electrical Industry Fund	1.000%	\$ 0.403	1.000%	\$ 0.403	1.000%	\$ 0.416	1.000%	\$ 0.416	1.000%	\$ 0.416
Total Rate For Benefits	84.888%	\$ 34.210	86.129%	\$ 34.710	87.699%	\$ 36.483	93.805%	\$ 39.023	95.007%	\$ 39.523
Total Cost Per Hour		\$ 74.610		\$ 75.010		\$ 78.083		\$ 80.623		\$ 81.123

Joint Industry Board of the Electrical Industry

2nd Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
OT Rate	\$ 60.45	\$ 60.45	\$ 60.45	\$ 60.45	\$ 62.40	\$ 62.40	\$ 62.40	\$ 62.40	\$ 62.40	\$ 62.40
Hourly Rate	\$ 40.30	\$ 40.30	\$ 40.30	\$ 40.30	\$ 41.60	\$ 41.60	\$ 41.60	\$ 41.60	\$ 41.60	\$ 41.60
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.060	0.150%	\$ 0.060	0.150%	\$ 0.062	0.150%	\$ 0.062	0.150%	\$ 0.062
P H B P -- Pension Trust	5.545%	\$ 2.235	5.545%	\$ 2.235	5.545%	\$ 2.307	5.545%	\$ 2.307	5.545%	\$ 2.307
P H B P -- Medical	15.713%	\$ 6.332	15.713%	\$ 6.332	15.713%	\$ 6.537	15.713%	\$ 6.537	15.713%	\$ 6.537
P H B P -- Medical	8.685%	\$ 3.500	8.685%	\$ 3.500	9.615%	\$ 4.000	9.615%	\$ 4.000	9.615%	\$ 4.000
Dental Plan	2.140%	\$ 0.862	2.140%	\$ 0.862	2.140%	\$ 0.890	4.140%	\$ 1.722	4.140%	\$ 1.722
N . E . B . F .	3.000%	\$ 1.814	3.000%	\$ 1.814	3.000%	\$ 1.872	3.000%	\$ 1.872	3.000%	\$ 1.872
NEIB	0.000%	\$ -	1.241%	\$ 0.500	1.202%	\$ 0.500	1.202%	\$ 0.500	2.404%	\$ 1.000
Annuity	6.203%	\$ 2.500	6.203%	\$ 2.500	7.212%	\$ 3.000	10.817%	\$ 4.500	10.817%	\$ 4.500
HRA	4.342%	\$ 1.750	4.342%	\$ 1.750	4.207%	\$ 1.750	4.207%	\$ 1.750	4.207%	\$ 1.750
Employer paid FICA	8.284%	\$ 5.008	8.284%	\$ 5.008	8.284%	\$ 5.169	8.284%	\$ 5.169	8.284%	\$ 5.169
DSP Percentage	15.500%	\$ 6.247	15.500%	\$ 6.247	15.500%	\$ 6.448	15.500%	\$ 6.448	15.500%	\$ 6.448
DSP Hourly	6.203%	\$ 2.500	6.203%	\$ 2.500	6.010%	\$ 2.500	6.010%	\$ 2.500	6.010%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.257	0.637%	\$ 0.257	0.637%	\$ 0.265	0.637%	\$ 0.265	0.637%	\$ 0.265
Educational & Cultural (Safety and Training)	3.250%	\$ 1.965	3.250%	\$ 1.965	3.250%	\$ 2.028	3.750%	\$ 2.340	3.750%	\$ 2.340
Tools and Clothing	0.500%	\$ 0.302	0.500%	\$ 0.302	0.500%	\$ 0.312	0.500%	\$ 0.312	0.500%	\$ 0.312
Comp. & Dis. Supp.	1.985%	\$ 1.200	1.985%	\$ 1.200	1.985%	\$ 1.239	1.985%	\$ 1.239	1.985%	\$ 1.239
N.E.L.C.A.F	0.750%	\$ 0.453	0.750%	\$ 0.453	0.750%	\$ 0.468	0.750%	\$ 0.468	0.750%	\$ 0.468
NEAT Trust Fund	1.000%	\$ 0.605	1.000%	\$ 0.605	1.000%	\$ 0.624	1.000%	\$ 0.624	1.000%	\$ 0.624
National Electrical Industry Fund	1.000%	\$ 0.605	1.000%	\$ 0.605	1.000%	\$ 0.624	1.000%	\$ 0.624	1.000%	\$ 0.624
Total Rate For Benefits	84.888%	\$ 38.193	86.129%	\$ 38.693	87.699%	\$ 40.595	93.805%	\$ 43.239	95.007%	\$ 43.739
Total Cost Per Hour		\$ 98.643		\$ 99.143		\$ 102.995		\$ 105.639		\$ 106.139

