

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 16.00	16.00	\$ 16.00	16.00	\$ 16.00	16.00
	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%	\$ 0.040	0.250%	\$ 0.040
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.024
Apprentice Percentage	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.280
Apprentice Hourly	1.563%	0.25	1.563%	0.25	1.563%	0.25
P H B P -- Pension Trust	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 1.955
P H B P -- Medical	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.874
P H B P -- Medical	0.000%	\$ -	4.688%	\$ 0.750	4.688%	\$ 0.750
Dental Plan	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.486
N .E .B .F .	3.000%	\$ 0.480	3.000%	\$ 0.480	3.000%	\$ 0.480
Annuity	4.688%	\$ 0.750	4.688%	\$ 0.750	6.250%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 3.304	20.650%	\$ 3.304	20.650%	\$ 3.304
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.163	1.020%	\$ 0.163	1.420%	\$ 0.227
Supplemental Disability	0.500%	\$ 0.080	0.500%	\$ 0.080	0.500%	\$ 0.080
Total Rate For Benefits	72.890%	\$ 11.662	77.728%	\$ 12.436	79.690%	\$ 12.750
Total Cost Per Hour		\$ 27.662		\$ 28.436		\$ 28.750

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00
Hourly Rate	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00
	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%	\$ 0.040	0.250%	\$ 0.040
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.024
Apprentice Percentage	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.280
Apprentice Hourly	1.563%	0.25	1.563%	0.25	1.563%	0.25
P H B P -- Pension Trust	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 1.955
P H B P -- Medical	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.874
P H B P -- Medical	0.000%	\$ -	4.688%	\$ 0.750	4.688%	\$ 0.750
Dental Plan	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.486
N .E .B .F .	3.000%	\$ 0.720	3.000%	\$ 0.720	3.000%	\$ 0.720
Annuity	4.688%	\$ 0.750	4.688%	\$ 0.750	6.250%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 4.956	20.650%	\$ 4.956	20.650%	\$ 4.956
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.163	1.020%	\$ 0.163	1.420%	\$ 0.227
Supplemental Disability	0.500%	\$ 0.120	0.500%	\$ 0.120	0.500%	\$ 0.120
Total Rate For Benefits	72.890%	\$ 13.594	77.728%	\$ 14.368	79.690%	\$ 14.682
Total Cost Per Hour		\$ 37.594		\$ 38.368		\$ 38.682

Teledata 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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 17.00	17.00	\$ 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%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.471%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
P H B P -- Medical	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
P H B P -- Medical	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
N .E .B .F .	3.000%	\$ 0.510	3.000%	\$ 0.510	3.000%	\$ 0.510
Annuity	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
HRA	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
DSP Percentage	20.650%	\$ 3.511	20.650%	\$ 3.511	20.650%	\$ 3.511
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
Supplemental Disability	0.500%	\$ 0.085	0.500%	\$ 0.085	0.500%	\$ 0.085
Total Rate For Benefits	84.287%	\$ 14.329	88.849%	\$ 15.104	93.661%	\$ 15.922
Total Cost Per Hour		\$ 31.329		\$ 32.104		\$ 32.922

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50
Hourly Rate	\$ 17.00	\$ 17.00	\$ 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%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.471%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
P H B P -- Medical	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
P H B P -- Medical	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
N .E .B .F .	3.000%	\$ 0.765	3.000%	\$ 0.765	3.000%	\$ 0.765
Annuity	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
HRA	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
DSP Percentage	20.650%	\$ 5.266	20.650%	\$ 5.266	20.650%	\$ 5.266
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
Supplemental Disability	0.500%	\$ 0.128	0.500%	\$ 0.128	0.500%	\$ 0.128
Total Rate For Benefits	84.287%	\$ 16.382	88.849%	\$ 17.157	93.661%	\$ 17.975
Total Cost Per Hour		\$ 41.882		\$ 42.657		\$ 43.475

Teledata 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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 19.00	19.00	\$ 19.00	19.00	\$ 19.00	19.00
	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%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.316%	0.25	1.316%	0.25	1.316%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
P H B P -- Medical	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
P H B P -- Medical	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
N .E .B .F .	3.000%	\$ 0.570	3.000%	\$ 0.570	3.000%	\$ 0.570
Annuity	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
HRA	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
DSP Percentage	20.650%	\$ 3.924	20.650%	\$ 3.924	20.650%	\$ 3.924
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
Supplemental Disability	0.500%	\$ 0.095	0.500%	\$ 0.095	0.500%	\$ 0.095
Total Rate For Benefits	82.429%	\$ 15.662	86.527%	\$ 16.440	90.874%	\$ 17.266
Total Cost Per Hour		\$ 34.662		\$ 35.440		\$ 36.266

