

PREVAILING RATE PLUS BENEFITS - "A" RATE UNDER LOCAL UNION NO. 3 AGREEMENT

5/10/07 – 5/13/10

<u>Benefit</u>	<u>Percentage</u>	<u>5/10/07 Hourly Rate</u>	<u>5/08/08 Hourly Rate</u>	<u>5/14/09 Hourly Rate</u>
Hourly Rate - "A"		<u>\$46.00</u>	<u>\$47.00</u>	<u>\$49.00</u>
Apprentice Training Program	.750%	.345	.353	.368
Pension & Major Medical				
5/10/07 - 27.61% + \$3.00 hr.	34.132%	15.701	---	---
5/08/08 - 27.61% + \$4.00 hr.	36.121%	---	16.976	---
5/14/09 - 27.61% + \$4.00 hr.	35.773%	---	---	17.529
Dental Benefit	3.04%	1.398	1.429	1.490
N.E.B.F.	3.000%	1.380	1.410	1.470
Annuity		1.000	2.000	2.000
Deferred Salary Plan				
5/10/07 - 20.65% + \$2.00 hr.	24.998%	11.499	---	---
5/08/08 - 20.65% + \$2.00 hr.	24.905%	---	11.705	---
5/14/09 - 20.65% + \$2.00 hr.	24.732%	---	---	12.119
Health Reimbursement Account Plan		\$4.000	\$4.000	\$4.000
Educational & Cultural Fund	1.033%	.475	.486	.506
Supplemental Workers' Compensation & Supplemental Disability	1.885%	.867	.886	.924
TOTAL RATE FOR BENEFITS		\$36.665	\$39.245	\$40.406
WAGE RATE		<u>\$46.00</u>	<u>\$47.00</u>	<u>\$49.00</u>
WAGES PLUS BENEFITS		<u>\$82.665</u>	<u>\$86.245</u>	<u>\$89.406</u>

Above are the negotiated rates of pay and benefit payments agreed to between the New York Electrical Contractors Association, Inc., Association of Electrical Contractors, Inc., and Local Union No. 3, I.B.E.W., effective May 10, 2007.

Gina Addeo, New York Electrical
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Christopher Erikson, Local Union No. 3,
I.B.E.W.

Michael Castellano, Association of
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John E. Marchell, Local Union No. 3,
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PREVAILING RATE PLUS BENEFITS
1ST YEAR APPRENTICE & 1ST YEAR TRAINEE RATE UNDER LOCAL UNION NO. 3 AGREEMENT
FOR THOSE ACCEPTED INTO THE PROGRAM PRIOR TO 5/10/07

5/10/07 – 5/13/10

<u>Benefit</u>	<u>Percentage</u>	<u>5/10/07 Hourly Rate</u>	<u>5/08/08 Hourly Rate</u>	<u>5/14/09 Hourly Rate</u>
Hourly Rate		<u>\$13.75</u>	<u>\$13.75</u>	<u>\$13.75</u>
Pension & Major Medical				
5/10/07	17.920%	2.464	---	---
5/08/08	19.920%	---	2.739	---
5/14/09	19.920%	---	---	2.739
Dental Benefit	2.040%	.281	.281	.281
N.E.B.F.	3.000%	.413	.413	.413
Annuity		.300	.300	.300
Health Reimbursement Account Plan		.500	.500	.500
Deferred Salary Plan		1.500	1.500	1.500
Vacation Expense Fund	13.000%	1.788	1.788	1.788
Educational & Cultural Fund	.500%	.069	.069	.069
Supplemental Workers' Compensation & Supplemental Disability	1.885%	.259	.259	.259
TOTAL RATE FOR BENEFITS		\$ 7.574	\$ 7.849	\$ 7.849
WAGE RATE		<u>\$13.75</u>	<u>\$13.75</u>	<u>\$13.75</u>
WAGES PLUS BENEFITS		\$21.324	\$21.599	\$21.599
EMPLOYEE SOC. SEC. PAID BY EMPLOYER	7.65%	<u>1.052</u>	<u>1.052</u>	<u>1.052</u>
		<u>\$22.376</u>	<u>\$22.651</u>	<u>\$22.651</u>