Joint Industry Board of the Electrical Industry

3rd Period Outside Utility Apprentice Wage and Benefits

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PREVAILING RATE CHART	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
Hourly Rate	\$ 43.40	\$ 43.40	\$ 43.40	\$ 43.40	\$ 44.80	\$ 44.80	\$ 44.80	\$ 44.80	\$ 44.80	\$ 44.80
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.065	0.150%	\$ 0.065	0.150%	\$ 0.067	0.150%	\$ 0.067	0.150%	\$ 0.067
P H B P -- Pension Trust	5.545%	\$ 2.407	5.545%	\$ 2.407	5.545%	\$ 2.484	5.545%	\$ 2.484	5.545%	\$ 2.484
P H B P -- Medical	15.713%	\$ 6.819	15.713%	\$ 6.819	15.713%	\$ 7.039	15.713%	\$ 7.039	15.713%	\$ 7.039
P H B P -- Medical	8.065%	\$ 3.500	8.065%	\$ 3.500	8.929%	\$ 4.000	8.929%	\$ 4.000	8.929%	\$ 4.000
Dental Plan	2.140%	\$ 0.929	2.140%	\$ 0.929	2.140%	\$ 0.959	4.140%	\$ 1.855	4.140%	\$ 1.855
N . E . B . F .	3.000%	\$ 1.302	3.000%	\$ 1.302	3.000%	\$ 1.344	3.000%	\$ 1.344	3.000%	\$ 1.344
NEIB	0.000%	\$ -	1.152%	\$ 0.500	1.116%	\$ 0.500	1.116%	\$ 0.500	2.232%	\$ 1.000
Annuity	5.760%	\$ 2.500	5.760%	\$ 2.500	6.696%	\$ 3.000	10.045%	\$ 4.500	10.045%	\$ 4.500
HRA	4.032%	\$ 1.750	4.032%	\$ 1.750	3.906%	\$ 1.750	3.906%	\$ 1.750	3.906%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.595	8.284%	\$ 3.595	8.284%	\$ 3.711	8.284%	\$ 3.711	8.284%	\$ 3.711
DSP Percentage	15.500%	\$ 6.727	15.500%	\$ 6.727	15.500%	\$ 6.944	15.500%	\$ 6.944	15.500%	\$ 6.944
DSP Hourly	5.760%	\$ 2.500	5.760%	\$ 2.500	5.580%	\$ 2.500	5.580%	\$ 2.500	5.580%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.276	0.637%	\$ 0.276	0.637%	\$ 0.285	0.637%	\$ 0.285	0.637%	\$ 0.285
Educational & Cultural (Safety and Training)	3.250%	\$ 1.411	3.250%	\$ 1.411	3.250%	\$ 1.456	3.750%	\$ 1.680	3.750%	\$ 1.680
Tools and Clothing	0.500%	\$ 0.217	0.500%	\$ 0.217	0.500%	\$ 0.224	0.500%	\$ 0.224	0.500%	\$ 0.224
Comp. & Dis. Supp.	1.985%	\$ 0.861	1.985%	\$ 0.861	1.985%	\$ 0.889	1.985%	\$ 0.889	1.985%	\$ 0.889
N.E.L.C.A.F	0.750%	\$ 0.326	0.750%	\$ 0.326	0.750%	\$ 0.336	0.750%	\$ 0.336	0.750%	\$ 0.336
NEAT Trust Fund	1.000%	\$ 0.434	1.000%	\$ 0.434	1.000%	\$ 0.448	1.000%	\$ 0.448	1.000%	\$ 0.448
National Electrical Industry Fund	1.000%	\$ 0.434	1.000%	\$ 0.434	1.000%	\$ 0.448	1.000%	\$ 0.448	1.000%	\$ 0.448
Total Rate For Benefits	83.072%	\$ 36.053	84.224%	\$ 36.553	85.682%	\$ 38.385	91.530%	\$ 41.005	92.646%	\$ 41.505
Total Cost Per Hour		\$ 79.453		\$ 79.953		\$ 83.185		\$ 85.805		\$ 86.305

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OT Rate	\$ 65.10	\$ 65.10	\$ 65.10	\$ 65.10	\$ 67.20	\$ 67.20	\$ 67.20	\$ 67.20	\$ 67.20	\$ 67.20
Hourly Rate	\$ 43.40	\$ 43.40	\$ 43.40	\$ 43.40	\$ 44.80	\$ 44.80	\$ 44.80	\$ 44.80	\$ 44.80	\$ 44.80
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.065	0.150%	\$ 0.065	0.150%	\$ 0.067	0.150%	\$ 0.067	0.150%	\$ 0.067
P H B P -- Pension Trust	5.545%	\$ 2.407	5.545%	\$ 2.407	5.545%	\$ 2.484	5.545%	\$ 2.484	5.545%	\$ 2.484
P H B P -- Medical	15.713%	\$ 6.819	15.713%	\$ 6.819	15.713%	\$ 7.039	15.713%	\$ 7.039	15.713%	\$ 7.039
P H B P -- Medical	8.065%	\$ 3.500	8.065%	\$ 3.500	8.929%	\$ 4.000	8.929%	\$ 4.000	8.929%	\$ 4.000
Dental Plan	2.140%	\$ 0.929	2.140%	\$ 0.929	2.140%	\$ 0.959	4.140%	\$ 1.855	4.140%	\$ 1.855
N . E . B . F .	3.000%	\$ 1.953	3.000%	\$ 1.953	3.000%	\$ 2.016	3.000%	\$ 2.016	3.000%	\$ 2.016
NEIB	0.000%	\$ -	1.152%	\$ 0.500	1.116%	\$ 0.500	1.116%	\$ 0.500	2.232%	\$ 1.000
Annuity	5.760%	\$ 2.500	5.760%	\$ 2.500	6.696%	\$ 3.000	10.045%	\$ 4.500	10.045%	\$ 4.500
HRA	4.032%	\$ 1.750	4.032%	\$ 1.750	3.906%	\$ 1.750	3.906%	\$ 1.750	3.906%	\$ 1.750
Employer paid FICA	8.284%	\$ 5.393	8.284%	\$ 5.393	8.284%	\$ 5.567	8.284%	\$ 5.567	8.284%	\$ 5.567
DSP Percentage	15.500%	\$ 6.727	15.500%	\$ 6.727	15.500%	\$ 6.944	15.500%	\$ 6.944	15.500%	\$ 6.944
DSP Hourly	5.760%	\$ 2.500	5.760%	\$ 2.500	5.580%	\$ 2.500	5.580%	\$ 2.500	5.580%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.276	0.637%	\$ 0.276	0.637%	\$ 0.285	0.637%	\$ 0.285	0.637%	\$ 0.285
Educational & Cultural (Safety and Training)	3.250%	\$ 2.116	3.250%	\$ 2.116	3.250%	\$ 2.184	3.750%	\$ 2.520	3.750%	\$ 2.520
Tools and Clothing	0.500%	\$ 0.326	0.500%	\$ 0.326	0.500%	\$ 0.336	0.500%	\$ 0.336	0.500%	\$ 0.336
Comp. & Dis. Supp.	1.985%	\$ 1.292	1.985%	\$ 1.292	1.985%	\$ 1.334	1.985%	\$ 1.334	1.985%	\$ 1.334
N.E.L.C.A.F	0.750%	\$ 0.488	0.750%	\$ 0.488	0.750%	\$ 0.504	0.750%	\$ 0.504	0.750%	\$ 0.504
NEAT Trust Fund	1.000%	\$ 0.651	1.000%	\$ 0.651	1.000%	\$ 0.672	1.000%	\$ 0.672	1.000%	\$ 0.672
National Electrical Industry Fund	1.000%	\$ 0.651	1.000%	\$ 0.651	1.000%	\$ 0.672	1.000%	\$ 0.672	1.000%	\$ 0.672
Total Rate For Benefits	83.072%	\$ 40.343	84.224%	\$ 40.843	85.682%	\$ 42.814	91.530%	\$ 45.546	92.646%	\$ 46.046
Total Cost Per Hour		\$ 105.443		\$ 105.943		\$ 110.014		\$ 112.746		\$ 113.246