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50
Hourly Rate	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00
	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%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.316%	0.25	1.316%	0.25	1.316%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
P H B P -- Medical	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
P H B P -- Medical	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
N .E .B .F .	3.000%	\$ 0.855	3.000%	\$ 0.855	3.000%	\$ 0.855
Annuity	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
HRA	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
DSP Percentage	20.650%	\$ 5.885	20.650%	\$ 5.885	20.650%	\$ 5.885
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
Supplemental Disability	0.500%	\$ 0.143	0.500%	\$ 0.143	0.500%	\$ 0.143
Total Rate For Benefits	82.429%	\$ 17.956	86.527%	\$ 18.734	90.874%	\$ 19.560
Total Cost Per Hour		\$ 46.456		\$ 47.234		\$ 48.060

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Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 21.00	21.00	\$ 21.00	21.00	\$ 21.00	21.00
	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%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
Apprentice Percentage	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
Apprentice Hourly	1.190%	0.25	1.190%	0.25	1.190%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
P H B P -- Medical	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
P H B P -- Medical	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
Dental Plan	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
N .E .B .F .	3.000%	\$ 0.630	3.000%	\$ 0.630	3.000%	\$ 0.630
Annuity	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
HRA	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
DSP Percentage	20.650%	\$ 4.337	20.650%	\$ 4.337	20.650%	\$ 4.337
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
Supplemental Disability	0.500%	\$ 0.105	0.500%	\$ 0.105	0.500%	\$ 0.105
Total Rate For Benefits	80.926%	\$ 16.994	84.647%	\$ 17.776	88.619%	\$ 18.610
Total Cost Per Hour		\$ 37.994		\$ 38.776		\$ 39.610

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

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Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50
Hourly Rate	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00
	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%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
Apprentice Percentage	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
Apprentice Hourly	1.190%	0.25	1.190%	0.25	1.190%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
P H B P -- Medical	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
P H B P -- Medical	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
Dental Plan	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
N .E .B .F .	3.000%	\$ 0.945	3.000%	\$ 0.945	3.000%	\$ 0.945
Annuity	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
HRA	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
DSP Percentage	20.650%	\$ 6.505	20.650%	\$ 6.505	20.650%	\$ 6.505
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
Supplemental Disability	0.500%	\$ 0.158	0.500%	\$ 0.158	0.500%	\$ 0.158
Total Rate For Benefits	80.926%	\$ 19.530	84.647%	\$ 20.312	88.619%	\$ 21.146
Total Cost Per Hour		\$ 51.030		\$ 51.812		\$ 52.646

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	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 16.00	16.00	\$ 16.00	16.00	\$ 16.00	16.00
	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%	\$ 0.040	0.250%	\$ 0.040
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.024
Apprentice Percentage	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.280
Apprentice Hourly	1.563%	0.25	1.563%	0.25	1.563%	0.25
P H B P -- Pension Trust	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 1.955
P H B P -- Medical	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.874
P H B P -- Medical	0.000%	\$ -	4.688%	\$ 0.750	4.688%	\$ 0.750
Dental Plan	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.486
N .E .B .F .	3.000%	\$ 0.480	3.000%	\$ 0.480	3.000%	\$ 0.480
Annuity	4.688%	\$ 0.750	4.688%	\$ 0.750	6.250%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 3.304	20.650%	\$ 3.304	20.650%	\$ 3.304
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.163	1.020%	\$ 0.163	1.420%	\$ 0.227
Supplemental Disability	0.500%	\$ 0.080	0.500%	\$ 0.080	0.500%	\$ 0.080
Total Rate For Benefits	72.890%	\$ 11.662	77.728%	\$ 12.436	79.690%	\$ 12.750
Total Cost Per Hour		\$ 27.662		\$ 28.436		\$ 28.750

