

Teledata 1st year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 13.00	13.00	\$ 14.00	14.00	\$ 15.00	15.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.033	0.250%	\$ 0.035	0.250%	\$ 0.038
Apprentice Percentage	1.750%	\$ 0.228	1.750%	\$ 0.245	1.750%	\$ 0.263
Apprentice Hourly	1.923%	0.25	1.786%	0.25	1.667%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.329	10.220%	\$ 1.431	10.220%	\$ 1.533
P H B P -- Medical	26.210%	\$ 3.407	26.210%	\$ 3.669	26.210%	\$ 3.932
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.395	3.040%	\$ 0.426	3.040%	\$ 0.456
N .E .B .F .	3.000%	\$ 0.390	3.000%	\$ 0.420	3.000%	\$ 0.450
Annuity	4.396%	\$ 0.571	4.082%	\$ 0.571	3.810%	\$ 0.571
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 2.685	20.650%	\$ 2.891	20.650%	\$ 3.098
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.133	1.020%	\$ 0.143	1.020%	\$ 0.153
Supplemental Disability	0.500%	\$ 0.065	0.500%	\$ 0.070	0.500%	\$ 0.075
Total Rate For Benefits	72.959%	\$ 9.485	72.507%	\$ 10.151	72.116%	\$ 10.817
Total Cost Per Hour		\$ 22.485		\$ 24.151		\$ 25.817

Teledata 1st year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 19.50	\$ 19.50	\$ 21.00	\$ 21.00	\$ 22.50	\$ 22.50
Hourly Rate	\$ 13.00	\$ 13.00	\$ 14.00	\$ 14.00	\$ 15.00	\$ 15.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.033	0.250%	\$ 0.035	0.250%	\$ 0.038
Apprentice Percentage	1.750%	\$ 0.228	1.750%	\$ 0.245	1.750%	\$ 0.263
Apprentice Hourly	1.923%	0.25	1.786%	0.25	1.667%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.329	10.220%	\$ 1.431	10.220%	\$ 1.533
P H B P -- Medical	26.210%	\$ 3.407	26.210%	\$ 3.669	26.210%	\$ 3.932
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.395	3.040%	\$ 0.426	3.040%	\$ 0.456
N .E .B .F .	3.000%	\$ 0.585	3.000%	\$ 0.630	3.000%	\$ 0.675
Annuity	4.396%	\$ 0.571	4.082%	\$ 0.571	3.810%	\$ 0.571
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 4.027	20.650%	\$ 4.337	20.650%	\$ 4.646
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.133	1.020%	\$ 0.143	1.020%	\$ 0.153
Supplemental Disability	0.500%	\$ 0.098	0.500%	\$ 0.105	0.500%	\$ 0.113
Total Rate For Benefits	72.959%	\$ 11.054	72.507%	\$ 11.842	72.116%	\$ 12.629
Total Cost Per Hour		\$ 30.554		\$ 32.842		\$ 35.129

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Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 15.00	15.00	\$ 16.00	16.00	\$ 16.00	16.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.038	0.250%	\$ 0.040	0.250%	\$ 0.040
Apprentice Percentage	1.750%	\$ 0.263	1.750%	\$ 0.280	1.750%	\$ 0.280
Apprentice Hourly	1.667%	0.25	1.563%	0.25	1.563%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.533	10.220%	\$ 1.635	10.220%	\$ 1.635
P H B P -- Medical	26.210%	\$ 3.932	26.210%	\$ 4.194	26.210%	\$ 4.194
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.456	3.040%	\$ 0.486	3.040%	\$ 0.486
N .E .B .F .	3.000%	\$ 0.450	3.000%	\$ 0.480	3.000%	\$ 0.480
Annuity	3.810%	\$ 0.571	3.571%	\$ 0.571	3.571%	\$ 0.571
HRA	10.467%	\$ 1.570	9.813%	\$ 1.570	9.813%	\$ 1.570
DSP Percentage	20.650%	\$ 3.098	20.650%	\$ 3.304	20.650%	\$ 3.304
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.153	1.020%	\$ 0.163	1.020%	\$ 0.163
Supplemental Disability	0.500%	\$ 0.075	0.500%	\$ 0.080	0.500%	\$ 0.080
Total Rate For Benefits	82.583%	\$ 12.387	81.586%	\$ 13.054	81.586%	\$ 13.054
Total Cost Per Hour		\$ 27.387		\$ 29.054		\$ 29.054

Teledata 2nd year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 22.50	\$ 22.50	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00
Hourly Rate	\$ 15.00	\$ 15.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.038	0.250%	\$ 0.040	0.250%	\$ 0.040
Apprentice Percentage	1.750%	\$ 0.263	1.750%	\$ 0.280	1.750%	\$ 0.280
Apprentice Hourly	1.667%	0.25	1.563%	0.25	1.563%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.533	10.220%	\$ 1.635	10.220%	\$ 1.635
P H B P -- Medical	26.210%	\$ 3.932	26.210%	\$ 4.194	26.210%	\$ 4.194
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.456	3.040%	\$ 0.486	3.040%	\$ 0.486
N . E . B . F .	3.000%	\$ 0.675	3.000%	\$ 0.720	3.000%	\$ 0.720
Annuity	3.810%	\$ 0.571	3.571%	\$ 0.571	3.571%	\$ 0.571
HRA	10.467%	\$ 1.570	9.813%	\$ 1.570	9.813%	\$ 1.570
DSP Percentage	20.650%	\$ 4.646	20.650%	\$ 4.956	20.650%	\$ 4.956
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.153	1.020%	\$ 0.163	1.020%	\$ 0.163
Supplemental Disability	0.500%	\$ 0.113	0.500%	\$ 0.120	0.500%	\$ 0.120
Total Rate For Benefits	82.583%	\$ 14.199	81.586%	\$ 14.986	81.586%	\$ 14.986
Total Cost Per Hour		\$ 36.699		\$ 38.986		\$ 38.986

