

Inside Wiremen's "A" Journeypersons and "A" Technicians Agreement Wage and Benefit Package
 Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 51.75	51.75	\$ 51.75	51.75	\$ 52.75	52.75
	<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	0.250%	0.129	0.250%	0.129	0.250%	0.132
JIB	0.250%	\$ 0.129	0.250%	\$ 0.129	0.250%	\$ 0.132
Apprentice Percentage	1.750%	\$ 0.906	1.750%	\$ 0.906	1.750%	\$ 0.923
Apprentice Hourly	0.483%	0.25	0.483%	0.25	0.474%	0.25
P H B P -- Pension Trust	12.220%	\$ 6.324	13.220%	\$ 6.841	14.220%	\$ 7.501
P H B P -- Medical	21.390%	\$ 11.069	22.390%	\$ 11.587	23.390%	\$ 12.338
P H B P -- Medical	7.729%	\$ 4.000	7.729%	\$ 4.000	7.583%	\$ 4.000
Dental Plan	3.540%	\$ 1.832	3.540%	\$ 1.832	3.540%	\$ 1.867
N . E . B . F .	3.000%	\$ 1.553	3.000%	\$ 1.553	3.000%	\$ 1.583
Annuity	5.797%	\$ 3.000	6.783%	\$ 3.500	6.635%	\$ 3.500
HRA	9.662%	\$ 5.000	9.662%	\$ 5.000	9.479%	\$ 5.000
DSP Percentage	20.650%	\$ 10.686	23.650%	\$ 12.239	23.650%	\$ 12.475
VHUP	0.116%	\$ 0.060	0.116%	\$ 0.060	0.114%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.518	1.000%	\$ 0.518	1.000%	\$ 0.528
Supplemental Disability	0.500%	\$ 0.259	0.500%	\$ 0.259	0.500%	\$ 0.264
Total Rate for Benefits	88.337%	\$ 45.715	94.304%	\$ 48.802	95.834%	\$ 50.553
Total Cost Per Hour		\$ 97.465		\$ 100.552		\$ 103.303

Inside Wiremen's "A" Journeypersons and "A" Technicians Agreement OT Wage and Benefit Package
 Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
OT Rate	\$ 77.63	\$ 77.63	\$ 77.63	\$ 77.63	\$ 79.13	\$ 79.13
Hourly Rate	\$ 51.75	\$ 51.75	\$ 51.75	\$ 51.75	\$ 52.75	\$ 52.75
	<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	0.250%	0.129	0.250%	0.129	0.250%	0.132
JIB	0.250%	\$ 0.129	0.250%	\$ 0.129	0.250%	\$ 0.132
Apprentice Percentage	1.750%	\$ 0.906	1.750%	\$ 0.906	1.750%	\$ 0.923
Apprentice Hourly	0.483%	0.25	0.483%	0.25	0.474%	0.25
P H B P -- Pension Trust	12.220%	\$ 6.324	13.220%	\$ 6.841	14.220%	\$ 7.501
P H B P -- Medical	21.390%	\$ 11.069	22.390%	\$ 11.587	23.390%	\$ 12.338
P H B P -- Medical	7.729%	\$ 4.000	7.729%	\$ 4.000	7.583%	\$ 4.000
Dental Plan	3.540%	\$ 1.832	3.540%	\$ 1.832	3.540%	\$ 1.867
N . E . B . F .	3.000%	\$ 2.329	3.000%	\$ 2.329	3.000%	\$ 2.374
Annuity	5.797%	\$ 3.000	6.763%	\$ 3.500	6.635%	\$ 3.500
HRA	9.662%	\$ 5.000	9.662%	\$ 5.000	9.479%	\$ 5.000
DSP Percentage	20.650%	\$ 16.030	23.650%	\$ 18.358	23.650%	\$ 18.713
VHUP	0.116%	\$ 0.060	0.116%	\$ 0.060	0.114%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.518	1.000%	\$ 0.518	1.000%	\$ 0.528
Supplemental Disability	0.500%	\$ 0.388	0.500%	\$ 0.388	0.500%	\$ 0.396
Total Rate for Benefits	88.337%	\$ 51.963	94.304%	\$ 55.827	95.834%	\$ 57.713
Total Cost Per Hour		\$ 129.588		\$ 133.452		\$ 136.838