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PREVAILING RATE PLUS BENEFITS
2nd YEAR APPRENTICE & 2nd YEAR TRAINEE RATE UNDER LOCAL UNION NO. 3 AGREEMENT
FOR THOSE ACCEPTED INTO THE PROGRAM PRIOR TO 5/10/07

5/10/07 – 5/13/10

<u>Benefit</u>	<u>Percentage</u>	<u>5/10/07 Hourly Rate</u>	<u>5/08/08 Hourly Rate</u>	<u>5/14/09 Hourly Rate</u>
Hourly Rate		\$16.55	\$16.55	\$16.55
Pension & Major Medical				
5/10/07	17.920%	2.966	---	---
5/08/08	19.920%	---	3.297	---
5/14/09	19.920%	---	---	3.297
Dental Benefit	2.040%	.338	.338	.338
N.E.B.F.	3.000%	.497	.497	.497
Annuity		.300	.300	.300
Health Reimbursement Account Plan		.500	.500	.500
Deferred Salary Plan		1.500	1.500	1.500
Vacation Expense Fund	13.000%	2.152	2.152	2.152
Educational & Cultural Fund	.500%	.083	.083	.083
Supplemental Workers' Compensation & Supplemental Disability	1.885%	.312	.312	.312
TOTAL RATE FOR BENEFITS		\$ 8.648	\$ 8.979	\$ 8.979
WAGE RATE		<u>\$16.55</u>	<u>\$16.55</u>	<u>\$16.55</u>
WAGES PLUS BENEFITS		\$25.198	\$25.529	\$25.529
EMPLOYEE SOC. SEC. PAID BY EMPLOYER	7.65%	<u>1.266</u>	<u>1.266</u>	<u>1.266</u>
		\$26.464	\$26.795	\$26.795

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PREVAILING RATE PLUS BENEFITS
3rd YEAR APPRENTICE & 3rd YEAR TRAINEE RATE UNDER LOCAL UNION NO. 3 AGREEMENT
FOR THOSE ACCEPTED INTO THE PROGRAM PRIOR TO 5/10/07
5/10/07 – 5/13/10

<u>Benefit</u>	<u>Percentage</u>	<u>5/10/07 Hourly Rate</u>	<u>5/08/08 Hourly Rate</u>	<u>5/14/09 Hourly Rate</u>
Hourly Rate		<u>\$18.65</u>	<u>\$18.65</u>	<u>\$18.65</u>
Pension & Major Medical				
5/10/07	17.920%	3.342	---	---
5/08/08	19.920%	---	3.715	---
5/14/09	19.920%	---	---	3.715
Dental Benefit	2.040%	.380	.380	.380
N.E.B.F.	3.000%	.560	.560	.560
Annuity		.300	.300	.300
Health Reimbursement Account Plan		.500	.500	.500
Deferred Salary Plan		1.500	1.500	1.500
Vacation Expense Fund	13.000%	2.425	2.425	2.425
Educational & Cultural Fund	.500%	.093	.093	.093
Supplemental Workers' Compensation & Supplemental Disability	1.885%	.352	.352	.352
TOTAL RATE FOR BENEFITS		\$ 9.452	\$ 9.825	\$ 9.825
WAGE RATE		<u>\$18.65</u>	<u>\$18.65</u>	<u>\$18.65</u>
WAGES PLUS BENEFITS		\$28.102	\$28.475	\$28.475
EMPLOYEE SOC. SEC. PAID BY EMPLOYER	7.65%	1.427	1.427	1.427
		<u>\$29.529</u>	<u>\$29.902</u>	<u>\$29.902</u>

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PREVAILING RATE PLUS BENEFITS
4th YEAR APPRENTICE & 4th YEAR TRAINEE RATE UNDER LOCAL UNION NO. 3 AGREEMENT
FOR THOSE ACCEPTED INTO THE PROGRAM PRIOR TO 5/10/07

