

Connecticut Zone Rate 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 4:01 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	\$ 40.00	40.00	\$ 41.00	41.00	\$ 42.00	42.00
	<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%	\$ 0.100	0.250%	\$ 0.103	0.250%	\$ 0.105
Apprentice Percentage	1.750%	\$ 0.700	1.750%	\$ 0.718	1.750%	\$ 0.735
Apprentice Hourly	0.625%	0.25	0.610%	0.25	0.595%	0.25
P H B P -- Pension Trust	14.220%	\$ 5.688	14.220%	\$ 5.830	14.220%	\$ 5.972
P H B P -- Medical	23.390%	\$ 9.356	23.390%	\$ 9.590	23.390%	\$ 9.824
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.540%	\$ 1.416	2.140%	\$ 0.877	2.140%	\$ 0.899
N . E . B . F .	3.000%	\$ 1.200	3.000%	\$ 1.230	3.000%	\$ 1.260
Annuity	8.750%	\$ 3.500	8.537%	\$ 3.500	10.714%	\$ 4.500
HRA	12.500%	\$ 5.000	13.415%	\$ 5.500	14.286%	\$ 6.000
DSP Percentage	20.650%	\$ 8.260	20.650%	\$ 8.467	20.650%	\$ 8.673
VHUP	0.150%	\$ 0.060	0.146%	\$ 0.060	0.143%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.408	1.020%	\$ 0.418	1.020%	\$ 0.428
Supplemental Disability	0.500%	\$ 0.200	0.500%	\$ 0.205	0.500%	\$ 0.210
Total Rate for Benefits	90.345%	\$ 36.138	89.627%	\$ 36.747	92.658%	\$ 38.916
Total Cost Per Hour		\$ 76.138		\$ 77.747		\$ 80.916

Connecticut Zone Rate 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 4/21/2021 (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	\$ 60.00	\$ 60.00	\$ 61.50	\$ 61.50	\$ 63.00	\$ 63.00
Hourly Rate	\$ 40.00	\$ 40.00	\$ 41.00	\$ 41.00	\$ 42.00	\$ 42.00
	<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%	\$ 0.100	0.250%	\$ 0.103	0.250%	\$ 0.105
Apprentice Percentage	1.750%	\$ 0.700	1.750%	\$ 0.718	1.750%	\$ 0.735
Apprentice Hourly	0.625%	0.25	0.610%	0.25	0.595%	0.25
P H B P -- Pension Trust	14.220%	\$ 5.688	14.220%	\$ 5.830	14.220%	\$ 5.972
P H B P -- Medical	23.390%	\$ 9.356	23.390%	\$ 9.590	23.390%	\$ 9.824
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.540%	\$ 1.416	2.140%	\$ 0.877	2.140%	\$ 0.899
N . E . B . F .	3.000%	\$ 1.800	3.000%	\$ 1.845	3.000%	\$ 1.890
Annuity	8.750%	\$ 3.500	8.537%	\$ 3.500	10.714%	\$ 4.500
HRA	12.500%	\$ 5.000	13.415%	\$ 5.500	14.286%	\$ 6.000
DSP Percentage	20.650%	\$ 12.390	20.650%	\$ 12.700	20.650%	\$ 13.010
VHUP	0.150%	\$ 0.060	0.146%	\$ 0.060	0.143%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.408	1.020%	\$ 0.418	1.020%	\$ 0.428
Supplemental Disability	0.500%	\$ 0.300	0.500%	\$ 0.308	0.500%	\$ 0.315
Total Rate for Benefits	90.345%	\$ 40.968	89.627%	\$ 41.698	92.658%	\$ 43.988
Total Cost Per Hour		\$ 100.968		\$ 103.198		\$ 106.988

Connecticut Zone Rate Inside Wiremen's "A" Journeymen and "A" Technicians Foreman 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	\$ 42.40	42.40	\$ 43.46	43.46	\$ 44.52	44.52
	<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%	\$ 0.106	0.250%	\$ 0.109	0.250%	\$ 0.111
Apprentice Percentage	1.750%	\$ 0.742	1.750%	\$ 0.761	1.750%	\$ 0.779
Apprentice Hourly	0.590%	0.25	0.575%	0.25	0.562%	0.25
P H B P -- Pension Trust	14.220%	\$ 6.029	14.220%	\$ 6.180	14.220%	\$ 6.331
P H B P -- Medical	23.390%	\$ 9.917	23.390%	\$ 10.165	23.390%	\$ 10.413
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.540%	\$ 1.501	2.140%	\$ 0.930	2.140%	\$ 0.953
N . E . B . F .	3.000%	\$ 1.272	3.000%	\$ 1.304	3.000%	\$ 1.336
Annuity	8.255%	\$ 3.500	8.053%	\$ 3.500	10.108%	\$ 4.500
HRA	11.792%	\$ 5.000	12.655%	\$ 5.500	13.477%	\$ 6.000
DSP Percentage	20.650%	\$ 8.756	20.650%	\$ 8.974	20.650%	\$ 9.193
VHUP	0.142%	\$ 0.060	0.138%	\$ 0.060	0.135%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.432	1.020%	\$ 0.443	1.020%	\$ 0.454
Supplemental Disability	0.500%	\$ 0.212	0.500%	\$ 0.217	0.500%	\$ 0.223
Total Rate for Benefits	89.098%	\$ 37.778	88.342%	\$ 38.393	91.201%	\$ 40.603
Total Cost Per Hour		\$ 80.178		\$ 81.853		\$ 85.123