Inside Wiremen's "A" Foreman and "A" Senior Technicians Agreement Wage and Benefit Package
 Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 54.86	54.86	\$ 54.86	54.86	\$ 55.92	55.92
	<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	0.250%	0.137	0.250%	0.137	0.250%	0.140
JIB	0.250%	\$ 0.137	0.250%	\$ 0.137	0.250%	\$ 0.140
Apprentice Percentage	1.750%	\$ 0.960	1.750%	\$ 0.960	1.750%	\$ 0.979
Apprentice Hourly	0.456%	0.25	0.456%	0.25	0.447%	0.25
P H B P -- Pension Trust	12.220%	\$ 6.704	13.220%	\$ 7.252	14.220%	\$ 7.952
P H B P -- Medical	21.390%	\$ 11.735	22.390%	\$ 12.283	23.390%	\$ 13.080
P H B P -- Medical	7.291%	\$ 4.000	7.291%	\$ 4.000	7.153%	\$ 4.000
Dental Plan	3.540%	\$ 1.942	3.540%	\$ 1.942	3.540%	\$ 1.980
N .E .B .F .	3.000%	\$ 1.646	3.000%	\$ 1.646	3.000%	\$ 1.678
Annuity	5.468%	\$ 3.000	6.380%	\$ 3.500	6.259%	\$ 3.500
HRA	9.114%	\$ 5.000	9.114%	\$ 5.000	8.941%	\$ 5.000
DSP Percentage	20.650%	\$ 11.329	23.650%	\$ 12.974	23.650%	\$ 13.225
VHUP	0.109%	\$ 0.060	0.109%	\$ 0.060	0.107%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.549	1.000%	\$ 0.549	1.000%	\$ 0.559
Supplemental Disability	0.500%	\$ 0.274	0.500%	\$ 0.274	0.500%	\$ 0.280
Total Rate for Benefits	86.989%	\$ 47.722	92.900%	\$ 50.965	94.458%	\$ 52.821
Total Cost Per Hour		\$ 102.582		\$ 105.825		\$ 108.741

Inside Wiremen's "A" Foreman and "A" Senior Technicians Agreement OT Wage and Benefit Package
 Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
OT Rate	\$ 82.29	\$ 82.29	\$ 82.29	\$ 82.29	\$ 83.88	\$ 83.88
Hourly Rate	\$ 54.86	\$ 54.86	\$ 54.86	\$ 54.86	\$ 55.92	\$ 55.92
	<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	0.250%	0.137	0.250%	0.137	0.250%	0.140
JIB	0.250%	\$ 0.137	0.250%	\$ 0.137	0.250%	\$ 0.140
Apprentice Percentage	1.750%	\$ 0.960	1.750%	\$ 0.960	1.750%	\$ 0.979
Apprentice Hourly	0.456%	0.25	0.456%	0.25	0.447%	0.25
P H B P -- Pension Trust	12.220%	\$ 6.704	13.220%	\$ 7.252	14.220%	\$ 7.952
P H B P -- Medical	21.390%	\$ 11.735	22.390%	\$ 12.283	23.390%	\$ 13.080
P H B P -- Medical	7.291%	\$ 4.000	7.291%	\$ 4.000	7.153%	\$ 4.000
Dental Plan	3.540%	\$ 1.942	3.540%	\$ 1.942	3.540%	\$ 1.980
N . E . B . F .	3.000%	\$ 2.469	3.000%	\$ 2.469	3.000%	\$ 2.516
Annuity	5.468%	\$ 3.000	6.380%	\$ 3.500	6.259%	\$ 3.500
HRA	9.114%	\$ 5.000	9.114%	\$ 5.000	8.941%	\$ 5.000
DSP Percentage	20.650%	\$ 16.993	23.650%	\$ 19.462	23.650%	\$ 19.838
VHUP	0.109%	\$ 0.060	0.109%	\$ 0.060	0.107%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.549	1.000%	\$ 0.549	1.000%	\$ 0.559
Supplemental Disability	0.500%	\$ 0.411	0.500%	\$ 0.411	0.500%	\$ 0.419
Total Rate for Benefits	86.989%	\$ 54.346	92.900%	\$ 58.412	94.458%	\$ 60.412
Total Cost Per Hour		\$ 136.636		\$ 140.702		\$ 144.292