Joint Industry Board of the Electrical Industry

4th Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
Hourly Rate	\$ 46.50	\$ 46.50	\$ 46.50	\$ 46.50	\$ 48.00	\$ 48.00	\$ 48.00	\$ 48.00	\$ 48.00	\$ 48.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.070	0.150%	\$ 0.070	0.150%	\$ 0.072	0.150%	\$ 0.072	0.150%	\$ 0.072
P H B P -- Pension Trust	5.545%	\$ 2.578	5.545%	\$ 2.578	5.545%	\$ 2.662	5.545%	\$ 2.662	5.545%	\$ 2.662
P H B P -- Medical	15.713%	\$ 7.307	15.713%	\$ 7.307	15.713%	\$ 7.542	15.713%	\$ 7.542	15.713%	\$ 7.542
P H B P -- Medical	7.527%	\$ 3.500	7.527%	\$ 3.500	8.333%	\$ 4.000	8.333%	\$ 4.000	8.333%	\$ 4.000
Dental Plan	2.140%	\$ 0.995	2.140%	\$ 0.995	2.140%	\$ 1.027	4.140%	\$ 1.987	4.140%	\$ 1.987
N . E . B . F .	3.000%	\$ 1.395	3.000%	\$ 1.395	3.000%	\$ 1.440	3.000%	\$ 1.440	3.000%	\$ 1.440
NEIB	0.000%	\$ -	1.075%	\$ 0.500	1.042%	\$ 0.500	1.042%	\$ 0.500	2.083%	\$ 1.000
Annuity	5.376%	\$ 2.500	5.376%	\$ 2.500	6.250%	\$ 3.000	9.375%	\$ 4.500	9.375%	\$ 4.500
HRA	3.763%	\$ 1.750	3.763%	\$ 1.750	3.646%	\$ 1.750	3.646%	\$ 1.750	3.646%	\$ 1.750
Employer paid FICA	8.284%	\$ 3.852	8.284%	\$ 3.852	8.284%	\$ 3.976	8.284%	\$ 3.976	8.284%	\$ 3.976
DSP Percentage	15.500%	\$ 7.208	15.500%	\$ 7.208	15.500%	\$ 7.440	15.500%	\$ 7.440	15.500%	\$ 7.440
DSP Hourly	5.376%	\$ 2.500	5.376%	\$ 2.500	5.208%	\$ 2.500	5.208%	\$ 2.500	5.208%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.296	0.637%	\$ 0.296	0.637%	\$ 0.306	0.637%	\$ 0.306	0.637%	\$ 0.306
Educational & Cultural (Safety and Training)	3.250%	\$ 1.511	3.250%	\$ 1.511	3.250%	\$ 1.560	3.750%	\$ 1.800	3.750%	\$ 1.800
Tools and Clothing	0.500%	\$ 0.233	0.500%	\$ 0.233	0.500%	\$ 0.240	0.500%	\$ 0.240	0.500%	\$ 0.240
Comp. & Dis. Supp.	1.985%	\$ 0.923	1.985%	\$ 0.923	1.985%	\$ 0.953	1.985%	\$ 0.953	1.985%	\$ 0.953
N.E.L.C.A.F	0.750%	\$ 0.349	0.750%	\$ 0.349	0.750%	\$ 0.360	0.750%	\$ 0.360	0.750%	\$ 0.360
NEAT Trust Fund	1.000%	\$ 0.465	1.000%	\$ 0.465	1.000%	\$ 0.480	1.000%	\$ 0.480	1.000%	\$ 0.480
National Electrical Industry Fund	1.000%	\$ 0.465	1.000%	\$ 0.465	1.000%	\$ 0.480	1.000%	\$ 0.480	1.000%	\$ 0.480
Total Rate For Benefits	81.497%	\$ 37.896	82.572%	\$ 38.396	83.933%	\$ 40.288	89.558%	\$ 42.988	90.600%	\$ 43.488
Total Cost Per Hour		\$ 84.396		\$ 84.896		\$ 88.288		\$ 90.988		\$ 91.488