Inside Wireman 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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00
Hourly Rate	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00
	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%	\$ 0.040	0.250%	\$ 0.040
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.024
Apprentice Percentage	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.280
Apprentice Hourly	1.563%	0.25	1.563%	0.25	1.563%	0.25
P H B P -- Pension Trust	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 1.955
P H B P -- Medical	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.874
P H B P -- Medical	0.000%	\$ -	4.688%	\$ 0.750	4.688%	\$ 0.750
Dental Plan	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.486
N .E .B .F .	3.000%	\$ 0.720	3.000%	\$ 0.720	3.000%	\$ 0.720
Annuity	4.688%	\$ 0.750	4.688%	\$ 0.750	6.250%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 4.956	20.650%	\$ 4.956	20.650%	\$ 4.956
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.163	1.020%	\$ 0.163	1.420%	\$ 0.227
Supplemental Disability	0.500%	\$ 0.120	0.500%	\$ 0.120	0.500%	\$ 0.120
Total Rate For Benefits	72.890%	\$ 13.594	77.728%	\$ 14.368	79.690%	\$ 14.682
Total Cost Per Hour		\$ 37.594		\$ 38.368		\$ 38.682

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 17.00	17.00	\$ 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%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.471%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
P H B P -- Medical	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
P H B P -- Medical	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
N .E .B .F .	3.000%	\$ 0.510	3.000%	\$ 0.510	3.000%	\$ 0.510
Annuity	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
HRA	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
DSP Percentage	20.650%	\$ 3.511	20.650%	\$ 3.511	20.650%	\$ 3.511
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
Supplemental Disability	0.500%	\$ 0.085	0.500%	\$ 0.085	0.500%	\$ 0.085
Total Rate For Benefits	84.287%	\$ 14.329	88.849%	\$ 15.104	93.661%	\$ 15.922
Total Cost Per Hour		\$ 31.329		\$ 32.104		\$ 32.922

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50
Hourly Rate	\$ 17.00	\$ 17.00	\$ 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%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.471%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
P H B P -- Medical	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
P H B P -- Medical	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
N .E .B .F .	3.000%	\$ 0.765	3.000%	\$ 0.765	3.000%	\$ 0.765
Annuity	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
HRA	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
DSP Percentage	20.650%	\$ 5.266	20.650%	\$ 5.266	20.650%	\$ 5.266
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
Supplemental Disability	0.500%	\$ 0.128	0.500%	\$ 0.128	0.500%	\$ 0.128
Total Rate For Benefits	84.287%	\$ 16.382	88.849%	\$ 17.157	93.661%	\$ 17.975
Total Cost Per Hour		\$ 41.882		\$ 42.657		\$ 43.475

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 19.00	19.00	\$ 19.00	19.00	\$ 19.00	19.00
	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%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.316%	0.25	1.316%	0.25	1.316%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
P H B P -- Medical	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
P H B P -- Medical	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
N .E .B .F .	3.000%	\$ 0.570	3.000%	\$ 0.570	3.000%	\$ 0.570
Annuity	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
HRA	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
DSP Percentage	20.650%	\$ 3.924	20.650%	\$ 3.924	20.650%	\$ 3.924
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
Supplemental Disability	0.500%	\$ 0.095	0.500%	\$ 0.095	0.500%	\$ 0.095
Total Rate For Benefits	82.429%	\$ 15.662	86.527%	\$ 16.440	90.874%	\$ 17.266
Total Cost Per Hour		\$ 34.662		\$ 35.440		\$ 36.266

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50
Hourly Rate	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00
	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%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.316%	0.25	1.316%	0.25	1.316%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
P H B P -- Medical	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
P H B P -- Medical	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
N .E .B .F .	3.000%	\$ 0.855	3.000%	\$ 0.855	3.000%	\$ 0.855
Annuity	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
HRA	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
DSP Percentage	20.650%	\$ 5.885	20.650%	\$ 5.885	20.650%	\$ 5.885
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
Supplemental Disability	0.500%	\$ 0.143	0.500%	\$ 0.143	0.500%	\$ 0.143
Total Rate For Benefits	82.429%	\$ 17.956	86.527%	\$ 18.734	90.874%	\$ 19.560
Total Cost Per Hour		\$ 46.456		\$ 47.234		\$ 48.060