5/10/07 – 5/13/10

<u>Benefit</u>	<u>Percentage</u>	<u>5/10/07 Hourly Rate</u>	<u>5/08/08 Hourly Rate</u>	<u>5/14/09 Hourly Rate</u>
Hourly Rate		\$20.60	\$20.60	\$20.60
Pension & Major Medical				
5/10/07	17.920%	3.692	---	---
5/08/08	19.920%	---	4.104	---
5/14/09	19.920%	---	---	4.104
Dental Benefit	2.040%	.420	.420	.420
N.E.B.F.	3.000%	.618	.618	.618
Annuity		.300	.300	.300
Health Reimbursement Account Plan		.500	.500	.500
Deferred Salary Plan		1.500	1.500	1.500
Vacation Expense Fund	13.000%	2.678	2.678	2.678
Educational & Cultural Fund	.500%	.103	.103	.103
Supplemental Workers' Compensation & Supplemental Disability	1.885%	.388	.388	.388
TOTAL RATE FOR BENEFITS		\$10.199	\$10.611	\$10.611
WAGE RATE		<u>\$20.60</u>	<u>\$20.60</u>	<u>\$20.60</u>
WAGES PLUS BENEFITS		\$30.798	\$31.211	\$31.211
EMPLOYEE SOC. SEC. PAID BY EMPLOYER	7.65%	1.576	1.576	1.576
		<u>\$32.374</u>	<u>\$32.786</u>	<u>\$32.786</u>

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PREVAILING RATE PLUS BENEFITS
1st YEAR APPRENTICE & 1ST YEAR TRAINEE RATE UNDER LOCAL UNION NO. 3 AGREEMENT
FOR THOSE ACCEPTED INTO THE PROGRAM ON OR AFTER 5/10/07
5/10/07 – 5/13/10

<u>Benefit</u>	<u>Percentage</u>	<u>5/10/07 Hourly Rate</u>	<u>5/08/08 Hourly Rate</u>	<u>5/14/09 Hourly Rate</u>
Hourly Rate		<u>\$11.00</u>	<u>\$11.00</u>	<u>\$11.00</u>
Pension & Major Medical				
5/10/07	17.920%	1.971	---	---
5/08/08	19.920%	---	2.191	---
5/14/09	19.920%	---	---	2.191
Dental Benefit	2.040%	.224	.224	.224
N.E.B.F.	3.000%	.330	.330	.330
Annuity		.300	.300	.300
Health Reimbursement Account Plan		.500	.500	.500
Deferred Salary Plan		1.500	1.500	1.500
Vacation Expense Fund	13.000%	1.430	1.430	1.430
Educational & Cultural Fund	.500%	.055	.055	.055
Supplemental Workers' Compensation & Supplemental Disability	1.885%	.207	.207	.207
TOTAL RATE FOR BENEFITS		\$ 6.517	\$ 6.737	\$ 6.737
WAGE RATE		<u>\$11.00</u>	<u>\$11.00</u>	<u>\$11.00</u>
WAGES PLUS BENEFITS		\$17.517	\$17.737	\$17.737
EMPLOYEE SOC. SEC. PAID BY EMPLOYER	7.65%	.842	.842	.842
		<u>\$18.359</u>	<u>\$18.579</u>	<u>\$18.579</u>

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5/10/07 – 5/13/10

<u>Benefit</u>	<u>Percentage</u>	<u>5/10/07 Hourly Rate</u>	<u>5/08/08 Hourly Rate</u>	<u>5/14/09 Hourly Rate</u>
Hourly Rate		\$13.00	\$13.00	\$13.00
Pension & Major Medical				
5/10/07	17.920%	2.330	---	---
5/08/08	19.920%	---	2.590	---
5/14/09	19.920%	---	---	2.590
Dental Benefit	2.040%	.265	.265	.265
N.E.B.F.	3.000%	.390	.390	.390
Annuity		.300	.300	.300
Health Reimbursement Account Plan		.500	.500	.500
Deferred Salary Plan		1.500	1.500	1.500
Vacation Expense Fund	13.000%	1.690	1.690	1.690
Educational & Cultural Fund	.500%	.065	.065	.065
Supplemental Workers' Compensation & Supplemental Disability	1.885%	.245	.245	.245
TOTAL RATE FOR BENEFITS		\$ 7.285	\$ 7.545	\$ 7.545
WAGE RATE		<u>\$13.00</u>	<u>\$13.00</u>	<u>\$13.00</u>
WAGES PLUS BENEFITS		\$20.285	\$20.545	\$20.545
EMPLOYEE SOC. SEC. PAID BY EMPLOYER	7.65%	.995	.995	.995
		<u>\$21.280</u>	<u>\$21.540</u>	<u>\$21.540</u>