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Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 17.00	17.00	\$ 18.00	18.00	\$ 18.00	18.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.043	0.250%	\$ 0.045	0.250%	\$ 0.045
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.315	1.750%	\$ 0.315
Apprentice Hourly	1.471%	0.25	1.389%	0.25	1.389%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.737	10.220%	\$ 1.840	10.220%	\$ 1.840
P H B P -- Medical	26.210%	\$ 4.456	26.210%	\$ 4.718	26.210%	\$ 4.718
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.547	3.040%	\$ 0.547
N .E .B .F .	3.000%	\$ 0.510	3.000%	\$ 0.540	3.000%	\$ 0.540
Annuity	3.361%	\$ 0.571	3.175%	\$ 0.571	3.175%	\$ 0.571
HRA	9.235%	\$ 1.570	8.722%	\$ 1.570	8.722%	\$ 1.570
DSP Percentage	20.650%	\$ 3.511	20.650%	\$ 3.717	20.650%	\$ 3.717
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.184	1.020%	\$ 0.184
Supplemental Disability	0.500%	\$ 0.085	0.500%	\$ 0.090	0.500%	\$ 0.090
Total Rate For Benefits	80.707%	\$ 13.720	79.926%	\$ 14.387	79.926%	\$ 14.387
Total Cost Per Hour		\$ 30.720		\$ 32.387		\$ 32.387

Teledata 3rd year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 25.50	\$ 25.50	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00
Hourly Rate	\$ 17.00	\$ 17.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.043	0.250%	\$ 0.045	0.250%	\$ 0.045
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.315	1.750%	\$ 0.315
Apprentice Hourly	1.471%	0.25	1.389%	0.25	1.389%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.737	10.220%	\$ 1.840	10.220%	\$ 1.840
P H B P -- Medical	26.210%	\$ 4.456	26.210%	\$ 4.718	26.210%	\$ 4.718
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.547	3.040%	\$ 0.547
N .E .B .F .	3.000%	\$ 0.765	3.000%	\$ 0.810	3.000%	\$ 0.810
Annuity	3.361%	\$ 0.571	3.175%	\$ 0.571	3.175%	\$ 0.571
HRA	9.235%	\$ 1.570	8.722%	\$ 1.570	8.722%	\$ 1.570
DSP Percentage	20.650%	\$ 5.266	20.650%	\$ 5.576	20.650%	\$ 5.576
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.184	1.020%	\$ 0.184
Supplemental Disability	0.500%	\$ 0.128	0.500%	\$ 0.135	0.500%	\$ 0.135
Total Rate For Benefits	80.707%	\$ 15.773	79.926%	\$ 16.560	79.926%	\$ 16.560
Total Cost Per Hour		\$ 41.273		\$ 43.560		\$ 43.560

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Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 19.00	19.00	\$ 20.00	20.00	\$ 20.00	20.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.048	0.250%	\$ 0.050	0.250%	\$ 0.050
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.350	1.750%	\$ 0.350
Apprentice Hourly	1.316%	0.25	1.250%	0.25	1.250%	0.25
P H B P – Pension Trust	10.220%	\$ 1.942	10.220%	\$ 2.044	10.220%	\$ 2.044
P H B P – Medical	26.210%	\$ 4.980	26.210%	\$ 5.242	26.210%	\$ 5.242
P H B P – Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.608	3.040%	\$ 0.608
N . E . B . F .	3.000%	\$ 0.570	3.000%	\$ 0.600	3.000%	\$ 0.600
Annuity	3.008%	\$ 0.571	2.857%	\$ 0.571	2.857%	\$ 0.571
HRA	8.263%	\$ 1.570	7.850%	\$ 1.570	7.850%	\$ 1.570
DSP Percentage	20.650%	\$ 3.924	20.650%	\$ 4.130	20.650%	\$ 4.130
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.204	1.020%	\$ 0.204
Supplemental Disability	0.500%	\$ 0.095	0.500%	\$ 0.100	0.500%	\$ 0.100
Total Rate For Benefits	79.226%	\$ 15.053	78.597%	\$ 15.719	78.597%	\$ 15.719
Total Cost Per Hour		\$ 34.053		\$ 35.719		\$ 35.719

Teledata 4th year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 28.50	\$ 28.50	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00
Hourly Rate	\$ 19.00	\$ 19.00	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.048	0.250%	\$ 0.050	0.250%	\$ 0.050
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.350	1.750%	\$ 0.350
Apprentice Hourly	1.316%	0.25	1.250%	0.25	1.250%	0.25
P H B P – Pension Trust	10.220%	\$ 1.942	10.220%	\$ 2.044	10.220%	\$ 2.044
P H B P – Medical	26.210%	\$ 4.980	26.210%	\$ 5.242	26.210%	\$ 5.242
P H B P – Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.608	3.040%	\$ 0.608
N . E . B . F .	3.000%	\$ 0.855	3.000%	\$ 0.900	3.000%	\$ 0.900
Annuity	3.008%	\$ 0.571	2.857%	\$ 0.571	2.857%	\$ 0.571
HRA	8.263%	\$ 1.570	7.850%	\$ 1.570	7.850%	\$ 1.570
DSP Percentage	20.650%	\$ 5.885	20.650%	\$ 6.195	20.650%	\$ 6.195
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.204	1.020%	\$ 0.204
Supplemental Disability	0.500%	\$ 0.143	0.500%	\$ 0.150	0.500%	\$ 0.150
Total Rate For Benefits	79.228%	\$ 17.347	78.597%	\$ 18.134	78.597%	\$ 18.134
Total Cost Per Hour		\$ 45.847		\$ 48.134		\$ 48.134