Connecticut Zone Rate Inside Wiremen's "A" Journeypersons and "A" Technicians Foreman 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	\$ 63.60	\$ 63.60	\$ 65.19	\$ 65.19	\$ 66.78	\$ 66.78
Hourly Rate	\$ 42.40	42.40	\$ 43.46	43.46	\$ 44.52	44.52
	<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%	\$ 0.106	0.250%	\$ 0.109	0.250%	\$ 0.111
Apprentice Percentage	1.750%	\$ 0.742	1.750%	\$ 0.761	1.750%	\$ 0.779
Apprentice Hourly	0.590%	0.25	0.575%	0.25	0.562%	0.25
P H B P -- Pension Trust	14.220%	\$ 6.029	14.220%	\$ 6.180	14.220%	\$ 6.331
P H B P -- Medical	23.390%	\$ 9.917	23.390%	\$ 10.165	23.390%	\$ 10.413
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.540%	\$ 1.501	2.140%	\$ 0.930	2.140%	\$ 0.953
N . E . B . F .	3.000%	\$ 1.908	3.000%	\$ 1.956	3.000%	\$ 2.003
Annuity	8.255%	\$ 3.500	8.053%	\$ 3.500	10.108%	\$ 4.500
HRA	11.792%	\$ 5.000	12.655%	\$ 5.500	13.477%	\$ 6.000
DSP Percentage	20.650%	\$ 13.133	20.650%	\$ 13.462	20.650%	\$ 13.790
VHUP	0.142%	\$ 0.060	0.138%	\$ 0.060	0.135%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.432	1.020%	\$ 0.443	1.020%	\$ 0.454
Supplemental Disability	0.500%	\$ 0.318	0.500%	\$ 0.326	0.500%	\$ 0.334
Total Rate for Benefits	89.098%	\$ 42.897	88.342%	\$ 43.641	91.201%	\$ 45.979
Total Cost Per Hour		\$ 106.497		\$ 108.831		\$ 112.759

Connecticut Zone Rate Inside Wiremen's "A" Journeymen and "A" Technicians General Foreman 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:	\$ 44.00	44.00	\$ 45.10	45.10	\$ 46.20	46.20
	<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%	\$ 0.110	0.250%	\$ 0.113	0.250%	\$ 0.116
Apprentice Percentage	1.750%	\$ 0.770	1.750%	\$ 0.789	1.750%	\$ 0.809
Apprentice Hourly	0.568%	0.25	0.554%	0.25	0.541%	0.25
P H B P – Pension Trust	14.220%	\$ 6.257	14.220%	\$ 6.413	14.220%	\$ 6.570
P H B P – Medical	23.390%	\$ 10.292	23.390%	\$ 10.549	23.390%	\$ 10.806
P H B P – Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.540%	\$ 1.558	2.140%	\$ 0.965	2.140%	\$ 0.989
N . E . B . F .	3.000%	\$ 1.320	3.000%	\$ 1.353	3.000%	\$ 1.386
Annuity	7.955%	\$ 3.500	7.761%	\$ 3.500	9.740%	\$ 4.500
HRA	11.364%	\$ 5.000	12.195%	\$ 5.500	12.987%	\$ 6.000
DSP Percentage	20.650%	\$ 9.086	20.650%	\$ 9.313	20.650%	\$ 9.540
VHUP	0.136%	\$ 0.060	0.133%	\$ 0.060	0.130%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.449	1.020%	\$ 0.460	1.020%	\$ 0.471
Supplemental Disability	0.500%	\$ 0.220	0.500%	\$ 0.226	0.500%	\$ 0.231
Total Rate for Benefits	88.343%	\$ 38.871	87.563%	\$ 39.491	90.318%	\$ 41.727
Total Cost Per Hour		\$ 82.871		\$ 84.591		\$ 87.927

Connecticut Zone Rate Inside Wiremen's "A" Journeymen and "A" Technicians General Foreman 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	\$ 66.00	\$ 66.00	\$ 67.65	\$ 67.65	\$ 69.30	\$ 69.30
Hourly Rate	\$ 44.00	\$ 44.00	\$ 45.10	\$ 45.10	\$ 46.20	\$ 46.20
	<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%	\$ 0.110	0.250%	\$ 0.113	0.250%	\$ 0.116
Apprentice Percentage	1.750%	\$ 0.770	1.750%	\$ 0.789	1.750%	\$ 0.809
Apprentice Hourly	0.568%	0.25	0.554%	0.25	0.541%	0.25
P H B P -- Pension Trust	14.220%	\$ 6.257	14.220%	\$ 6.413	14.220%	\$ 6.570
P H B P -- Medical	23.390%	\$ 10.292	23.390%	\$ 10.549	23.390%	\$ 10.806
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.540%	\$ 1.558	2.140%	\$ 0.965	2.140%	\$ 0.989
N . E . B . F .	3.000%	\$ 1.980	3.000%	\$ 2.030	3.000%	\$ 2.079
Annuity	7.955%	\$ 3.500	7.761%	\$ 3.500	9.740%	\$ 4.500
HRA	11.364%	\$ 5.000	12.195%	\$ 5.500	12.987%	\$ 6.000
DSP Percentage	20.650%	\$ 13.629	20.650%	\$ 13.970	20.650%	\$ 14.310
VHUP	0.136%	\$ 0.060	0.133%	\$ 0.060	0.130%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.449	1.020%	\$ 0.460	1.020%	\$ 0.471
Supplemental Disability	0.500%	\$ 0.330	0.500%	\$ 0.338	0.500%	\$ 0.347
Total Rate for Benefits	88.343%	\$ 44.184	87.563%	\$ 44.937	90.318%	\$ 47.306
Total Cost Per Hour		\$ 110.184		\$ 112.587		\$ 116.606