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PREVAILING RATE PLUS BENEFITS
3rd YEAR APPRENTICE & 3rd YEAR TRAINEE RATE UNDER LOCAL UNION NO. 3 AGREEMENT
FOR THOSE ACCEPTED INTO THE PROGRAM ON OR AFTER 5/10/07

5/10/07 – 5/13/10

<u>Benefit</u>	<u>Percentage</u>	<u>5/10/07 Hourly Rate</u>	<u>5/08/08 Hourly Rate</u>	<u>5/14/09 Hourly Rate</u>
Hourly Rate		<u>\$15.00</u>	<u>\$15.00</u>	<u>\$15.00</u>
Pension & Major Medical				
5/10/07	17.920%	2.688	---	---
5/08/08	19.920%	---	2.988	---
5/14/09	19.920%	---	---	2.988
Dental Benefit	2.040%	.306	.306	.306
N.E.B.F.	3.000%	.450	.450	.450
Annuity		.300	.300	.300
Health Reimbursement Account Plan		.500	.500	.500
Deferred Salary Plan		1.500	1.500	1.500
Vacation Expense Fund	13.000%	1.950	1.950	1.950
Educational & Cultural Fund	.500%	.075	.075	.075
Supplemental Workers' Compensation & Supplemental Disability	1.885%	.283	.283	.283
TOTAL RATE FOR BENEFITS		\$ 8.052	\$ 8.352	\$ 8.352
WAGE RATE		<u>\$15.00</u>	<u>\$15.00</u>	<u>\$15.00</u>
WAGES PLUS BENEFITS		\$23.052	\$23.352	\$23.352
EMPLOYEE SOC. SEC. PAID BY EMPLOYER	7.65%	1.148	1.148	1.148
		<u>\$24.200</u>	<u>\$24.500</u>	<u>\$24.500</u>

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PREVAILING RATE PLUS BENEFITS
4th YEAR APPRENTICE & 4th YEAR TRAINEE RATE UNDER LOCAL UNION NO. 3 AGREEMENT
FOR THOSE ACCEPTED INTO THE PROGRAM ON OR AFTER 5/10/07

5/10/07 – 5/13/10

<u>Benefit</u>	<u>Percentage</u>	<u>5/10/07 Hourly Rate</u>	<u>5/08/08 Hourly Rate</u>	<u>5/14/09 Hourly Rate</u>
Hourly Rate		<u>\$17.00</u>	<u>\$17.00</u>	<u>\$17.00</u>
Pension & Major Medical				
5/10/07	17.920%	3.046	---	---
5/08/08	19.920%	---	3.386	---
5/14/09	19.920%	---	---	3.386
Dental Benefit	2.040%	.347	.347	.347
N.E.B.F.	3.000%	.510	.510	.510
Annuity		.300	.300	.300
Health Reimbursement Account Plan		.500	.500	.500
Deferred Salary Plan		1.500	1.500	1.500
Vacation Expense Fund	13.000%	2.210	2.210	2.210
Educational & Cultural Fund	.500%	.085	.085	.085
Supplemental Workers' Compensation & Supplemental Disability	1.885%	.320	.320	.320
TOTAL RATE FOR BENEFITS		\$ 8.818	\$ 9.158	\$ 9.158
WAGE RATE		<u>\$17.00</u>	<u>\$17.00</u>	<u>\$17.00</u>
WAGES PLUS BENEFITS		\$25.818	\$26.158	\$26.158
EMPLOYEE SOC. SEC. PAID BY EMPLOYER	7.65%	<u>1.301</u>	<u>1.301</u>	<u>1.301</u>
		<u>\$27.119</u>	<u>\$27.459</u>	<u>\$27.459</u>

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