Joint Industry Board of the Electrical Industry

4th Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
OT Rate	\$ 69.75	\$ 69.75	\$ 69.75	\$ 69.75	\$ 72.00	\$ 72.00	\$ 72.00	\$ 72.00	\$ 72.00	\$ 72.00
Hourly Rate	\$ 46.50	\$ 46.50	\$ 46.50	\$ 46.50	\$ 48.00	\$ 48.00	\$ 48.00	\$ 48.00	\$ 48.00	\$ 48.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.070	0.150%	\$ 0.070	0.150%	\$ 0.072	0.150%	\$ 0.072	0.150%	\$ 0.072
P H B P -- Pension Trust	5.545%	\$ 2.578	5.545%	\$ 2.578	5.545%	\$ 2.662	5.545%	\$ 2.662	5.545%	\$ 2.662
P H B P -- Medical	15.713%	\$ 7.307	15.713%	\$ 7.307	15.713%	\$ 7.542	15.713%	\$ 7.542	15.713%	\$ 7.542
P H B P -- Medical	7.527%	\$ 3.500	7.527%	\$ 3.500	8.333%	\$ 4.000	8.333%	\$ 4.000	8.333%	\$ 4.000
Dental Plan	2.140%	\$ 0.995	2.140%	\$ 0.995	2.140%	\$ 1.027	4.140%	\$ 1.987	4.140%	\$ 1.987
N . E . B . F .	3.000%	\$ 2.093	3.000%	\$ 2.093	3.000%	\$ 2.160	3.000%	\$ 2.160	3.000%	\$ 2.160
NEIB	0.000%	\$ -	1.075%	\$ 0.500	1.042%	\$ 0.500	1.042%	\$ 0.500	2.083%	\$ 1.000
Annuity	5.376%	\$ 2.500	5.376%	\$ 2.500	6.250%	\$ 3.000	9.375%	\$ 4.500	9.375%	\$ 4.500
HRA	3.763%	\$ 1.750	3.763%	\$ 1.750	3.646%	\$ 1.750	3.646%	\$ 1.750	3.646%	\$ 1.750
Employer paid FICA	8.284%	\$ 5.778	8.284%	\$ 5.778	8.284%	\$ 5.964	8.284%	\$ 5.964	8.284%	\$ 5.964
DSP Percentage	15.500%	\$ 7.208	15.500%	\$ 7.208	15.500%	\$ 7.440	15.500%	\$ 7.440	15.500%	\$ 7.440
DSP Hourly	5.376%	\$ 2.500	5.376%	\$ 2.500	5.208%	\$ 2.500	5.208%	\$ 2.500	5.208%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.296	0.637%	\$ 0.296	0.637%	\$ 0.306	0.637%	\$ 0.306	0.637%	\$ 0.306
Educational & Cultural (Safety and Training)	3.250%	\$ 2.267	3.250%	\$ 2.267	3.250%	\$ 2.340	3.750%	\$ 2.700	3.750%	\$ 2.700
Tools and Clothing	0.500%	\$ 0.349	0.500%	\$ 0.349	0.500%	\$ 0.360	0.500%	\$ 0.360	0.500%	\$ 0.360
Comp. & Dis. Supp.	1.985%	\$ 1.385	1.985%	\$ 1.385	1.985%	\$ 1.429	1.985%	\$ 1.429	1.985%	\$ 1.429
N.E.L.C.A.F	0.750%	\$ 0.523	0.750%	\$ 0.523	0.750%	\$ 0.540	0.750%	\$ 0.540	0.750%	\$ 0.540
NEAT Trust Fund	1.000%	\$ 0.698	1.000%	\$ 0.698	1.000%	\$ 0.720	1.000%	\$ 0.720	1.000%	\$ 0.720
National Electrical Industry Fund	1.000%	\$ 0.698	1.000%	\$ 0.698	1.000%	\$ 0.720	1.000%	\$ 0.720	1.000%	\$ 0.720
Total Rate For Benefits	81.497%	\$ 42.492	82.572%	\$ 42.992	83.933%	\$ 45.032	89.558%	\$ 47.852	90.600%	\$ 48.352
Total Cost Per Hour		\$ 112.242		\$ 112.742		\$ 117.032		\$ 119.852		\$ 120.352