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 21.00	21.00	\$ 21.00	21.00	\$ 21.00	21.00
	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%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
Apprentice Percentage	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
Apprentice Hourly	1.190%	0.25	1.190%	0.25	1.190%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
P H B P -- Medical	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
P H B P -- Medical	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
Dental Plan	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
N .E .B .F .	3.000%	\$ 0.630	3.000%	\$ 0.630	3.000%	\$ 0.630
Annuity	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
HRA	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
DSP Percentage	20.650%	\$ 4.337	20.650%	\$ 4.337	20.650%	\$ 4.337
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
Supplemental Disability	0.500%	\$ 0.105	0.500%	\$ 0.105	0.500%	\$ 0.105
Total Rate For Benefits	80.926%	\$ 16.994	84.647%	\$ 17.776	88.619%	\$ 18.610
Total Cost Per Hour		\$ 37.994		\$ 38.776		\$ 39.610

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50
Hourly Rate	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00
	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%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
Apprentice Percentage	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
Apprentice Hourly	1.190%	0.25	1.190%	0.25	1.190%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
P H B P -- Medical	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
P H B P -- Medical	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
Dental Plan	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
N .E .B .F .	3.000%	\$ 0.945	3.000%	\$ 0.945	3.000%	\$ 0.945
Annuity	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
HRA	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
DSP Percentage	20.650%	\$ 6.505	20.650%	\$ 6.505	20.650%	\$ 6.505
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
Supplemental Disability	0.500%	\$ 0.158	0.500%	\$ 0.158	0.500%	\$ 0.158
Total Rate For Benefits	80.926%	\$ 19.530	84.647%	\$ 20.312	88.619%	\$ 21.146
Total Cost Per Hour		\$ 51.030		\$ 51.812		\$ 52.646

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 16.00	16.00	\$ 16.00	16.00	\$ 16.00	16.00
	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%	\$ 0.040	0.250%	\$ 0.040
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.024
Apprentice Percentage	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.280
Apprentice Hourly	1.563%	0.25	1.563%	0.25	1.563%	0.25
P H B P -- Pension Trust	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 1.955
P H B P -- Medical	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.874
P H B P -- Medical	0.000%	\$ -	4.688%	\$ 0.750	4.688%	\$ 0.750
Dental Plan	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.486
N .E .B .F .	3.000%	\$ 0.480	3.000%	\$ 0.480	3.000%	\$ 0.480
Annuity	4.688%	\$ 0.750	4.688%	\$ 0.750	6.250%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 3.304	20.650%	\$ 3.304	20.650%	\$ 3.304
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.163	1.020%	\$ 0.163	1.420%	\$ 0.227
Supplemental Disability	0.500%	\$ 0.080	0.500%	\$ 0.080	0.500%	\$ 0.080
Total Rate For Benefits	72.890%	\$ 11.662	77.728%	\$ 12.436	79.690%	\$ 12.750
Total Cost Per Hour		\$ 27.662		\$ 28.436		\$ 28.750

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00
Hourly Rate	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00
	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%	\$ 0.040	0.250%	\$ 0.040
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.024
Apprentice Percentage	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.280
Apprentice Hourly	1.563%	0.25	1.563%	0.25	1.563%	0.25
P H B P -- Pension Trust	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 1.955
P H B P -- Medical	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.874
P H B P -- Medical	0.000%	\$ -	4.688%	\$ 0.750	4.688%	\$ 0.750
Dental Plan	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.486
N .E .B .F .	3.000%	\$ 0.720	3.000%	\$ 0.720	3.000%	\$ 0.720
Annuity	4.688%	\$ 0.750	4.688%	\$ 0.750	6.250%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 4.956	20.650%	\$ 4.956	20.650%	\$ 4.956
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.163	1.020%	\$ 0.163	1.420%	\$ 0.227
Supplemental Disability	0.500%	\$ 0.120	0.500%	\$ 0.120	0.500%	\$ 0.120
Total Rate For Benefits	72.890%	\$ 13.594	77.728%	\$ 14.368	79.690%	\$ 14.682
Total Cost Per Hour		\$ 37.594		\$ 38.368		\$ 38.682

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 17.00	17.00	\$ 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%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.471%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
P H B P -- Medical	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
P H B P -- Medical	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
N .E .B .F .	3.000%	\$ 0.510	3.000%	\$ 0.510	3.000%	\$ 0.510
Annuity	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
HRA	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
DSP Percentage	20.650%	\$ 3.511	20.650%	\$ 3.511	20.650%	\$ 3.511
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
Supplemental Disability	0.500%	\$ 0.085	0.500%	\$ 0.085	0.500%	\$ 0.085
Total Rate For Benefits	84.287%	\$ 14.329	88.849%	\$ 15.104	93.661%	\$ 15.922
Total Cost Per Hour		\$ 31.329		\$ 32.104		\$ 32.922