Inside Wiremen's "A" General Foreman and "A" Master Technicians Agreement Wage and Benefit Package
 Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 56.93	56.93	\$ 56.93	56.93	\$ 58.03	58.03
	<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	0.250%	0.142	0.250%	0.142	0.250%	0.145
JIB	0.250%	\$ 0.142	0.250%	\$ 0.142	0.250%	\$ 0.145
Apprentice Percentage	1.750%	\$ 0.996	1.750%	\$ 0.996	1.750%	\$ 1.016
Apprentice Hourly	0.439%	0.25	0.439%	0.25	0.431%	0.25
P H B P -- Pension Trust	12.220%	\$ 6.957	13.220%	\$ 7.526	14.220%	\$ 8.252
P H B P -- Medical	21.390%	\$ 12.177	22.390%	\$ 12.747	23.390%	\$ 13.573
P H B P -- Medical	7.026%	\$ 4.000	7.026%	\$ 4.000	6.893%	\$ 4.000
Dental Plan	3.540%	\$ 2.015	3.540%	\$ 2.015	3.540%	\$ 2.054
N .E .B .F .	3.000%	\$ 1.708	3.000%	\$ 1.708	3.000%	\$ 1.741
Annuity	5.270%	\$ 3.000	6.148%	\$ 3.500	6.031%	\$ 3.500
HRA	8.783%	\$ 5.000	8.783%	\$ 5.000	8.616%	\$ 5.000
DSP Percentage	20.650%	\$ 11.756	23.650%	\$ 13.464	23.650%	\$ 13.724
VHUP	0.105%	\$ 0.060	0.105%	\$ 0.060	0.103%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.569	1.000%	\$ 0.569	1.000%	\$ 0.580
Supplemental Disability	0.500%	\$ 0.285	0.500%	\$ 0.285	0.500%	\$ 0.290
Total Rate for Benefits	86.173%	\$ 49.058	92.051%	\$ 52.405	93.625%	\$ 54.330
Total Cost Per Hour		\$ 105.988		\$ 109.335		\$ 112.360

Inside Wiremen's "A" General Foreman and "A" Master Technicians Agreement OT Wage and Benefit Package
 Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
OT Rate	\$ 85.40	\$ 85.40	\$ 85.40	\$ 85.40	\$ 87.05	\$ 87.05
Hourly Rate	\$ 56.93	\$ 56.93	\$ 56.93	\$ 56.93	\$ 58.03	\$ 58.03
	<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	0.250%	0.142	0.250%	0.142	0.250%	0.145
JIB	0.250%	\$ 0.142	0.250%	\$ 0.142	0.250%	\$ 0.145
Apprentice Percentage	1.750%	\$ 0.996	1.750%	\$ 0.996	1.750%	\$ 1.016
Apprentice Hourly	0.439%	0.25	0.439%	0.25	0.431%	0.25
P H B P -- Pension Trust	12.220%	\$ 6.957	13.220%	\$ 7.526	14.220%	\$ 8.252
P H B P -- Medical	21.390%	\$ 12.177	22.390%	\$ 12.747	23.390%	\$ 13.573
P H B P -- Medical	7.026%	\$ 4.000	7.026%	\$ 4.000	6.893%	\$ 4.000
Dental Plan	3.540%	\$ 2.015	3.540%	\$ 2.015	3.540%	\$ 2.054
N .E .B .F .	3.000%	\$ 2.562	3.000%	\$ 2.562	3.000%	\$ 2.611
Annuity	5.270%	\$ 3.000	6.148%	\$ 3.500	6.031%	\$ 3.500
HRA	8.783%	\$ 5.000	8.783%	\$ 5.000	8.616%	\$ 5.000
DSP Percentage	20.650%	\$ 17.634	23.650%	\$ 20.196	23.650%	\$ 20.586
VHUP	0.105%	\$ 0.060	0.105%	\$ 0.060	0.103%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.569	1.000%	\$ 0.569	1.000%	\$ 0.580
Supplemental Disability	0.500%	\$ 0.427	0.500%	\$ 0.427	0.500%	\$ 0.435
Total Rate for Benefits	86.173%	\$ 55.933	92.051%	\$ 60.133	93.625%	\$ 62.208
Total Cost Per Hour		\$ 141.328		\$ 145.528		\$ 149.253