Inside Wireman 1st year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

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Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 13.00	13.00	\$ 14.00	14.00	\$ 15.00	15.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.033	0.250%	\$ 0.035	0.250%	\$ 0.038
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P H B P -- Pension Trust	10.220%	\$ 1.329	10.220%	\$ 1.431	10.220%	\$ 1.533
P H B P -- Medical	26.210%	\$ 3.407	26.210%	\$ 3.669	26.210%	\$ 3.932
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.395	3.040%	\$ 0.426	3.040%	\$ 0.456
N .E .B .F .	3.000%	\$ 0.390	3.000%	\$ 0.420	3.000%	\$ 0.450
Annuity	4.396%	\$ 0.571	4.082%	\$ 0.571	3.810%	\$ 0.571
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 2.685	20.650%	\$ 2.891	20.650%	\$ 3.098
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.133	1.020%	\$ 0.143	1.020%	\$ 0.153
Supplemental Disability	0.500%	\$ 0.065	0.500%	\$ 0.070	0.500%	\$ 0.075
Total Rate For Benefits	72.959%	\$ 9.485	72.507%	\$ 10.151	72.116%	\$ 10.817
Total Cost Per Hour		\$ 22.485		\$ 24.151		\$ 25.817

Inside Wireman 1st year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

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Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 19.50	\$ 19.50	\$ 21.00	\$ 21.00	\$ 22.50	\$ 22.50
Hourly Rate	\$ 13.00	\$ 13.00	\$ 14.00	\$ 14.00	\$ 15.00	\$ 15.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.033	0.250%	\$ 0.035	0.250%	\$ 0.038
Apprentice Percentage	1.750%	\$ 0.228	1.750%	\$ 0.245	1.750%	\$ 0.263
Apprentice Hourly	1.923%	0.25	1.786%	0.25	1.667%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.329	10.220%	\$ 1.431	10.220%	\$ 1.533
P H B P -- Medical	26.210%	\$ 3.407	26.210%	\$ 3.669	26.210%	\$ 3.932
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.395	3.040%	\$ 0.426	3.040%	\$ 0.456
N . E . B . F .	3.000%	\$ 0.585	3.000%	\$ 0.630	3.000%	\$ 0.675
Annuity	4.396%	\$ 0.571	4.082%	\$ 0.571	3.810%	\$ 0.571
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 4.027	20.650%	\$ 4.337	20.650%	\$ 4.646
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.133	1.020%	\$ 0.143	1.020%	\$ 0.153
Supplemental Disability	0.500%	\$ 0.098	0.500%	\$ 0.105	0.500%	\$ 0.113
Total Rate For Benefits	72.959%	\$ 11.054	72.507%	\$ 11.842	72.116%	\$ 12.629
Total Cost Per Hour		\$ 30.554		\$ 32.842		\$ 35.129

Inside Wireman 2nd year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 15.00	15.00	\$ 16.00	16.00	\$ 16.00	16.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.038	0.250%	\$ 0.040	0.250%	\$ 0.040
Apprentice Percentage	1.750%	\$ 0.263	1.750%	\$ 0.280	1.750%	\$ 0.280
Apprentice Hourly	1.667%	0.25	1.563%	0.25	1.563%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.533	10.220%	\$ 1.635	10.220%	\$ 1.635
P H B P -- Medical	26.210%	\$ 3.932	26.210%	\$ 4.194	26.210%	\$ 4.194
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.456	3.040%	\$ 0.480	3.040%	\$ 0.486
N.E.B.F.	3.000%	\$ 0.450	3.000%	\$ 0.480	3.000%	\$ 0.480
Annuity	3.810%	\$ 0.571	3.571%	\$ 0.571	3.571%	\$ 0.571
HRA	10.467%	\$ 1.570	9.813%	\$ 1.570	9.813%	\$ 1.570
DSP Percentage	20.650%	\$ 3.096	20.650%	\$ 3.304	20.650%	\$ 3.304
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.153	1.020%	\$ 0.163	1.020%	\$ 0.163
Supplemental Disability	0.500%	\$ 0.075	0.500%	\$ 0.080	0.500%	\$ 0.080
Total Rate For Benefits	82.583%	\$ 12.387	81.586%	\$ 13.054	81.586%	\$ 13.054
Total Cost Per Hour		\$ 27.387		\$ 29.054		\$ 29.054

Inside Wireman 2nd year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 22.50	\$ 22.50	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00
Hourly Rate	\$ 15.00	\$ 15.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.038	0.250%	\$ 0.040	0.250%	\$ 0.040
Apprentice Percentage	1.750%	\$ 0.263	1.750%	\$ 0.280	1.750%	\$ 0.280
Apprentice Hourly	1.667%	0.25	1.563%	0.25	1.563%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.533	10.220%	\$ 1.635	10.220%	\$ 1.635
P H B P -- Medical	26.210%	\$ 3.932	26.210%	\$ 4.194	26.210%	\$ 4.194
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.456	3.040%	\$ 0.486	3.040%	\$ 0.486
N . E . B . F .	3.000%	\$ 0.675	3.000%	\$ 0.720	3.000%	\$ 0.720
Annuity	3.810%	\$ 0.571	3.571%	\$ 0.571	3.571%	\$ 0.571
HRA	10.467%	\$ 1.570	9.813%	\$ 1.570	9.813%	\$ 1.570
DSP Percentage	20.650%	\$ 4.646	20.650%	\$ 4.956	20.650%	\$ 4.956
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.153	1.020%	\$ 0.163	1.020%	\$ 0.163
Supplemental Disability	0.500%	\$ 0.113	0.500%	\$ 0.120	0.500%	\$ 0.120
Total Rate For Benefits	82.583%	\$ 14.199	81.586%	\$ 14.986	81.586%	\$ 14.986
Total Cost Per Hour		\$ 36.699		\$ 38.986		\$ 38.986

