

2026 Outside Utility Agreement Benefit Chart

Payroll Changes Effective 12/31/2025, 4:01 P.M, Week Ending January 7, 2026 - Week # 1

DIVISION	WAGES	JIB	PENSION/ MAJOR MEDICAL	DENTAL FUND	401k (reported and remitted directly to Empower)	ANNUTY	HEALTH REIMBURSE- MENT ACCOUNT	E & C	NEBF/NEIB	EESISP	JOINT SAFETY AND EDUCATION AND TRAINING FUND
Outside Lineman & other categories JE Payroll	\$62.00	.40% of standard gross wages	39.45% of standard gross wages + \$13.00 per clock hr.	3.14% of standard gross wages	7.65% of total gross wages + 16.5% of standard gross wages	\$4.00 per clock hr. *	\$7.00 per clock hr.	1.67% of standard gross wages	3% of total gross wages + \$0.50 per clock hr.	9.33%** of total gross wages	3.75% of total gross wages
<u>Local Union No. 3 - 3% Working Dues Assessment Deduction Required on all A-rated Journeypersons & above.</u>											
Apprentices 1 st - 7 th period TS Payroll FICA paid in wages	60% to 90% of "A" Rate	.40% of standard gross wages	21.26% of standard gross wages + \$3.50 per clock hr.	2.14% of standard gross wages	15.5% of standard gross wages + \$2.50 per clock hr	\$2.50 per clock hr.	\$1.75 per clock hr.	.637% of standard gross wages	3% of total gross wages + \$0.50 per clock hr.	9.33%** of total gross wages	3.75% of total gross wages

The new NEIB is to be reported with the NEBF benefit, if applicable.

* The amount reported to the Annuity Fund for A Journeyperson is \$4.00/clk hr. The total contribution to the Annuity fund is \$7.00 and \$3.00/hr will be diverted to the Welfare Plan.

** EESISP subject to Trustee changes.

PLEASE NOTE BELOW:

ADDITIONAL BENEFITS PAID BY
EMPLOYER
DIRECTLY TO OTHER
ORGANIZATIONS

National Electrical Industry Fund	-remitted to 700 White Plains Road, Suite 271, Scarsdale, NY 10583
Northeastern Line Contractors Administration Fund	-remitted to 700 White Plains Road, Suite 271, Scarsdale, NY 10583
NEAT Trust Fund	-remitted to 1513 Ben Franklin Highway, Douglasville, GA 30135