Joint Industry Board of the Electrical Industry

5th Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
Hourly Rate	\$ 49.60	\$ 49.60	\$ 49.60	\$ 49.60	\$ 51.20	\$ 51.20	\$ 51.20	\$ 51.20	\$ 51.20	\$ 51.20
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.074	0.150%	\$ 0.074	0.150%	\$ 0.077	0.150%	\$ 0.077	0.150%	\$ 0.077
P H B P -- Pension Trust	5.545%	\$ 2.750	5.545%	\$ 2.750	5.545%	\$ 2.839	5.545%	\$ 2.839	5.545%	\$ 2.839
P H B P -- Medical	15.713%	\$ 7.794	15.713%	\$ 7.794	15.713%	\$ 8.045	15.713%	\$ 8.045	15.713%	\$ 8.045
P H B P -- Medical	7.056%	\$ 3.500	7.056%	\$ 3.500	7.813%	\$ 4.000	7.813%	\$ 4.000	7.813%	\$ 4.000
Dental Plan	2.140%	\$ 1.061	2.140%	\$ 1.061	2.140%	\$ 1.096	4.140%	\$ 2.120	4.140%	\$ 2.120
N . E . B . F .	3.000%	\$ 1.488	3.000%	\$ 1.488	3.000%	\$ 1.536	3.000%	\$ 1.536	3.000%	\$ 1.536
NEIB	0.000%	\$ -	1.008%	\$ 0.500	0.977%	\$ 0.500	0.977%	\$ 0.500	1.953%	\$ 1.000
Annuity	5.040%	\$ 2.500	5.040%	\$ 2.500	5.859%	\$ 3.000	8.789%	\$ 4.500	8.789%	\$ 4.500
HRA	3.528%	\$ 1.750	3.528%	\$ 1.750	3.418%	\$ 1.750	3.418%	\$ 1.750	3.418%	\$ 1.750
Employer paid FICA	8.284%	\$ 4.109	8.284%	\$ 4.109	8.284%	\$ 4.241	8.284%	\$ 4.241	8.284%	\$ 4.241
DSP Percentage	15.500%	\$ 7.688	15.500%	\$ 7.688	15.500%	\$ 7.936	15.500%	\$ 7.936	15.500%	\$ 7.936
DSP Hourly	5.040%	\$ 2.500	5.040%	\$ 2.500	4.883%	\$ 2.500	4.883%	\$ 2.500	4.883%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.316	0.637%	\$ 0.316	0.637%	\$ 0.326	0.637%	\$ 0.326	0.637%	\$ 0.326
Educational & Cultural (Safety and Training)	3.250%	\$ 1.612	3.250%	\$ 1.612	3.250%	\$ 1.664	3.750%	\$ 1.920	3.750%	\$ 1.920
Tools and Clothing	0.500%	\$ 0.248	0.500%	\$ 0.248	0.500%	\$ 0.256	0.500%	\$ 0.256	0.500%	\$ 0.256
Comp. & Dis. Supp.	1.985%	\$ 0.985	1.985%	\$ 0.985	1.985%	\$ 1.016	1.985%	\$ 1.016	1.985%	\$ 1.016
N.E.L.C.A.F	0.750%	\$ 0.372	0.750%	\$ 0.372	0.750%	\$ 0.384	0.750%	\$ 0.384	0.750%	\$ 0.384
NEAT Trust Fund	1.000%	\$ 0.496	1.000%	\$ 0.496	1.000%	\$ 0.512	1.000%	\$ 0.512	1.000%	\$ 0.512
National Electrical Industry Fund	1.000%	\$ 0.496	1.000%	\$ 0.496	1.000%	\$ 0.512	1.000%	\$ 0.512	1.000%	\$ 0.512
Total Rate For Benefits	80.119%	\$ 39.739	81.127%	\$ 40.239	82.403%	\$ 42.190	87.833%	\$ 44.970	88.809%	\$ 45.470
Total Cost Per Hour	\$ 89.339	\$ 89.339	\$ 89.339	\$ 89.339	\$ 93.390	\$ 93.390	\$ 96.170	\$ 96.170	\$ 96.670	\$ 96.670

Joint Industry Board of the Electrical Industry

5th Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
OT Rate	\$ 74.40	\$ 74.40	\$ 74.40	\$ 74.40	\$ 76.80	\$ 76.80	\$ 76.80	\$ 76.80	\$ 76.80	\$ 76.80
Hourly Rate	\$ 49.60	\$ 49.60	\$ 49.60	\$ 49.60	\$ 51.20	\$ 51.20	\$ 51.20	\$ 51.20	\$ 51.20	\$ 51.20
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.074	0.150%	\$ 0.074	0.150%	\$ 0.077	0.150%	\$ 0.077	0.150%	\$ 0.077
P H B P -- Pension Trust	5.545%	\$ 2.750	5.545%	\$ 2.750	5.545%	\$ 2.839	5.545%	\$ 2.839	5.545%	\$ 2.839
P H B P -- Medical	15.713%	\$ 7.794	15.713%	\$ 7.794	15.713%	\$ 8.045	15.713%	\$ 8.045	15.713%	\$ 8.045
P H B P -- Medical	7.056%	\$ 3.500	7.056%	\$ 3.500	7.813%	\$ 4.000	7.813%	\$ 4.000	7.813%	\$ 4.000
Dental Plan	2.140%	\$ 1.061	2.140%	\$ 1.061	2.140%	\$ 1.096	4.140%	\$ 2.120	4.140%	\$ 2.120
N . E . B . F .	3.000%	\$ 2.232	3.000%	\$ 2.232	3.000%	\$ 2.304	3.000%	\$ 2.304	3.000%	\$ 2.304
NEIB	0.000%	\$ -	1.008%	\$ 0.500	0.977%	\$ 0.500	0.977%	\$ 0.500	1.953%	\$ 1.000
Annuity	5.040%	\$ 2.500	5.040%	\$ 2.500	5.859%	\$ 3.000	8.789%	\$ 4.500	8.789%	\$ 4.500
HRA	3.528%	\$ 1.750	3.528%	\$ 1.750	3.418%	\$ 1.750	3.418%	\$ 1.750	3.418%	\$ 1.750
Employer paid FICA	8.284%	\$ 6.163	8.284%	\$ 6.163	8.284%	\$ 6.362	8.284%	\$ 6.362	8.284%	\$ 6.362
DSP Percentage	15.500%	\$ 7.688	15.500%	\$ 7.688	15.500%	\$ 7.936	15.500%	\$ 7.936	15.500%	\$ 7.936
DSP Hourly	5.040%	\$ 2.500	5.040%	\$ 2.500	4.883%	\$ 2.500	4.883%	\$ 2.500	4.883%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.316	0.637%	\$ 0.316	0.637%	\$ 0.326	0.637%	\$ 0.326	0.637%	\$ 0.326
Educational & Cultural (Safety and Training)	3.250%	\$ 2.418	3.250%	\$ 2.418	3.250%	\$ 2.496	3.750%	\$ 2.880	3.750%	\$ 2.880
Tools and Clothing	0.500%	\$ 0.372	0.500%	\$ 0.372	0.500%	\$ 0.384	0.500%	\$ 0.384	0.500%	\$ 0.384
Comp. & Dis. Supp.	1.985%	\$ 1.477	1.985%	\$ 1.477	1.985%	\$ 1.524	1.985%	\$ 1.524	1.985%	\$ 1.524
N.E.L.C.A.F	0.750%	\$ 0.558	0.750%	\$ 0.558	0.750%	\$ 0.576	0.750%	\$ 0.576	0.750%	\$ 0.576
NEAT Trust Fund	1.000%	\$ 0.744	1.000%	\$ 0.744	1.000%	\$ 0.768	1.000%	\$ 0.768	1.000%	\$ 0.768
National Electrical Industry Fund	1.000%	\$ 0.744	1.000%	\$ 0.744	1.000%	\$ 0.768	1.000%	\$ 0.768	1.000%	\$ 0.768
Total Rate For Benefits	80.119%	\$ 44.642	81.127%	\$ 45.142	82.403%	\$ 47.251	87.833%	\$ 50.159	88.809%	\$ 50.659
Total Cost Per Hour		\$ 119.042		\$ 119.542		\$ 124.051		\$ 126.959		\$ 127.459