Inside Wireman 3rd year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 17.00	17.00	\$ 18.00	18.00	\$ 18.00	18.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.043	0.250%	\$ 0.045	0.250%	\$ 0.045
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.315	1.750%	\$ 0.315
Apprentice Hourly	1.471%	0.25	1.389%	0.25	1.389%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.737	10.220%	\$ 1.840	10.220%	\$ 1.840
P H B P -- Medical	26.210%	\$ 4.456	26.210%	\$ 4.718	26.210%	\$ 4.718
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.547	3.040%	\$ 0.547
N .E .B .F .	3.000%	\$ 0.510	3.000%	\$ 0.540	3.000%	\$ 0.540
Annuity	3.361%	\$ 0.571	3.175%	\$ 0.571	3.175%	\$ 0.571
HRA	9.235%	\$ 1.570	8.722%	\$ 1.570	8.722%	\$ 1.570
DSP Percentage	20.650%	\$ 3.511	20.650%	\$ 3.717	20.650%	\$ 3.717
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.184	1.020%	\$ 0.184
Supplemental Disability	0.500%	\$ 0.085	0.500%	\$ 0.090	0.500%	\$ 0.090
Total Rate For Benefits	80.707%	\$ 13.720	79.926%	\$ 14.387	79.926%	\$ 14.387
Total Cost Per Hour		\$ 30.720		\$ 32.387		\$ 32.387

Inside Wireman 3rd year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 25.50	\$ 25.50	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00
Hourly Rate	\$ 17.00	\$ 17.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.043	0.250%	\$ 0.045	0.250%	\$ 0.045
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.315	1.750%	\$ 0.315
Apprentice Hourly	1.471%	0.25	1.389%	0.25	1.389%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.737	10.220%	\$ 1.840	10.220%	\$ 1.840
P H B P -- Medical	26.210%	\$ 4.456	26.210%	\$ 4.718	26.210%	\$ 4.718
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.547	3.040%	\$ 0.547
N .E .B .F .	3.000%	\$ 0.765	3.000%	\$ 0.810	3.000%	\$ 0.810
Annuity	3.361%	\$ 0.571	3.175%	\$ 0.571	3.175%	\$ 0.571
HRA	9.235%	\$ 1.570	8.722%	\$ 1.570	8.722%	\$ 1.570
DSP Percentage	20.650%	\$ 5.266	20.650%	\$ 5.576	20.650%	\$ 5.576
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.184	1.020%	\$ 0.184
Supplemental Disability	0.500%	\$ 0.128	0.500%	\$ 0.135	0.500%	\$ 0.135
Total Rate For Benefits	80.707%	\$ 15.773	79.926%	\$ 16.560	79.926%	\$ 16.560
Total Cost Per Hour		\$ 41.273		\$ 43.560		\$ 43.560

Inside Wireman 4th year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 19.00	19.00	\$ 20.00	20.00	\$ 20.00	20.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.048	0.250%	\$ 0.050	0.250%	\$ 0.050
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.350	1.750%	\$ 0.350
Apprentice Hourly	1.316%	0.25	1.250%	0.25	1.250%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.942	10.220%	\$ 2.044	10.220%	\$ 2.044
P H B P -- Medical	26.210%	\$ 4.980	26.210%	\$ 5.242	26.210%	\$ 5.242
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.608	3.040%	\$ 0.608
N .E .B .F .	3.000%	\$ 0.570	3.000%	\$ 0.600	3.000%	\$ 0.600
Annuity	3.008%	\$ 0.571	2.857%	\$ 0.571	2.857%	\$ 0.571
HRA	8.263%	\$ 1.570	7.850%	\$ 1.570	7.850%	\$ 1.570
DSP Percentage	20.650%	\$ 3.924	20.650%	\$ 4.130	20.650%	\$ 4.130
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.204	1.020%	\$ 0.204
Supplemental Disability	0.500%	\$ 0.095	0.500%	\$ 0.100	0.500%	\$ 0.100
Total Rate For Benefits	79.226%	\$ 15.053	78.597%	\$ 15.719	78.597%	\$ 15.719
Total Cost Per Hour		\$ 34.053		\$ 35.719		\$ 35.719

Inside Wireman 4th year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 28.50	\$ 28.50	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00
Hourly Rate	\$ 19.00	\$ 19.00	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.048	0.250%	\$ 0.050	0.250%	\$ 0.050
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.350	1.750%	\$ 0.350
Apprentice Hourly	1.316%	0.25	1.250%	0.25	1.250%	0.25
P H B P – Pension Trust	10.220%	\$ 1.942	10.220%	\$ 2.044	10.220%	\$ 2.044
P H B P – Medical	26.210%	\$ 4.980	26.210%	\$ 5.242	26.210%	\$ 5.242
P H B P – Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.608	3.040%	\$ 0.608
N .E .B .F .	3.000%	\$ 0.855	3.000%	\$ 0.900	3.000%	\$ 0.900
Annuity	3.008%	\$ 0.571	2.857%	\$ 0.571	2.857%	\$ 0.571
HRA	8.263%	\$ 1.570	7.850%	\$ 1.570	7.850%	\$ 1.570
DSP Percentage	20.650%	\$ 5.885	20.650%	\$ 6.195	20.650%	\$ 6.195
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.204	1.020%	\$ 0.204
Supplemental Disability	0.500%	\$ 0.143	0.500%	\$ 0.150	0.500%	\$ 0.150
Total Rate For Benefits	79.226%	\$ 17.347	78.597%	\$ 18.134	78.597%	\$ 18.134
Total Cost Per Hour		\$ 45.847		\$ 48.134		\$ 48.134