Inside Wiremen's "A" Journeymen and "A" Technicians Agreement Wage and Benefit Package
 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	\$ 52.75	52.75	\$ 53.75	53.75	\$ 53.75	53.75
	<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%	\$ 0.132	0.250%	\$ 0.134	0.550%	\$ 0.296
Apprentice Percentage	1.750%	\$ 0.923	1.750%	\$ 0.941	1.750%	\$ 0.941
Apprentice Hourly	0.474%	0.25	0.465%	0.25	0.465%	0.25
P H B P -- Pension Trust	14.220%	\$ 7.501	14.220%	\$ 7.643	14.220%	\$ 7.643
P H B P -- Medical	24.230%	\$ 12.781	24.230%	\$ 13.024	24.230%	\$ 13.024
P H B P -- Medical	9.953%	\$ 5.250	9.767%	\$ 5.250	9.767%	\$ 5.250
Dental Plan	3.140%	\$ 1.656	2.140%	\$ 1.150	2.140%	\$ 1.150
N . E . B . F .	3.000%	\$ 1.583	3.000%	\$ 1.613	3.000%	\$ 1.613
Annuity	6.635%	\$ 3.500	6.512%	\$ 3.500	8.372%	\$ 4.500
HRA	9.479%	\$ 5.000	10.233%	\$ 5.500	11.163%	\$ 6.000
DSP Percentage	23.650%	\$ 12.475	23.650%	\$ 12.712	23.650%	\$ 12.712
VHUP	0.114%	\$ 0.060	0.112%	\$ 0.060	0.112%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.538	1.270%	\$ 0.683	1.270%	\$ 0.683
Supplemental Disability	0.500%	\$ 0.264	0.500%	\$ 0.269	0.500%	\$ 0.269
Total Rate for Benefits	98.414%	\$ 51.913	98.098%	\$ 52.728	101.189%	\$ 54.389
Total Cost Per Hour		\$ 104.663		\$ 106.478		\$ 108.139

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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
OT Rate	\$ 79.13	\$ 79.13	\$ 80.63	\$ 80.63	\$ 80.63	\$ 80.63
Hourly Rate	\$ 52.75	\$ 52.75	\$ 53.75	\$ 53.75	\$ 53.75	\$ 53.75
	<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%	\$ 0.132	0.250%	\$ 0.134	0.550%	\$ 0.296
Apprentice Percentage	1.750%	\$ 0.923	1.750%	\$ 0.941	1.750%	\$ 0.941
Apprentice Hourly	0.474%	0.25	0.465%	0.25	0.465%	0.25
P H B P -- Pension Trust	14.220%	\$ 7.501	14.220%	\$ 7.643	14.220%	\$ 7.643
P H B P -- Medical	24.230%	\$ 12.781	24.230%	\$ 13.024	24.230%	\$ 13.024
P H B P -- Medical	9.953%	\$ 5.250	9.767%	\$ 5.250	9.767%	\$ 5.250
Dental Plan	3.140%	\$ 1.656	2.140%	\$ 1.150	2.140%	\$ 1.150
N . E . B . F .	3.000%	\$ 2.374	3.000%	\$ 2.419	3.000%	\$ 2.419
Annuity	6.635%	\$ 3.500	6.512%	\$ 3.500	8.372%	\$ 4.500
HRA	9.479%	\$ 5.000	10.233%	\$ 5.500	11.163%	\$ 6.000
DSP Percentage	23.650%	\$ 18.713	23.650%	\$ 19.068	23.650%	\$ 19.068
VHUP	0.114%	\$ 0.060	0.112%	\$ 0.060	0.112%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.538	1.270%	\$ 0.683	1.270%	\$ 0.683
Supplemental Disability	0.500%	\$ 0.396	0.500%	\$ 0.403	0.500%	\$ 0.403
Total Rate for Benefits	98.414%	\$ 59.074	98.098%	\$ 60.024	101.189%	\$ 61.686
Total Cost Per Hour		\$ 138.199		\$ 140.649		\$ 142.311