Joint Industry Board of the Electrical Industry

6th Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
Hourly Rate	\$ 52.70	\$ 52.70	\$ 52.70	\$ 52.70	\$ 54.40	\$ 54.40	\$ 54.40	\$ 54.40	\$ 54.40	\$ 54.40
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.079	0.150%	\$ 0.079	0.150%	\$ 0.082	0.150%	\$ 0.082	0.150%	\$ 0.082
P H B P -- Pension Trust	5.545%	\$ 2.922	5.545%	\$ 2.922	5.545%	\$ 3.016	5.545%	\$ 3.016	5.545%	\$ 3.016
P H B P -- Medical	15.713%	\$ 8.281	15.713%	\$ 8.281	15.713%	\$ 8.548	15.713%	\$ 8.548	15.713%	\$ 8.548
P H B P -- Medical	6.641%	\$ 3.500	6.641%	\$ 3.500	7.353%	\$ 4.000	7.353%	\$ 4.000	7.353%	\$ 4.000
Dental Plan	2.140%	\$ 1.128	2.140%	\$ 1.128	2.140%	\$ 1.164	4.140%	\$ 2.252	4.140%	\$ 2.252
N . E . B . F .	3.000%	\$ 1.581	3.000%	\$ 1.581	3.000%	\$ 1.632	3.000%	\$ 1.632	3.000%	\$ 1.632
NEIB	0.000%	\$ -	0.949%	\$ 0.500	0.919%	\$ 0.500	0.919%	\$ 0.500	1.838%	\$ 1.000
Annuity	4.744%	\$ 2.500	4.744%	\$ 2.500	5.515%	\$ 3.000	8.272%	\$ 4.500	8.272%	\$ 4.500
HRA	3.321%	\$ 1.750	3.321%	\$ 1.750	3.217%	\$ 1.750	3.217%	\$ 1.750	3.217%	\$ 1.750
Employer paid FICA	8.284%	\$ 4.366	8.284%	\$ 4.366	8.284%	\$ 4.506	8.284%	\$ 4.506	8.284%	\$ 4.506
DSP Percentage	15.500%	\$ 8.169	15.500%	\$ 8.169	15.500%	\$ 8.432	15.500%	\$ 8.432	15.500%	\$ 8.432
DSP Hourly	4.744%	\$ 2.500	4.744%	\$ 2.500	4.596%	\$ 2.500	4.596%	\$ 2.500	4.596%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.336	0.637%	\$ 0.336	0.637%	\$ 0.347	0.637%	\$ 0.347	0.637%	\$ 0.347
Educational & Cultural (Safety and Training)	3.250%	\$ 1.713	3.250%	\$ 1.713	3.250%	\$ 1.768	3.750%	\$ 2.040	3.750%	\$ 2.040
Tools and Clothing	0.500%	\$ 0.264	0.500%	\$ 0.264	0.500%	\$ 0.272	0.500%	\$ 0.272	0.500%	\$ 0.272
Comp. & Dis. Supp.	1.985%	\$ 1.046	1.985%	\$ 1.046	1.985%	\$ 1.080	1.985%	\$ 1.080	1.985%	\$ 1.080
N.E.L.C.A.F	0.750%	\$ 0.395	0.750%	\$ 0.395	0.750%	\$ 0.408	0.750%	\$ 0.408	0.750%	\$ 0.408
NEAT Trust Fund	1.000%	\$ 0.527	1.000%	\$ 0.527	1.000%	\$ 0.544	1.000%	\$ 0.544	1.000%	\$ 0.544
National Electrical Industry Fund	1.000%	\$ 0.527	1.000%	\$ 0.527	1.000%	\$ 0.544	1.000%	\$ 0.544	1.000%	\$ 0.544
Total Rate For Benefits	78.904%	\$ 41.582	79.852%	\$ 42.082	81.053%	\$ 44.093	86.311%	\$ 46.953	87.230%	\$ 47.453
Total Cost Per Hour		\$ 94.282		\$ 94.782		\$ 98.493		\$ 101.353		\$ 101.853