1st Term 1st Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 13.00	13.00	\$ 14.00	14.00	\$ 15.00	15.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.033	0.250%	\$ 0.035	0.250%	\$ 0.038
Apprentice Percentage	1.750%	\$ 0.228	1.750%	\$ 0.245	1.750%	\$ 0.263
Apprentice Hourly	1.923%	0.25	1.786%	0.25	1.667%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.329	10.220%	\$ 1.431	10.220%	\$ 1.533
P H B P -- Medical	26.210%	\$ 3.407	26.210%	\$ 3.669	26.210%	\$ 3.932
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.395	3.040%	\$ 0.426	3.040%	\$ 0.456
N .E .B .F .	3.000%	\$ 0.390	3.000%	\$ 0.420	3.000%	\$ 0.450
Annuity	4.396%	\$ 0.571	4.082%	\$ 0.571	3.810%	\$ 0.571
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 2.685	20.650%	\$ 2.891	20.650%	\$ 3.098
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.133	1.020%	\$ 0.143	1.020%	\$ 0.153
Supplemental Disability	0.500%	\$ 0.065	0.500%	\$ 0.070	0.500%	\$ 0.075
Total Rate For Benefits	72.959%	\$ 9.485	72.507%	\$ 10.151	72.116%	\$ 10.817
Total Cost Per Hour		\$ 22.485		\$ 24.151		\$ 25.817

1st Term 1st Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 19.50	\$ 19.50	\$ 21.00	\$ 21.00	\$ 22.50	\$ 22.50
Hourly Rate	\$ 13.00	\$ 13.00	\$ 14.00	\$ 14.00	\$ 15.00	\$ 15.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.033	0.250%	\$ 0.035	0.250%	\$ 0.038
Apprentice Percentage	1.750%	\$ 0.228	1.750%	\$ 0.245	1.750%	\$ 0.263
Apprentice Hourly	1.923%	0.25	1.786%	0.25	1.667%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.329	10.220%	\$ 1.431	10.220%	\$ 1.533
P H B P -- Medical	26.210%	\$ 3.407	26.210%	\$ 3.669	26.210%	\$ 3.932
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.395	3.040%	\$ 0.426	3.040%	\$ 0.456
N . E . B . F .	3.000%	\$ 0.585	3.000%	\$ 0.630	3.000%	\$ 0.675
Annuity	4.366%	\$ 0.571	4.082%	\$ 0.571	3.810%	\$ 0.571
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 4.027	20.650%	\$ 4.337	20.650%	\$ 4.646
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.133	1.020%	\$ 0.143	1.020%	\$ 0.153
Supplemental Disability	0.500%	\$ 0.098	0.500%	\$ 0.105	0.500%	\$ 0.113
Total Rate For Benefits	72.959%	\$ 11.054	72.507%	\$ 11.842	72.116%	\$ 12.629
Total Cost Per Hour		\$ 30.554		\$ 32.842		\$ 35.129

2nd Term 1st Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 15.00	15.00	\$ 16.00	16.00	\$ 16.00	16.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.038	0.250%	\$ 0.040	0.250%	\$ 0.040
Apprentice Percentage	1.750%	\$ 0.263	1.750%	\$ 0.280	1.750%	\$ 0.280
Apprentice Hourly	1.667%	0.25	1.563%	0.25	1.563%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.533	10.220%	\$ 1.635	10.220%	\$ 1.635
P H B P -- Medical	26.210%	\$ 3.932	26.210%	\$ 4.194	26.210%	\$ 4.194
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.456	3.040%	\$ 0.486	3.040%	\$ 0.486
N .E .B .F .	3.000%	\$ 0.450	3.000%	\$ 0.480	3.000%	\$ 0.480
Annuity	3.810%	\$ 0.571	3.571%	\$ 0.571	3.571%	\$ 0.571
HRA	10.467%	\$ 1.570	9.813%	\$ 1.570	9.813%	\$ 1.570
DSP Percentage	20.650%	\$ 3.098	20.650%	\$ 3.304	20.650%	\$ 3.304
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.153	1.020%	\$ 0.163	1.020%	\$ 0.163
Supplemental Disability	0.500%	\$ 0.075	0.500%	\$ 0.080	0.500%	\$ 0.080
Total Rate For Benefits	82.583%	\$ 12.387	81.586%	\$ 13.054	81.586%	\$ 13.054
Total Cost Per Hour		\$ 27.387		\$ 29.054		\$ 29.054

2nd Term 1st Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 22.50	\$ 22.50	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00
Hourly Rate	\$ 15.00	\$ 15.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.038	0.250%	\$ 0.040	0.250%	\$ 0.040
Apprentice Percentage	1.750%	\$ 0.263	1.750%	\$ 0.280	1.750%	\$ 0.280
Apprentice Hourly	1.667%	0.25	1.563%	0.25	1.563%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.533	10.220%	\$ 1.635	10.220%	\$ 1.635
P H B P -- Medical	26.210%	\$ 3.932	26.210%	\$ 4.194	26.210%	\$ 4.194
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.456	3.040%	\$ 0.486	3.040%	\$ 0.486
N .E .B .F .	3.000%	\$ 0.675	3.000%	\$ 0.720	3.000%	\$ 0.720
Annuity	3.810%	\$ 0.571	3.571%	\$ 0.571	3.571%	\$ 0.571
HRA	10.467%	\$ 1.570	9.813%	\$ 1.570	9.813%	\$ 1.570
DSP Percentage	20.650%	\$ 4.646	20.650%	\$ 4.956	20.650%	\$ 4.956
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.153	1.020%	\$ 0.163	1.020%	\$ 0.163
Supplemental Disability	0.500%	\$ 0.113	0.500%	\$ 0.120	0.500%	\$ 0.120
Total Rate For Benefits	82.583%	\$ 14.199	81.586%	\$ 14.986	81.586%	\$ 14.986
Total Cost Per Hour		\$ 36.699		\$ 38.986		\$ 38.986

