

Salary Deductions Chart	
1	100%
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99	100%
100	100%

Effective Week Ending January 7, 2026 - Week #1

		NYC "A" Journey- persons	NYC ADM "A" Rate & above	NYC "M" & "MIJ"	NYC ADM Below "A" Rate	NYC Expeditors	NYC Non-"A" Streetlighting	NYC "A" Apprentices & "M" Helpers	NYC "A-Rated" Streetlighting	WP "AJ"	WP "M" & "MIJ"	WP Apprentices & Helpers	NYC & WP Temporary Lighting	
PAYABLE TO THE JOINT INDUSTRY BOARD	New York State Paid Family Leave	\$7.00 per week		\$4.00 per week				\$2.50 per week	\$7.00 per week		\$4.00 per week	\$2.50 per week	\$7.00 per week	
	L.U. #3 Dues Assessment	3.0%	N/A	N/A	N/A	N/A	N/A	N/A	3.0%	3.0%	N/A	N/A	3.0%	
	E&C Tuition Loan Repayment	AS NECESSARY											SEE "A" JOURNEY- PERSONS	
	IBEW PAC	\$0.05 per clock hour - OPTIONAL, AS ELECTED												
PAYABLE TO EMPPOWER	Mandatory 401k Deferral	1%*	1%*	1%*	1%*	1%*	optional	1%* 3 rd & 4 th YEAR	1%*	1%*	1%*	1%*	1%*	
	401k Loan Repayment	AS NECESSARY											SEE "A" JOURNEY- PERSONS	
	*1 % of total gross wages is mandatory/can be increased at employees' option up to IRS limits													