Joint Industry Board of the Electrical Industry

6th Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
OT Rate	\$ 79.05	\$ 79.05	\$ 79.05	\$ 79.05	\$ 81.60	\$ 81.60	\$ 81.60	\$ 81.60	\$ 81.60	\$ 81.60
Hourly Rate	\$ 52.70	\$ 52.70	\$ 52.70	\$ 52.70	\$ 54.40	\$ 54.40	\$ 54.40	\$ 54.40	\$ 54.40	\$ 54.40
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.079	0.150%	\$ 0.079	0.150%	\$ 0.082	0.150%	\$ 0.082	0.150%	\$ 0.082
P H B P -- Pension Trust	5.545%	\$ 2.922	5.545%	\$ 2.922	5.545%	\$ 3.016	5.545%	\$ 3.016	5.545%	\$ 3.016
P H B P -- Medical	15.713%	\$ 8.281	15.713%	\$ 8.281	15.713%	\$ 8.548	15.713%	\$ 8.548	15.713%	\$ 8.548
P H B P -- Medical	6.641%	\$ 3.500	6.641%	\$ 3.500	7.353%	\$ 4.000	7.353%	\$ 4.000	7.353%	\$ 4.000
Dental Plan	2.140%	\$ 1.128	2.140%	\$ 1.128	2.140%	\$ 1.164	4.140%	\$ 2.252	4.140%	\$ 2.252
N . E . B . F .	3.000%	\$ 2.372	3.000%	\$ 2.372	3.000%	\$ 2.448	3.000%	\$ 2.448	3.000%	\$ 2.448
NEIB	0.000%	\$ -	0.949%	\$ 0.500	0.919%	\$ 0.500	0.919%	\$ 0.500	1.838%	\$ 1.000
Annuity	4.744%	\$ 2.500	4.744%	\$ 2.500	5.515%	\$ 3.000	8.272%	\$ 4.500	8.272%	\$ 4.500
HRA	3.321%	\$ 1.750	3.321%	\$ 1.750	3.217%	\$ 1.750	3.217%	\$ 1.750	3.217%	\$ 1.750
Employer paid FICA	8.284%	\$ 6.549	8.284%	\$ 6.549	8.284%	\$ 6.760	8.284%	\$ 6.760	8.284%	\$ 6.760
DSP Percentage	15.500%	\$ 8.169	15.500%	\$ 8.169	15.500%	\$ 8.432	15.500%	\$ 8.432	15.500%	\$ 8.432
DSP Hourly	4.744%	\$ 2.500	4.744%	\$ 2.500	4.596%	\$ 2.500	4.596%	\$ 2.500	4.596%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.336	0.637%	\$ 0.336	0.637%	\$ 0.347	0.637%	\$ 0.347	0.637%	\$ 0.347
Educational & Cultural (Safety and Training)	3.250%	\$ 2.569	3.250%	\$ 2.569	3.250%	\$ 2.652	3.750%	\$ 3.060	3.750%	\$ 3.060
Tools and Clothing	0.500%	\$ 0.395	0.500%	\$ 0.395	0.500%	\$ 0.408	0.500%	\$ 0.408	0.500%	\$ 0.408
Comp. & Dis. Supp.	1.985%	\$ 1.569	1.985%	\$ 1.569	1.985%	\$ 1.620	1.985%	\$ 1.620	1.985%	\$ 1.620
N.E.L.C.A.F	0.750%	\$ 0.593	0.750%	\$ 0.593	0.750%	\$ 0.612	0.750%	\$ 0.612	0.750%	\$ 0.612
NEAT Trust Fund	1.000%	\$ 0.791	1.000%	\$ 0.791	1.000%	\$ 0.816	1.000%	\$ 0.816	1.000%	\$ 0.816
National Electrical Industry Fund	1.000%	\$ 0.791	1.000%	\$ 0.791	1.000%	\$ 0.816	1.000%	\$ 0.816	1.000%	\$ 0.816
Total Rate For Benefits	78.904%	\$ 46.791	79.852%	\$ 47.291	81.053%	\$ 49.470	86.311%	\$ 52.466	87.230%	\$ 52.966
Total Cost Per Hour		\$ 125.841		\$ 126.341		\$ 131.070		\$ 134.066		\$ 134.566

Joint Industry Board of the Electrical Industry

7th Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
Hourly Rate	\$ 55.80	\$ 55.80	\$ 55.80	\$ 55.80	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.084	0.150%	\$ 0.084	0.150%	\$ 0.086	0.150%	\$ 0.086	0.150%	\$ 0.086
P H B P -- Pension Trust	5.545%	\$ 3.094	5.545%	\$ 3.094	5.545%	\$ 3.194	5.545%	\$ 3.194	5.545%	\$ 3.194
P H B P -- Medical	15.713%	\$ 8.768	15.713%	\$ 8.768	15.713%	\$ 9.051	15.713%	\$ 9.051	15.713%	\$ 9.051
P H B P -- Medical	6.272%	\$ 3.500	6.272%	\$ 3.500	6.944%	\$ 4.000	6.944%	\$ 4.000	6.944%	\$ 4.000
Dental Plan	2.140%	\$ 1.194	2.140%	\$ 1.194	2.140%	\$ 1.233	4.140%	\$ 2.385	4.140%	\$ 2.385
N . E . B . F .	3.000%	\$ 1.674	3.000%	\$ 1.674	3.000%	\$ 1.728	3.000%	\$ 1.728	3.000%	\$ 1.728
NEIB	0.000%	\$ -	0.896%	\$ 0.500	0.868%	\$ 0.500	0.868%	\$ 0.500	1.736%	\$ 1.000
Annuity	4.480%	\$ 2.500	4.480%	\$ 2.500	5.208%	\$ 3.000	7.813%	\$ 4.500	7.813%	\$ 4.500
HRA	3.136%	\$ 1.750	3.136%	\$ 1.750	3.038%	\$ 1.750	3.038%	\$ 1.750	3.038%	\$ 1.750
Employer paid FICA	8.284%	\$ 4.622	8.284%	\$ 4.622	8.284%	\$ 4.772	8.284%	\$ 4.772	8.284%	\$ 4.772
DSP Percentage	15.500%	\$ 8.649	15.500%	\$ 8.649	15.500%	\$ 8.928	15.500%	\$ 8.928	15.500%	\$ 8.928
DSP Hourly	4.480%	\$ 2.500	4.480%	\$ 2.500	4.340%	\$ 2.500	4.340%	\$ 2.500	4.340%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.355	0.637%	\$ 0.355	0.637%	\$ 0.367	0.637%	\$ 0.367	0.637%	\$ 0.367
Educational & Cultural (Safety and Training)	3.250%	\$ 1.814	3.250%	\$ 1.814	3.250%	\$ 1.872	3.750%	\$ 2.160	3.750%	\$ 2.160
Tools and Clothing	0.500%	\$ 0.279	0.500%	\$ 0.279	0.500%	\$ 0.288	0.500%	\$ 0.288	0.500%	\$ 0.288
Comp. & Dis. Supp.	1.985%	\$ 1.108	1.985%	\$ 1.108	1.985%	\$ 1.143	1.985%	\$ 1.143	1.985%	\$ 1.143
N.E.L.C.A.F	0.750%	\$ 0.419	0.750%	\$ 0.419	0.750%	\$ 0.432	0.750%	\$ 0.432	0.750%	\$ 0.432
NEAT Trust Fund	1.000%	\$ 0.558	1.000%	\$ 0.558	1.000%	\$ 0.576	1.000%	\$ 0.576	1.000%	\$ 0.576
National Electrical Industry Fund	1.000%	\$ 0.558	1.000%	\$ 0.558	1.000%	\$ 0.576	1.000%	\$ 0.576	1.000%	\$ 0.576
Total Rate For Benefits	77.823%	\$ 43.425	78.719%	\$ 43.925	79.853%	\$ 45.996	84.957%	\$ 48.936	85.826%	\$ 49.436
Total Cost Per Hour		\$ 99.225		\$ 99.725		\$ 103.596		\$ 106.536		\$ 107.036

