

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.)

	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.)
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Hourly Rate	\$	37.20	37.20	\$	37.20	37.20	\$	38.40	38.40	\$	38.40	38.40	\$	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		New%Contr	Dollar Equiv		New%Contr	Dollar Equiv
JIB		0.250%	\$ 0.093		0.250%	\$ 0.093		0.250%	\$ 0.096		0.250%	\$ 0.096		0.250%	\$ 0.096		0.250%	\$ 0.096		0.250%	\$ 0.096
Legal Services Plan		0.150%	\$ 0.056		0.150%	\$ 0.056		0.150%	\$ 0.058		0.150%	\$ 0.058		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		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		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		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		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		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		2.604%	\$ 1.000		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		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		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		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		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		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		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		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		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		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		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		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		1.000%	\$ 0.384		1.000%	\$ 0.384
Total Rate For Benefits		87.258%	\$ 32.460		88.602%	\$ 32.960		90.303%	\$ 34.676		96.709%	\$ 37.136		98.011%	\$ 37.636						
Total Cost Per Hour			\$ 69.660			\$ 70.160			\$ 73.076			\$ 75.536			\$ 76.036						
Statutory EESISF		7.735%	\$ 2.877		7.735%	\$ 2.877		7.735%	\$ 2.970		7.735%	\$ 2.970		7.735%	\$ 2.970		7.735%	\$ 2.970		7.735%	\$ 2.970
			\$ 72.537			\$ 73.037			\$ 76.047			\$ 78.507			\$ 79.007						

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.)

	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.)
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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
JIB		0.250%	\$	0.093		0.250%	\$	0.093		0.250%	\$	0.096		0.250%	\$	0.096		0.250%	\$	0.096
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		87.258%	\$	36.137		88.602%	\$	36.637		90.303%	\$	38.472		96.709%	\$	41.028		98.011%	\$	41.528
Total Cost Per Hour			\$	91.937			\$	92.437			\$	96.072			\$	98.628			\$	99.128
Statutory EESISIP		7.735%	\$	4.316		7.735%	\$	4.316		7.735%	\$	4.455		7.735%	\$	4.455		7.735%	\$	4.455
			\$	96.253			\$	96.753			\$	100.527			\$	103.083			\$	103.583

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[illegible]

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	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.)
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OT Rate	\$	60.45		60.45	\$	60.45		60.45	\$	62.40		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	\$	41.60
		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		New%Contr		Dollar Equiv		Dollar Equiv
JIB		0.250%	\$	0.101		0.250%	\$	0.101		0.250%	\$	0.104		0.250%	\$	0.104		0.250%	\$	0.104		0.104
Legal Services Plan		0.150%	\$	0.060		0.150%	\$	0.060		0.150%	\$	0.062		0.150%	\$	0.062		0.150%	\$	0.062		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		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		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		4.000
Dental Plan		2.140%	\$	0.862		2.140%	\$	0.862		2.140%	\$	0.890		4.140%	\$	1.722		4.140%	\$	1.722		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		1.872
NEIB		0.000%	\$	-		1.241%	\$	0.500		1.202%	\$	0.500		1.202%	\$	0.500		2.404%	\$	1.000		1.000
Annuity		6.203%	\$	2.500		6.203%	\$	2.500		7.212%	\$	3.000		10.817%	\$	4.500		10.817%	\$	4.500		4.500
HRA		4.342%	\$	1.750		4.342%	\$	1.750		4.207%	\$	1.750		4.207%	\$	1.750		4.207%	\$	1.750		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		5.169
DSP Percentage		15.500%	\$	6.247		15.500%	\$	6.247		15.500%	\$	6.448		15.500%	\$	6.448		15.500%	\$	6.448		6.448
DSP Hourly		6.203%	\$	2.500		6.203%	\$	2.500		6.010%	\$	2.500		6.010%	\$	2.500		6.010%	\$	2.500		2.500
Educational & Cultural		0.637%	\$	0.257		0.637%	\$	0.257		0.637%	\$	0.265		0.637%	\$	0.265		0.637%	\$	0.265		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		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		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		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		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		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		0.624
Total Rate For Benefits		85.138%	\$	38.294		86.379%	\$	38.794		87.949%	\$	40.699		94.055%	\$	43.343		95.257%	\$	43.843		43.843
Total Cost Per Hour			\$	98.744			\$	99.244			\$	103.099			\$	105.743			\$	106.243		106.243
Statutory EESISIP		7.735%	\$	4.676		7.735%	\$	4.676		7.735%	\$	4.827		7.735%	\$	4.827		7.735%	\$	4.827		4.827
			\$	103.420			\$	103.920			\$	107.925			\$	110.569			\$	111.069		111.069

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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
JIB		0.250%	\$	0.109		0.250%	\$	0.109		0.250%	\$	0.112		0.250%	\$	0.112		0.250%	\$	0.112
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		83.322%	\$	40.451		84.474%	\$	40.951		85.932%	\$	42.926		91.780%	\$	45.658		92.896%	\$	46.158
Total Cost Per Hour			\$	105.551			\$	106.051			\$	110.126			\$	112.858			\$	113.358
Statutory EESISIP		7.735%	\$	5.035		7.735%	\$	5.035		7.735%	\$	5.198		7.735%	\$	5.198		7.735%	\$	5.198
			\$	110.587			\$	111.087			\$	115.324			\$	118.056			\$	118.556

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.)