Inside Wiremen's "A" Foreman and "A" Senior Technicians Agreement Wage and Benefit Package

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		4/22/2021		4/21/2022	
Hourly Rate	\$ 55.92	\$ 55.92	\$ 56.98	\$ 56.98	\$ 56.98	\$ 56.98
	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%	\$ 0.140	0.250%	\$ 0.142	0.550%	\$ 0.313
Apprentice Percentage	1.750%	\$ 0.979	1.750%	\$ 0.997	1.750%	\$ 0.997
Apprentice Hourly	0.447%	0.25	0.439%	0.25	0.439%	0.25
P H B P – Pension Trust	14.220%	\$ 7.951	14.220%	\$ 8.102	14.220%	\$ 8.102
P H B P – Medical	24.230%	\$ 13.548	24.230%	\$ 13.805	24.230%	\$ 13.805
P H B P – Medical	9.389%	\$ 5.250	9.215%	\$ 5.250	9.215%	\$ 5.250
Dental Plan	3.140%	\$ 1.756	2.140%	\$ 1.219	2.140%	\$ 1.219
N . E . B . F .	3.000%	\$ 1.677	3.000%	\$ 1.709	3.000%	\$ 1.709
Annuity	6.260%	\$ 3.500	6.143%	\$ 3.500	7.898%	\$ 4.500
HRA	8.942%	\$ 5.000	9.653%	\$ 5.500	10.531%	\$ 6.000
DSP Percentage	23.650%	\$ 13.224	23.650%	\$ 13.475	23.650%	\$ 13.475
VHUP	0.107%	\$ 0.060	0.105%	\$ 0.060	0.105%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.570	1.270%	\$ 0.724	1.270%	\$ 0.724
Supplemental Disability	0.500%	\$ 0.280	0.500%	\$ 0.285	0.500%	\$ 0.285
Total Rate for Benefits	96.905%	\$ 54.185	96.565%	\$ 55.018	99.498%	\$ 56.689
Total Cost Per Hour		\$ 110.100		\$ 111.993		\$ 113.664

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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
OT Rate	\$ 83.87	\$ 83.87	\$ 85.46	\$ 85.46	\$ 85.46	\$ 85.46
Hourly Rate	\$ 55.92	\$ 55.92	\$ 56.98	\$ 56.98	\$ 56.98	\$ 56.98
	<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%	\$ 0.140	0.250%	\$ 0.142	0.550%	\$ 0.313
Apprentice Percentage	1.750%	\$ 0.979	1.750%	\$ 0.997	1.750%	\$ 0.997
Apprentice Hourly	0.447%	0.25	0.439%	0.25	0.439%	0.25
P H B P -- Pension Trust	14.220%	\$ 7.951	14.220%	\$ 8.102	14.220%	\$ 8.102
P H B P -- Medical	24.230%	\$ 13.548	24.230%	\$ 13.805	24.230%	\$ 13.805
P H B P -- Medical	9.389%	\$ 5.250	9.215%	\$ 5.250	9.215%	\$ 5.250
Dental Plan	3.140%	\$ 1.756	2.140%	\$ 1.219	2.140%	\$ 1.219
N .E .B .F .	3.000%	\$ 2.516	3.000%	\$ 2.564	3.000%	\$ 2.564
Annuity	6.260%	\$ 3.500	6.143%	\$ 3.500	7.896%	\$ 4.500
HRA	8.942%	\$ 5.000	9.653%	\$ 5.500	10.531%	\$ 6.000
DSP Percentage	23.650%	\$ 19.836	23.650%	\$ 20.212	23.650%	\$ 20.212
VHUP	0.107%	\$ 0.060	0.105%	\$ 0.060	0.105%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.570	1.270%	\$ 0.724	1.270%	\$ 0.724
Supplemental Disability	0.500%	\$ 0.419	0.500%	\$ 0.427	0.500%	\$ 0.427
Total Rate for Benefits	96.965%	\$ 61.775	96.565%	\$ 62.752	99.498%	\$ 64.423
Total Cost Per Hour		\$ 145.648		\$ 148.215		\$ 149.886