3rd Term 1st Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 17.00	17.00	\$ 18.00	18.00	\$ 18.00	18.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.043	0.250%	\$ 0.045	0.250%	\$ 0.045
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.315	1.750%	\$ 0.315
Apprentice Hourly	1.471%	0.25	1.389%	0.25	1.389%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.737	10.220%	\$ 1.840	10.220%	\$ 1.840
P H B P -- Medical	26.210%	\$ 4.456	26.210%	\$ 4.718	26.210%	\$ 4.718
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.547	3.040%	\$ 0.547
N .E .B .F .	3.000%	\$ 0.510	3.000%	\$ 0.540	3.000%	\$ 0.540
Annuity	3.361%	\$ 0.571	3.175%	\$ 0.571	3.175%	\$ 0.571
HRA	9.235%	\$ 1.570	8.722%	\$ 1.570	8.722%	\$ 1.570
DSP Percentage	20.650%	\$ 3.511	20.650%	\$ 3.717	20.650%	\$ 3.717
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.184	1.020%	\$ 0.184
Supplemental Disability	0.500%	\$ 0.085	0.500%	\$ 0.090	0.500%	\$ 0.090
Total Rate For Benefits	80.707%	\$ 13.720	79.926%	\$ 14.387	79.926%	\$ 14.387
Total Cost Per Hour		\$ 30.720		\$ 32.387		\$ 32.387

3rd Term 1st Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 25.50	\$ 25.50	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00
Hourly Rate	\$ 17.00	\$ 17.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.043	0.250%	\$ 0.045	0.250%	\$ 0.045
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.315	1.750%	\$ 0.315
Apprentice Hourly	1.471%	0.25	1.389%	0.25	1.389%	0.25
P H B P – Pension Trust	10.220%	\$ 1.737	10.220%	\$ 1.840	10.220%	\$ 1.840
P H B P – Medical	26.210%	\$ 4.456	26.210%	\$ 4.718	26.210%	\$ 4.718
P H B P – Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.547	3.040%	\$ 0.547
N .E .B .F .	3.000%	\$ 0.765	3.000%	\$ 0.810	3.000%	\$ 0.810
Annuity	3.361%	\$ 0.571	3.175%	\$ 0.571	3.175%	\$ 0.571
HRA	9.235%	\$ 1.570	8.722%	\$ 1.570	8.722%	\$ 1.570
DSP Percentage	20.650%	\$ 5.266	20.650%	\$ 5.576	20.650%	\$ 5.576
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.184	1.020%	\$ 0.184
Supplemental Disability	0.500%	\$ 0.128	0.500%	\$ 0.135	0.500%	\$ 0.135
Total Rate For Benefits	80.707%	\$ 15.773	79.926%	\$ 16.560	79.926%	\$ 16.560
Total Cost Per Hour		\$ 41.273		\$ 43.560		\$ 43.560

4th Term 1st Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 19.00	19.00	\$ 20.00	20.00	\$ 20.00	20.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.048	0.250%	\$ 0.050	0.250%	\$ 0.050
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.350	1.750%	\$ 0.350
Apprentice Hourly	1.316%	0.25	1.250%	0.25	1.250%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.942	10.220%	\$ 2.044	10.220%	\$ 2.044
P H B P -- Medical	26.210%	\$ 4.980	26.210%	\$ 5.242	26.210%	\$ 5.242
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.608	3.040%	\$ 0.608
N .E .B .F .	3.000%	\$ 0.570	3.000%	\$ 0.600	3.000%	\$ 0.600
Annuity	3.008%	\$ 0.571	2.857%	\$ 0.571	2.857%	\$ 0.571
HRA	8.263%	\$ 1.570	7.850%	\$ 1.570	7.850%	\$ 1.570
DSP Percentage	20.650%	\$ 3.924	20.650%	\$ 4.130	20.650%	\$ 4.130
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.204	1.020%	\$ 0.204
Supplemental Disability	0.500%	\$ 0.095	0.500%	\$ 0.100	0.500%	\$ 0.100
Total Rate For Benefits	79.226%	\$ 15.053	78.597%	\$ 15.719	78.597%	\$ 15.719
Total Cost Per Hour		\$ 34.053		\$ 35.719		\$ 35.719

4th Term 1st Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 28.50	\$ 28.50	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00
Hourly Rate	\$ 19.00	\$ 19.00	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.048	0.250%	\$ 0.050	0.250%	\$ 0.050
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.350	1.750%	\$ 0.350
Apprentice Hourly	1.316%	0.25	1.250%	0.25	1.250%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.942	10.220%	\$ 2.044	10.220%	\$ 2.044
P H B P -- Medical	26.210%	\$ 4.980	26.210%	\$ 5.242	26.210%	\$ 5.242
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.608	3.040%	\$ 0.608
N .E .B .F .	3.000%	\$ 0.855	3.000%	\$ 0.900	3.000%	\$ 0.900
Annuity	3.008%	\$ 0.571	2.857%	\$ 0.571	2.857%	\$ 0.571
HRA	8.263%	\$ 1.570	7.850%	\$ 1.570	7.850%	\$ 1.570
DSP Percentage	20.650%	\$ 5.885	20.650%	\$ 6.195	20.650%	\$ 6.195
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.204	1.020%	\$ 0.204
Supplemental Disability	0.500%	\$ 0.143	0.500%	\$ 0.150	0.500%	\$ 0.150
Total Rate For Benefits	79.226%	\$ 17.347	78.597%	\$ 18.134	78.597%	\$ 18.134
Total Cost Per Hour		\$ 45.847		\$ 48.134		\$ 48.134