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50
Hourly Rate	\$ 17.00	\$ 17.00	\$ 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%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.471%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
P H B P -- Medical	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
P H B P -- Medical	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
N .E .B .F .	3.000%	\$ 0.765	3.000%	\$ 0.765	3.000%	\$ 0.765
Annuity	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
HRA	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
DSP Percentage	20.650%	\$ 5.266	20.650%	\$ 5.266	20.650%	\$ 5.266
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
Supplemental Disability	0.500%	\$ 0.128	0.500%	\$ 0.128	0.500%	\$ 0.128
Total Rate For Benefits	84.287%	\$ 16.382	88.849%	\$ 17.157	93.661%	\$ 17.975
Total Cost Per Hour		\$ 41.882		\$ 42.657		\$ 43.475

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 19.00	19.00	\$ 19.00	19.00	\$ 19.00	19.00
	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%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.316%	0.25	1.316%	0.25	1.316%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
P H B P -- Medical	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
P H B P -- Medical	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
N .E .B .F .	3.000%	\$ 0.570	3.000%	\$ 0.570	3.000%	\$ 0.570
Annuity	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
HRA	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
DSP Percentage	20.650%	\$ 3.924	20.650%	\$ 3.924	20.650%	\$ 3.924
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
Supplemental Disability	0.500%	\$ 0.095	0.500%	\$ 0.095	0.500%	\$ 0.095
Total Rate For Benefits	82.429%	\$ 15.662	86.527%	\$ 16.440	90.874%	\$ 17.266
Total Cost Per Hour		\$ 34.662		\$ 35.440		\$ 36.266

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50
Hourly Rate	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00
	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%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.316%	0.25	1.316%	0.25	1.316%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
P H B P -- Medical	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
P H B P -- Medical	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
N .E .B .F .	3.000%	\$ 0.855	3.000%	\$ 0.855	3.000%	\$ 0.855
Annuity	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
HRA	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
DSP Percentage	20.650%	\$ 5.885	20.650%	\$ 5.885	20.650%	\$ 5.885
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
Supplemental Disability	0.500%	\$ 0.143	0.500%	\$ 0.143	0.500%	\$ 0.143
Total Rate For Benefits	82.429%	\$ 17.956	86.527%	\$ 18.734	90.874%	\$ 19.560
Total Cost Per Hour		\$ 46.456		\$ 47.234		\$ 48.060

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 21.00	21.00	\$ 21.00	21.00	\$ 21.00	21.00
	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%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
Apprentice Percentage	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
Apprentice Hourly	1.190%	0.25	1.190%	0.25	1.190%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
P H B P -- Medical	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
P H B P -- Medical	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
Dental Plan	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
N .E .B .F .	3.000%	\$ 0.630	3.000%	\$ 0.630	3.000%	\$ 0.630
Annuity	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
HRA	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
DSP Percentage	20.650%	\$ 4.337	20.650%	\$ 4.337	20.650%	\$ 4.337
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
Supplemental Disability	0.500%	\$ 0.105	0.500%	\$ 0.105	0.500%	\$ 0.105
Total Rate For Benefits	80.926%	\$ 16.994	84.647%	\$ 17.776	88.619%	\$ 18.610
Total Cost Per Hour		\$ 37.994		\$ 38.776		\$ 39.610

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50
Hourly Rate	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00
	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%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
Apprentice Percentage	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
Apprentice Hourly	1.190%	0.25	1.190%	0.25	1.190%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
P H B P -- Medical	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
P H B P -- Medical	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
Dental Plan	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
N .E .B .F .	3.000%	\$ 0.945	3.000%	\$ 0.945	3.000%	\$ 0.945
Annuity	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
HRA	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
DSP Percentage	20.650%	\$ 6.505	20.650%	\$ 6.505	20.650%	\$ 6.505
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
Supplemental Disability	0.500%	\$ 0.158	0.500%	\$ 0.158	0.500%	\$ 0.158
Total Rate For Benefits	80.926%	\$ 19.530	84.647%	\$ 20.312	88.619%	\$ 21.146
Total Cost Per Hour		\$ 51.030		\$ 51.812		\$ 52.646