Inside Wiremen's "A" General Foreman and "A" Master Technicians Agreement Wage and Benefit Package
 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	\$ 58.03	58.03	\$ 59.13	59.13	\$ 59.13	59.13
	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%	\$ 0.145	0.250%	\$ 0.148	0.550%	\$ 0.325
Apprentice Percentage	1.750%	\$ 1.015	1.750%	\$ 1.035	1.750%	\$ 1.035
Apprentice Hourly	0.431%	0.25	0.423%	0.25	0.423%	0.25
P H B P -- Pension Trust	14.220%	\$ 8.251	14.220%	\$ 8.408	14.220%	\$ 8.408
P H B P -- Medical	24.230%	\$ 14.059	24.230%	\$ 14.326	24.230%	\$ 14.326
P H B P -- Medical	9.048%	\$ 5.250	8.879%	\$ 5.250	8.879%	\$ 5.250
Dental Plan	3.140%	\$ 1.822	2.140%	\$ 1.265	2.140%	\$ 1.265
N . E . B . F .	3.000%	\$ 1.741	3.000%	\$ 1.774	3.000%	\$ 1.774
Annuity	6.032%	\$ 3.500	5.920%	\$ 3.500	7.611%	\$ 4.500
HRA	8.617%	\$ 5.000	9.302%	\$ 5.500	10.148%	\$ 6.000
DSP Percentage	23.650%	\$ 13.723	23.650%	\$ 13.983	23.650%	\$ 13.983
VHUP	0.103%	\$ 0.060	0.101%	\$ 0.060	0.101%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.592	1.270%	\$ 0.751	1.270%	\$ 0.751
Supplemental Disability	0.500%	\$ 0.290	0.500%	\$ 0.296	0.500%	\$ 0.296
Total Rate for Benefits	95.991%	\$ 55.699	95.636%	\$ 56.545	98.473%	\$ 58.222
Total Cost Per Hour		\$ 113.724		\$ 115.670		\$ 117.347

**Inside Wiremen's "A" General Foreman and "A" Master Technicians Agreement OT Wage and Benefit Package
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	\$ 87.04	\$ 87.04	\$ 88.69	\$ 88.69	\$ 88.69	\$ 88.69
Hourly Rate	\$ 58.03	\$ 58.03	\$ 59.13	\$ 59.13	\$ 59.13	\$ 59.13
	<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%	\$ 0.145	0.250%	\$ 0.148	0.550%	\$ 0.325
Apprentice Percentage	1.750%	\$ 1.015	1.750%	\$ 1.035	1.750%	\$ 1.035
Apprentice Hourly	0.431%	0.25	0.423%	0.25	0.423%	0.25
P H B P -- Pension Trust	14.220%	\$ 8.251	14.220%	\$ 8.408	14.220%	\$ 8.408
P H B P -- Medical	24.230%	\$ 14.059	24.230%	\$ 14.326	24.230%	\$ 14.326
P H B P -- Medical	9.048%	\$ 5.250	8.879%	\$ 5.250	8.879%	\$ 5.250
Dental Plan	3.140%	\$ 1.822	2.140%	\$ 1.265	2.140%	\$ 1.265
N . E . B . F .	3.000%	\$ 2.611	3.000%	\$ 2.661	3.000%	\$ 2.661
Annuity	6.032%	\$ 3.500	5.920%	\$ 3.500	7.611%	\$ 4.500
HRA	8.617%	\$ 5.000	9.302%	\$ 5.500	10.148%	\$ 6.000
DSP Percentage	23.650%	\$ 20.584	23.650%	\$ 20.975	23.650%	\$ 20.975
VHUP	0.103%	\$ 0.060	0.101%	\$ 0.060	0.101%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.592	1.270%	\$ 0.751	1.270%	\$ 0.751
Supplemental Disability	0.500%	\$ 0.435	0.500%	\$ 0.443	0.500%	\$ 0.443
Total Rate for Benefits	95.991%	\$ 63.576	95.636%	\$ 64.571	98.473%	\$ 66.248
Total Cost Per Hour		\$ 150.613		\$ 153.258		\$ 154.936