1st Term 2nd Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 14.00	14.00	\$ 15.00	15.00	\$ 15.50	15.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.035	0.250%	\$ 0.038	0.250%	\$ 0.039
Apprentice Percentage	1.750%	\$ 0.245	1.750%	\$ 0.263	1.750%	\$ 0.271
Apprentice Hourly	1.786%	0.25	1.667%	0.25	1.613%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.431	10.220%	\$ 1.533	10.220%	\$ 1.584
P H B P -- Medical	26.210%	\$ 3.669	26.210%	\$ 3.932	26.210%	\$ 4.063
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.426	3.040%	\$ 0.456	3.040%	\$ 0.471
N .E .B .F .	3.000%	\$ 0.420	3.000%	\$ 0.450	3.000%	\$ 0.465
Annuity	4.082%	\$ 0.571	3.810%	\$ 0.571	3.687%	\$ 0.571
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 2.891	20.650%	\$ 3.098	20.650%	\$ 3.201
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.143	1.020%	\$ 0.153	1.020%	\$ 0.158
Supplemental Disability	0.500%	\$ 0.070	0.500%	\$ 0.075	0.500%	\$ 0.078
Total Rate For Benefits	72.507%	\$ 10.151	72.116%	\$ 10.817	71.940%	\$ 11.151
Total Cost Per Hour		\$ 24.151		\$ 25.817		\$ 26.651

1st Term 2nd Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 21.00	\$ 21.00	\$ 22.50	\$ 22.50	\$ 23.25	\$ 23.25
Hourly Rate	\$ 14.00	\$ 14.00	\$ 15.00	\$ 15.00	\$ 15.50	\$ 15.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.035	0.250%	\$ 0.038	0.250%	\$ 0.039
Apprentice Percentage	1.750%	\$ 0.245	1.750%	\$ 0.263	1.750%	\$ 0.271
Apprentice Hourly	1.786%	0.25	1.667%	0.25	1.613%	0.25
P H B P – Pension Trust	10.220%	\$ 1.431	10.220%	\$ 1.533	10.220%	\$ 1.584
P H B P – Medical	26.210%	\$ 3.669	26.210%	\$ 3.932	26.210%	\$ 4.063
P H B P – Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.426	3.040%	\$ 0.456	3.040%	\$ 0.471
N . E . B . F .	3.000%	\$ 0.630	3.000%	\$ 0.675	3.000%	\$ 0.698
Annuity	4.082%	\$ 0.571	3.810%	\$ 0.571	3.687%	\$ 0.571
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 4.337	20.650%	\$ 4.646	20.650%	\$ 4.801
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.143	1.020%	\$ 0.153	1.020%	\$ 0.158
Supplemental Disability	0.500%	\$ 0.105	0.500%	\$ 0.113	0.500%	\$ 0.116
Total Rate For Benefits	72.507%	\$ 11.842	72.116%	\$ 12.629	71.940%	\$ 13.022
Total Cost Per Hour		\$ 32.842		\$ 35.129		\$ 36.272

2nd Term 2nd Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 16.00	16.00	\$ 17.00	17.00	\$ 17.00	17.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.040	0.250%	\$ 0.043	0.250%	\$ 0.043
Apprentice Percentage	1.750%	\$ 0.280	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.563%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.635	10.220%	\$ 1.737	10.220%	\$ 1.737
P H B P -- Medical	26.210%	\$ 4.194	26.210%	\$ 4.456	26.210%	\$ 4.456
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.486	3.040%	\$ 0.517	3.040%	\$ 0.517
N . E . B . F .	3.000%	\$ 0.480	3.000%	\$ 0.510	3.000%	\$ 0.510
Annuity	3.571%	\$ 0.571	3.361%	\$ 0.571	3.361%	\$ 0.571
HRA	9.813%	\$ 1.570	9.235%	\$ 1.570	9.235%	\$ 1.570
DSP Percentage	20.650%	\$ 3.304	20.650%	\$ 3.511	20.650%	\$ 3.511
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.163	1.020%	\$ 0.173	1.020%	\$ 0.173
Supplemental Disability	0.500%	\$ 0.080	0.500%	\$ 0.085	0.500%	\$ 0.085
Total Rate For Benefits	81.586%	\$ 13.054	80.707%	\$ 13.720	80.707%	\$ 13.720
Total Cost Per Hour		\$ 29.054		\$ 30.720		\$ 30.720

2nd Term 2nd Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 24.00	\$ 24.00	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50
Hourly Rate	\$ 16.00	\$ 16.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.040	0.250%	\$ 0.043	0.250%	\$ 0.043
Apprentice Percentage	1.750%	\$ 0.280	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.563%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.635	10.220%	\$ 1.737	10.220%	\$ 1.737
P H B P -- Medical	26.210%	\$ 4.194	26.210%	\$ 4.456	26.210%	\$ 4.456
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.486	3.040%	\$ 0.517	3.040%	\$ 0.517
N . E . B . F .	3.000%	\$ 0.720	3.000%	\$ 0.785	3.000%	\$ 0.785
Annuity	3.571%	\$ 0.571	3.361%	\$ 0.571	3.361%	\$ 0.571
HRA	9.813%	\$ 1.570	9.235%	\$ 1.570	9.235%	\$ 1.570
DSP Percentage	20.650%	\$ 4.956	20.650%	\$ 5.266	20.650%	\$ 5.266
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.163	1.020%	\$ 0.173	1.020%	\$ 0.173
Supplemental Disability	0.500%	\$ 0.120	0.500%	\$ 0.128	0.500%	\$ 0.128
Total Rate For Benefits	81.586%	\$ 14.986	80.707%	\$ 15.773	80.707%	\$ 15.773
Total Cost Per Hour		\$ 38.986		\$ 41.273		\$ 41.273

