

# 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/<br>MAJOR<br>MEDICAL                                 | DENTAL<br>FUND                   | 401k<br>(reported and<br>remitted directly to<br>Empower)           | ANNUTY                 | HEALTH<br>REIMBURSE-<br>MENT ACCOUNT | E & C                               | NEBF/NEIB  | EESISIP                             | JOINT SAFETY<br>AND<br>EDUCATION<br>AND<br>TRAINING<br>FUND |
|---|---------|---------------------------------|--|----------------------------------|---|------------------------|--------------------------------------|-------------------------------------|--|-------------------------------------|---|
| Outside Lineman<br>& other categories<br><br>JE Payroll | \$62.00 | .40% of standard gross<br>wages | 39.45% of standard<br>gross wages +<br>\$13.00 per clock hr. | 3.14% of standard<br>gross wages | 7.65% of total gross<br>wages +<br>16.5% of standard gross<br>wages | \$4.00 per clock hr. * | \$7.00 per clock hr.                 | 1.67% of<br>standard gross<br>wages | 3% of total gross<br>wages + \$0.50<br>per clock hr. | 9.33% ** of<br>total gross<br>wages | 3.75% of total<br>gross wages                               |

Local Union No. 3 - 3% Working Dues Assessment Deduction Required on all A-rated Journeypersons & above.

|   |                           |                                 |   |                                  |   |                      |                      |                                     |  |                                     |                               |
|---|---------------------------|---------------------------------|---|----------------------------------|---|----------------------|----------------------|-------------------------------------|--|-------------------------------------|-------------------------------|
| Apprentices<br>1 <sup>st</sup> - 7 <sup>th</sup> period<br><br>TS Payroll<br><br>FICA paid in wages | 60% to 90% of "A"<br>Rate | .40% of standard gross<br>wages | 21.26% of standard<br>gross wages +<br>\$3.50 per clock hr. | 2.14% of standard<br>gross wages | 15.5% of standard gross<br>wages +<br>\$2.50 per clock hr | \$2.50 per clock hr. | \$1.75 per clock hr. | .637% of<br>standard gross<br>wages | 3% of total gross<br>wages + \$0.50<br>per clock hr. | 9.33% ** of<br>total gross<br>wages | 3.75% of total<br>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.

\*\* EESISIP 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, PA 19518