Joint Industry Board of the Electrical Industry

7th Period Outside Utility Apprentice Wage and Benefits

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/7/2025 (at 4:01 p.m.) to 5/10/2028 (at 4:00 p.m.)

PREVAILING RATE CHART	5/7/2025 (at 4:01 p.m.)	5/7/2025 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	1/1/2026 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/13/26 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	5/12/2027 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)	1/6/2028 (at 4:01 p.m.)
OT Rate	\$ 83.70	\$ 83.70	\$ 83.70	\$ 83.70	\$ 86.40	\$ 86.40	\$ 86.40	\$ 86.40	\$ 86.40	\$ 86.40
Hourly Rate	\$ 55.80	\$ 55.80	\$ 55.80	\$ 55.80	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60	\$ 57.60
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Legal Services Plan	0.150%	\$ 0.084	0.150%	\$ 0.084	0.150%	\$ 0.086	0.150%	\$ 0.086	0.150%	\$ 0.086
P H B P -- Pension Trust	5.545%	\$ 3.094	5.545%	\$ 3.094	5.545%	\$ 3.194	5.545%	\$ 3.194	5.545%	\$ 3.194
P H B P -- Medical	15.713%	\$ 8.768	15.713%	\$ 8.768	15.713%	\$ 9.051	15.713%	\$ 9.051	15.713%	\$ 9.051
P H B P -- Medical	6.272%	\$ 3.500	6.272%	\$ 3.500	6.944%	\$ 4.000	6.944%	\$ 4.000	6.944%	\$ 4.000
Dental Plan	2.140%	\$ 1.194	2.140%	\$ 1.194	2.140%	\$ 1.233	4.140%	\$ 2.385	4.140%	\$ 2.385
N . E . B . F .	3.000%	\$ 2.511	3.000%	\$ 2.511	3.000%	\$ 2.592	3.000%	\$ 2.592	3.000%	\$ 2.592
NEIB	0.000%	\$ -	0.896%	\$ 0.500	0.868%	\$ 0.500	0.868%	\$ 0.500	1.736%	\$ 1.000
Annuity	4.480%	\$ 2.500	4.480%	\$ 2.500	5.208%	\$ 3.000	7.813%	\$ 4.500	7.813%	\$ 4.500
HRA	3.136%	\$ 1.750	3.136%	\$ 1.750	3.038%	\$ 1.750	3.038%	\$ 1.750	3.038%	\$ 1.750
Employer paid FICA	8.284%	\$ 6.934	8.284%	\$ 6.934	8.284%	\$ 7.157	8.284%	\$ 7.157	8.284%	\$ 7.157
DSP Percentage	15.500%	\$ 8.649	15.500%	\$ 8.649	15.500%	\$ 8.928	15.500%	\$ 8.928	15.500%	\$ 8.928
DSP Hourly	4.480%	\$ 2.500	4.480%	\$ 2.500	4.340%	\$ 2.500	4.340%	\$ 2.500	4.340%	\$ 2.500
Educational & Cultural	0.637%	\$ 0.355	0.637%	\$ 0.355	0.637%	\$ 0.367	0.637%	\$ 0.367	0.637%	\$ 0.367
Educational & Cultural (Safety and Training)	3.250%	\$ 2.720	3.250%	\$ 2.720	3.250%	\$ 2.808	3.750%	\$ 3.240	3.750%	\$ 3.240
Tools and Clothing	0.500%	\$ 0.419	0.500%	\$ 0.419	0.500%	\$ 0.432	0.500%	\$ 0.432	0.500%	\$ 0.432
Comp. & Dis. Supp.	1.985%	\$ 1.661	1.985%	\$ 1.661	1.985%	\$ 1.715	1.985%	\$ 1.715	1.985%	\$ 1.715
N.E.L.C.A.F	0.750%	\$ 0.628	0.750%	\$ 0.628	0.750%	\$ 0.648	0.750%	\$ 0.648	0.750%	\$ 0.648
NEAT Trust Fund	1.000%	\$ 0.837	1.000%	\$ 0.837	1.000%	\$ 0.864	1.000%	\$ 0.864	1.000%	\$ 0.864
National Electrical Industry Fund	1.000%	\$ 0.837	1.000%	\$ 0.837	1.000%	\$ 0.864	1.000%	\$ 0.864	1.000%	\$ 0.864
Total Rate For Benefits	77.823%	\$ 48.941	78.719%	\$ 49.441	79.853%	\$ 51.689	84.957%	\$ 54.773	85.826%	\$ 55.273
Total Cost Per Hour		\$ 132.641		\$ 133.141		\$ 138.089		\$ 141.173		\$ 141.673