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 16.50	16.50	\$ 16.50	16.50	\$ 16.50	16.50
	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%	\$ 0.041	0.250%	\$ 0.041	0.250%	\$ 0.041
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.025	0.150%	\$ 0.025
Apprentice Percentage	1.750%	\$ 0.289	1.750%	\$ 0.289	1.750%	\$ 0.289
Apprentice Hourly	1.515%	0.25	1.515%	0.25	1.515%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.016	12.220%	\$ 2.016	12.220%	\$ 2.016
P H B P -- Medical	24.210%	\$ 3.995	24.210%	\$ 3.995	24.210%	\$ 3.995
P H B P -- Medical	0.000%	\$ -	4.545%	\$ 0.750	4.545%	\$ 0.750
Dental Plan	3.040%	\$ 0.502	3.040%	\$ 0.502	3.040%	\$ 0.502
N .E .B .F .	3.000%	\$ 0.495	3.000%	\$ 0.495	3.000%	\$ 0.495
Annuity	4.545%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 3.407	20.650%	\$ 3.407	20.650%	\$ 3.407
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.168	1.020%	\$ 0.168	1.420%	\$ 0.234
Supplemental Disability	0.500%	\$ 0.083	0.500%	\$ 0.083	0.500%	\$ 0.083
Total Rate For Benefits	72.701%	\$ 11.996	77.396%	\$ 12.770	79.311%	\$ 13.086
Total Cost Per Hour		\$ 28.496		\$ 29.270		\$ 29.586

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023		4/18/2024		4/17/2025	
OT Rate	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75
Hourly Rate	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
	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%	\$ 0.041	0.250%	\$ 0.041	0.250%	\$ 0.041
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.025	0.150%	\$ 0.025
Apprentice Percentage	1.750%	\$ 0.289	1.750%	\$ 0.289	1.750%	\$ 0.289
Apprentice Hourly	1.515%	0.25	1.515%	0.25	1.515%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.016	12.220%	\$ 2.016	12.220%	\$ 2.016
P H B P -- Medical	24.210%	\$ 3.995	24.210%	\$ 3.995	24.210%	\$ 3.995
P H B P -- Medical	0.000%	\$ -	4.545%	\$ 0.750	4.545%	\$ 0.750
Dental Plan	3.040%	\$ 0.502	3.040%	\$ 0.502	3.040%	\$ 0.502
N .E .B .F .	3.000%	\$ 0.743	3.000%	\$ 0.743	3.000%	\$ 0.743
Annuity	4.545%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 5.111	20.650%	\$ 5.111	20.650%	\$ 5.111
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.168	1.020%	\$ 0.168	1.420%	\$ 0.234
Supplemental Disability	0.500%	\$ 0.124	0.500%	\$ 0.124	0.500%	\$ 0.124
Total Rate For Benefits	72.701%	\$ 13.988	77.396%	\$ 14.763	79.311%	\$ 15.079
Total Cost Per Hour		\$ 38.738		\$ 39.513		\$ 39.829

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 18.00	18.00	\$ 18.00	18.00	\$ 18.00	18.00
	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%	\$ 0.045	0.250%	\$ 0.045	0.250%	\$ 0.045
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.027	0.150%	\$ 0.027
Apprentice Percentage	1.750%	\$ 0.315	1.750%	\$ 0.315	1.750%	\$ 0.315
Apprentice Hourly	1.389%	0.25	1.389%	0.25	1.389%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.200	12.220%	\$ 2.200	12.220%	\$ 2.200
P H B P -- Medical	24.210%	\$ 4.358	24.210%	\$ 4.358	24.210%	\$ 4.358
P H B P -- Medical	0.000%	\$ -	4.167%	\$ 0.750	4.167%	\$ 0.750
Dental Plan	3.040%	\$ 0.547	3.040%	\$ 0.547	3.040%	\$ 0.547
N .E .B .F .	3.000%	\$ 0.540	3.000%	\$ 0.540	3.000%	\$ 0.540
Annuity	4.167%	\$ 0.750	4.167%	\$ 0.750	5.556%	\$ 1.000
HRA	11.111%	\$ 2.000	11.111%	\$ 2.000	13.889%	\$ 2.500
DSP Percentage	20.650%	\$ 3.717	20.650%	\$ 3.717	20.650%	\$ 3.717
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.184	1.020%	\$ 0.184	1.420%	\$ 0.256
Supplemental Disability	0.500%	\$ 0.090	0.500%	\$ 0.090	0.500%	\$ 0.090
Total Rate For Benefits	83.307%	\$ 14.995	87.623%	\$ 15.772	92.190%	\$ 16.594
Total Cost Per Hour		\$ 32.995		\$ 33.772		\$ 34.594