	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.)
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Hourly Rate	\$	46.50	46.50	\$	46.50	46.50	\$	48.00	48.00	\$	48.00	48.00	\$	48.00	48.00	\$	48.00	48.00	\$	48.00	48.00	\$	48.00	48.00
		<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>		<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%	\$ 0.116		0.250%	\$ 0.116		0.250%	\$ 0.120		0.250%	\$ 0.120		0.250%	\$ 0.120		0.250%	\$ 0.120		0.250%	\$ 0.120		0.250%	\$ 0.120
Legal Services Plan		0.150%	\$ 0.070		0.150%	\$ 0.070		0.150%	\$ 0.072		0.150%	\$ 0.072		0.150%	\$ 0.072		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		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		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		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		4.140%	\$ 1.987		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		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		1.042%	\$ 0.500		2.083%	\$ 1.000		2.083%	\$ 1.000		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		9.375%	\$ 4.500		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		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		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		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		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		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		3.750%	\$ 1.800		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		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		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		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		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		1.000%	\$ 0.480		1.000%	\$ 0.480		1.000%	\$ 0.480
Total Rate For Benefits		81.747%	\$ 38.012		82.822%	\$ 38.512		84.183%	\$ 40.408		89.808%	\$ 43.108		90.850%	\$ 43.608									
Total Cost Per Hour			\$ 84.512			\$ 85.012			\$ 88.408			\$ 91.108			\$ 91.608									\$ 91.608
Statutory EESISF		7.735%	\$ 3.597		7.735%	\$ 3.597		7.735%	\$ 3.713		7.735%	\$ 3.713		7.735%	\$ 3.713		7.735%	\$ 3.713		7.735%	\$ 3.713		7.735%	\$ 3.713
			\$ 88.109			\$ 88.609			\$ 92.121			\$ 94.821			\$ 95.321									\$ 95.321

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.)

	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.)
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OT Rate	\$	69.75	\$	69.75	\$	69.75	\$	69.75	\$	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	
		New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv		
JIB		0.250%	\$	0.116	0.250%	\$	0.116	0.250%	\$	0.120	0.250%	\$	0.120	0.250%	\$	0.120	0.250%	\$	0.120
Legal Services Plan		0.150%	\$	0.070	0.150%	\$	0.070	0.150%	\$	0.072	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	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	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	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	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	3.000%	\$	2.160
NEIB		0.000%	\$	-	1.075%	\$	0.500	1.042%	\$	0.500	1.042%	\$	0.500	2.083%	\$	1.000	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	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	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	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	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	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	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	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	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	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	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	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	1.000%	\$	0.720
Total Rate For Benefits		81.747%	\$	42.609	82.822%	\$	43.109	84.183%	\$	45.152	89.808%	\$	47.972	90.850%	\$	48.472			
Total Cost Per Hour			\$	112.359		\$	112.859		\$	117.152		\$	119.972		\$	120.472			
Statutory EESISIP		7.735%	\$	5.395	7.735%	\$	5.395	7.735%	\$	5.569	7.735%	\$	5.569	7.735%	\$	5.569	7.735%	\$	5.569
			\$	117.754		\$	118.254		\$	122.722		\$	125.542		\$	126.042			

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.)

	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.)
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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.)

	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.)
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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.)

	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.)
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Hourly Rate	\$	52.70	\$	52.70	\$	52.70	\$	52.70	\$	54.40	\$	54.40	\$	54.40	\$	54.40	\$	54.40	\$	54.40
		<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%	\$	0.132		0.250%	\$	0.132		0.250%	\$	0.136		0.250%	\$	0.136		0.250%	\$	0.136
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		79.154%	\$	41.714		80.102%	\$	42.214		81.303%	\$	44.229		86.561%	\$	47.089		87.480%	\$	47.589
Total Cost Per Hour			\$	94.414			\$	94.914			\$	98.629			\$	101.489			\$	101.989
Statutory EESISF		7.735%	\$	4.076		7.735%	\$	4.076		7.735%	\$	4.208		7.735%	\$	4.208		7.735%	\$	4.208
			\$	98.490			\$	98.990			\$	102.837			\$	105.697			\$	106.197

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.)

[illegible]

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.)

[illegible]

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.)

	<u>5/7/2025 (at 4:01 p.m.)</u>	<u>5/7/2025 (at 4:01 p.m.)</u>	<u>1/1/2026 (at 4:01 p.m.)</u>	<u>1/1/2026 (at 4:01 p.m.)</u>	<u>5/13/26 (at 4:01 p.m.)</u>
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