3rd Term 2nd Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 18.00	18.00	\$ 19.00	19.00	\$ 19.00	19.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.045	0.250%	\$ 0.048	0.250%	\$ 0.048
Apprentice Percentage	1.750%	\$ 0.315	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.389%	0.25	1.316%	0.25	1.316%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.840	10.220%	\$ 1.942	10.220%	\$ 1.942
P H B P -- Medical	26.210%	\$ 4.718	26.210%	\$ 4.980	26.210%	\$ 4.980
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.547	3.040%	\$ 0.578	3.040%	\$ 0.578
N .E .B .F .	3.000%	\$ 0.540	3.000%	\$ 0.570	3.000%	\$ 0.570
Annuity	3.175%	\$ 0.571	3.008%	\$ 0.571	3.008%	\$ 0.571
HRA	8.722%	\$ 1.570	8.263%	\$ 1.570	8.263%	\$ 1.570
DSP Percentage	20.650%	\$ 3.717	20.650%	\$ 3.924	20.650%	\$ 3.924
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.184	1.020%	\$ 0.194	1.020%	\$ 0.194
Supplemental Disability	0.500%	\$ 0.090	0.500%	\$ 0.095	0.500%	\$ 0.095
Total Rate For Benefits	79.926%	\$ 14.387	79.226%	\$ 15.053	79.226%	\$ 15.053
Total Cost Per Hour		\$ 32.387		\$ 34.053		\$ 34.053

3rd Term 2nd Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 27.00	\$ 27.00	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50
Hourly Rate	\$ 18.00	\$ 18.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.045	0.250%	\$ 0.048	0.250%	\$ 0.048
Apprentice Percentage	1.750%	\$ 0.315	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.389%	0.25	1.316%	0.25	1.316%	0.25
P H B P – Pension Trust	10.220%	\$ 1.840	10.220%	\$ 1.942	10.220%	\$ 1.942
P H B P – Medical	26.210%	\$ 4.718	26.210%	\$ 4.980	26.210%	\$ 4.980
P H B P – Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.547	3.040%	\$ 0.578	3.040%	\$ 0.578
N .E .B .F .	3.000%	\$ 0.810	3.000%	\$ 0.855	3.000%	\$ 0.855
Annuity	3.175%	\$ 0.571	3.008%	\$ 0.571	3.008%	\$ 0.571
HRA	8.722%	\$ 1.570	8.263%	\$ 1.570	8.263%	\$ 1.570
DSP Percentage	20.650%	\$ 5.576	20.650%	\$ 5.885	20.650%	\$ 5.885
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.184	1.020%	\$ 0.194	1.020%	\$ 0.194
Supplemental Disability	0.500%	\$ 0.135	0.500%	\$ 0.143	0.500%	\$ 0.143
Total Rate For Benefits	79.926%	\$ 16.560	79.226%	\$ 17.347	79.226%	\$ 17.347
Total Cost Per Hour		\$ 43.560		\$ 45.847		\$ 45.847

4th Term 2nd Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 20.75	20.75	\$ 21.75	21.75	\$ 21.75	21.75
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.052	0.250%	\$ 0.054	0.250%	\$ 0.054
Apprentice Percentage	1.750%	\$ 0.363	1.750%	\$ 0.381	1.750%	\$ 0.381
Apprentice Hourly	1.205%	0.25	1.149%	0.25	1.149%	0.25
P H B P -- Pension Trust	10.220%	\$ 2.121	10.220%	\$ 2.223	10.220%	\$ 2.223
P H B P -- Medical	26.210%	\$ 5.439	26.210%	\$ 5.701	26.210%	\$ 5.701
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.631	3.040%	\$ 0.661	3.040%	\$ 0.661
N .E .B .F .	3.000%	\$ 0.623	3.000%	\$ 0.653	3.000%	\$ 0.653
Annuity	2.754%	\$ 0.571	2.627%	\$ 0.571	2.627%	\$ 0.571
HRA	7.566%	\$ 1.570	7.218%	\$ 1.570	7.218%	\$ 1.570
DSP Percentage	20.650%	\$ 4.285	20.650%	\$ 4.491	20.650%	\$ 4.491
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.212	1.020%	\$ 0.222	1.020%	\$ 0.222
Supplemental Disability	0.500%	\$ 0.104	0.500%	\$ 0.109	0.500%	\$ 0.109
Total Rate For Benefits	78.165%	\$ 16.219	77.635%	\$ 16.886	77.635%	\$ 16.886
Total Cost Per Hour		\$ 36.969		\$ 38.636		\$ 38.636

4th Term 2nd Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 31.13	\$ 31.13	\$ 32.63	\$ 32.63	\$ 32.63	\$ 32.63
Hourly Rate	\$ 20.75	\$ 20.75	\$ 21.75	\$ 21.75	\$ 21.75	\$ 21.75
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.052	0.250%	\$ 0.054	0.250%	\$ 0.054
Apprentice Percentage	1.750%	\$ 0.363	1.750%	\$ 0.381	1.750%	\$ 0.381
Apprentice Hourly	1.205%	\$ 0.25	1.149%	\$ 0.25	1.149%	\$ 0.25
P H B P -- Pension Trust	10.220%	\$ 2.121	10.220%	\$ 2.223	10.220%	\$ 2.223
P H B P -- Medical	26.210%	\$ 5.439	26.210%	\$ 5.701	26.210%	\$ 5.701
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.631	3.040%	\$ 0.661	3.040%	\$ 0.661
N . E . B . F .	3.000%	\$ 0.934	3.000%	\$ 0.979	3.000%	\$ 0.979
Annuity	2.754%	\$ 0.571	2.627%	\$ 0.571	2.627%	\$ 0.571
HRA	7.566%	\$ 1.570	7.218%	\$ 1.570	7.218%	\$ 1.570
DSP Percentage	20.650%	\$ 6.427	20.650%	\$ 6.737	20.650%	\$ 6.737
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.212	1.020%	\$ 0.222	1.020%	\$ 0.222
Supplemental Disability	0.500%	\$ 0.156	0.500%	\$ 0.163	0.500%	\$ 0.163
Total Rate For Benefits	78.165%	\$ 18.725	77.635%	\$ 19.512	77.635%	\$ 19.512
Total Cost Per Hour		\$ 49.850		\$ 52.137		\$ 52.137