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00
Hourly Rate	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00
	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%	\$ 0.045	0.250%	\$ 0.045	0.250%	\$ 0.045
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.027	0.150%	\$ 0.027
Apprentice Percentage	1.750%	\$ 0.315	1.750%	\$ 0.315	1.750%	\$ 0.315
Apprentice Hourly	1.389%	0.25	1.389%	0.25	1.389%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.200	12.220%	\$ 2.200	12.220%	\$ 2.200
P H B P -- Medical	24.210%	\$ 4.358	24.210%	\$ 4.358	24.210%	\$ 4.358
P H B P -- Medical	0.000%	\$ -	4.167%	\$ 0.750	4.167%	\$ 0.750
Dental Plan	3.040%	\$ 0.547	3.040%	\$ 0.547	3.040%	\$ 0.547
N .E .B .F .	3.000%	\$ 0.810	3.000%	\$ 0.810	3.000%	\$ 0.810
Annuity	4.167%	\$ 0.750	4.167%	\$ 0.750	5.556%	\$ 1.000
HRA	11.111%	\$ 2.000	11.111%	\$ 2.000	13.889%	\$ 2.500
DSP Percentage	20.650%	\$ 5.576	20.650%	\$ 5.576	20.650%	\$ 5.576
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.184	1.020%	\$ 0.184	1.420%	\$ 0.256
Supplemental Disability	0.500%	\$ 0.135	0.500%	\$ 0.135	0.500%	\$ 0.135
Total Rate For Benefits	83.307%	\$ 17.169	87.623%	\$ 17.946	92.190%	\$ 18.768
Total Cost Per Hour		\$ 44.169		\$ 44.946		\$ 45.768

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 20.00	20.00	\$ 20.00	20.00	\$ 20.00	20.00
	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%	\$ 0.050	0.250%	\$ 0.050	0.250%	\$ 0.050
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.030	0.150%	\$ 0.030
Apprentice Percentage	1.750%	\$ 0.350	1.750%	\$ 0.350	1.750%	\$ 0.350
Apprentice Hourly	1.250%	0.25	1.250%	0.25	1.250%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.444	12.220%	\$ 2.444	12.220%	\$ 2.444
P H B P -- Medical	24.210%	\$ 4.842	24.210%	\$ 4.842	24.210%	\$ 4.842
P H B P -- Medical	0.000%	\$ -	3.750%	\$ 0.750	3.750%	\$ 0.750
Dental Plan	3.040%	\$ 0.608	3.040%	\$ 0.608	3.040%	\$ 0.608
N .E .B .F .	3.000%	\$ 0.600	3.000%	\$ 0.600	3.000%	\$ 0.600
Annuity	3.750%	\$ 0.750	3.750%	\$ 0.750	5.000%	\$ 1.000
HRA	10.000%	\$ 2.000	10.000%	\$ 2.000	12.500%	\$ 2.500
DSP Percentage	20.650%	\$ 4.130	20.650%	\$ 4.130	20.650%	\$ 4.130
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.204	1.020%	\$ 0.204	1.420%	\$ 0.284
Supplemental Disability	0.500%	\$ 0.100	0.500%	\$ 0.100	0.500%	\$ 0.100
Total Rate For Benefits	81.640%	\$ 16.328	85.540%	\$ 17.108	89.690%	\$ 17.938
Total Cost Per Hour		\$ 36.328		\$ 37.108		\$ 37.938

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00
Hourly Rate	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00
	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%	\$ 0.050	0.250%	\$ 0.050	0.250%	\$ 0.050
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.030	0.150%	\$ 0.030
Apprentice Percentage	1.750%	\$ 0.350	1.750%	\$ 0.350	1.750%	\$ 0.350
Apprentice Hourly	1.250%	0.25	1.250%	0.25	1.250%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.444	12.220%	\$ 2.444	12.220%	\$ 2.444
P H B P -- Medical	24.210%	\$ 4.842	24.210%	\$ 4.842	24.210%	\$ 4.842
P H B P -- Medical	0.000%	\$ -	3.750%	\$ 0.750	3.750%	\$ 0.750
Dental Plan	3.040%	\$ 0.608	3.040%	\$ 0.608	3.040%	\$ 0.608
N .E .B .F .	3.000%	\$ 0.900	3.000%	\$ 0.900	3.000%	\$ 0.900
Annuity	3.750%	\$ 0.750	3.750%	\$ 0.750	5.000%	\$ 1.000
HRA	10.000%	\$ 2.000	10.000%	\$ 2.000	12.500%	\$ 2.500
DSP Percentage	20.650%	\$ 6.195	20.650%	\$ 6.195	20.650%	\$ 6.195
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.204	1.020%	\$ 0.204	1.420%	\$ 0.284
Supplemental Disability	0.500%	\$ 0.150	0.500%	\$ 0.150	0.500%	\$ 0.150
Total Rate For Benefits	81.640%	\$ 18.743	85.540%	\$ 19.523	89.690%	\$ 20.353
Total Cost Per Hour		\$ 48.743		\$ 49.523		\$ 50.353

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023		4/18/2024		4/17/2025	
Hourly Rate	\$ 22.75	22.75	\$ 22.75	22.75	\$ 22.75	22.75
	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%	\$ 0.057	0.250%	\$ 0.057	0.250%	\$ 0.057
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.034	0.150%	\$ 0.034
Apprentice Percentage	1.750%	\$ 0.398	1.750%	\$ 0.398	1.750%	\$ 0.398
Apprentice Hourly	1.099%	0.25	1.099%	0.25	1.099%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.780	12.220%	\$ 2.780	12.220%	\$ 2.780
P H B P -- Medical	24.210%	\$ 5.508	24.210%	\$ 5.508	24.210%	\$ 5.508
P H B P -- Medical	0.000%	\$ -	3.297%	\$ 0.750	3.297%	\$ 0.750
Dental Plan	3.040%	\$ 0.692	3.040%	\$ 0.692	3.040%	\$ 0.692
N .E .B .F .	3.000%	\$ 0.683	3.000%	\$ 0.683	3.000%	\$ 0.683
Annuity	3.297%	\$ 0.750	3.297%	\$ 0.750	4.396%	\$ 1.000
HRA	8.791%	\$ 2.000	8.791%	\$ 2.000	10.989%	\$ 2.500
DSP Percentage	20.650%	\$ 4.698	20.650%	\$ 4.698	20.650%	\$ 4.698
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.232	1.020%	\$ 0.232	1.420%	\$ 0.323
Supplemental Disability	0.500%	\$ 0.114	0.500%	\$ 0.114	0.500%	\$ 0.114
Total Rate For Benefits	79.827%	\$ 18.161	83.274%	\$ 18.945	86.970%	\$ 19.786
Total Cost Per Hour		\$ 40.911		\$ 41.695		\$ 42.536

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 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 34.13	\$ 34.13	\$ 34.13	\$ 34.13	\$ 34.13	\$ 34.13
Hourly Rate	\$ 22.75	\$ 22.75	\$ 22.75	\$ 22.75	\$ 22.75	\$ 22.75
	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%	\$ 0.057	0.250%	\$ 0.057	0.250%	\$ 0.057
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.034	0.150%	\$ 0.034
Apprentice Percentage	1.750%	\$ 0.398	1.750%	\$ 0.398	1.750%	\$ 0.398
Apprentice Hourly	1.099%	0.25	1.099%	0.25	1.099%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.780	12.220%	\$ 2.780	12.220%	\$ 2.780
P H B P -- Medical	24.210%	\$ 5.508	24.210%	\$ 5.508	24.210%	\$ 5.508
P H B P -- Medical	0.000%	\$ -	3.297%	\$ 0.750	3.297%	\$ 0.750
Dental Plan	3.040%	\$ 0.692	3.040%	\$ 0.692	3.040%	\$ 0.692
N .E .B .F .	3.000%	\$ 1.024	3.000%	\$ 1.024	3.000%	\$ 1.024
Annuity	3.297%	\$ 0.750	3.297%	\$ 0.750	4.396%	\$ 1.000
HRA	8.791%	\$ 2.000	8.791%	\$ 2.000	10.989%	\$ 2.500
DSP Percentage	20.650%	\$ 7.047	20.650%	\$ 7.047	20.650%	\$ 7.047
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.232	1.020%	\$ 0.232	1.420%	\$ 0.323
Supplemental Disability	0.500%	\$ 0.171	0.500%	\$ 0.171	0.500%	\$ 0.171
Total Rate For Benefits	79.827%	\$ 20.908	83.274%	\$ 21.692	86.970%	\$ 22.533
Total Cost Per Hour		\$ 55.033		\$ 55.817		\$ 56.658