

1st and 2nd term M Journeypersons for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/19/2023 (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	\$ 30.00	30.00	\$ 30.00	30.00	\$ 30.00	30.00
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.045	0.150%	\$ 0.045
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	18.600%	\$ 5.580	21.100%	\$ 6.330	21.100%	\$ 6.330
Dental Plan	1.800%	\$ 0.540	2.800%	\$ 0.840	2.800%	\$ 0.840
N .E .B .F .	3.000%	\$ 0.900	3.000%	\$ 0.900	3.000%	\$ 0.900
Annuity	3.333%	\$ 1.000	3.333%	\$ 1.000	3.333%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.295	7.650%	\$ 2.295	7.650%	\$ 2.295
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	4.167%	\$ 1.250	6.667%	\$ 2.000	6.667%	\$ 2.000
DSP Hourly	8.333%	\$ 2.500	8.333%	\$ 2.500	8.333%	\$ 2.500
Educational & Cultural	0.433%	\$ 0.130	0.433%	\$ 0.130	0.833%	\$ 0.250
Supplemental Disability	0.433%	\$ 0.130	0.433%	\$ 0.130	0.433%	\$ 0.130
Total Rate for Benefits	47.750%	\$ 14.325	53.900%	\$ 16.170	54.300%	\$ 16.290
Total Cost Per Hour		\$ 44.325		\$ 46.170		\$ 46.290

1st and 2nd term M Journeypersons OT for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/19/2023 (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	\$ 45.00	\$ 45.00	\$ 45.00	\$ 45.00	\$ 45.00	\$ 45.00
Hourly Rate	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.045	0.150%	\$ 0.045
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	18.600%	\$ 5.580	21.100%	\$ 6.330	21.100%	\$ 6.330
Dental Plan	1.800%	\$ 0.540	2.800%	\$ 0.840	2.800%	\$ 0.840
N .E .B .F .	3.000%	\$ 1.350	3.000%	\$ 1.350	3.000%	\$ 1.350
Annuity	3.333%	\$ 1.000	3.333%	\$ 1.000	3.333%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.443	7.650%	\$ 3.443	7.650%	\$ 3.443
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	4.167%	\$ 1.250	6.667%	\$ 2.000	6.667%	\$ 2.000
DSP Hourly	8.333%	\$ 2.500	8.333%	\$ 2.500	8.333%	\$ 2.500
Educational & Cultural	0.433%	\$ 0.130	0.433%	\$ 0.130	0.833%	\$ 0.250
Supplemental Disability	0.433%	\$ 0.130	0.433%	\$ 0.130	0.433%	\$ 0.130
Total Rate for Benefits	47.750%	\$ 15.923	53.900%	\$ 17.768	54.300%	\$ 17.888
Total Cost Per Hour		\$ 60.923		\$ 62.768		\$ 62.888

3rd and 4th term M Journeypersons for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/19/2023 (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	\$ 32.50	32.50	\$ 32.50	32.50	\$ 32.50	32.50
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.049	0.150%	\$ 0.049
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	17.246%	\$ 5.605	19.554%	\$ 6.355	19.554%	\$ 6.355
Dental Plan	1.662%	\$ 0.540	2.662%	\$ 0.865	2.662%	\$ 0.865
N .E .B .F .	3.000%	\$ 0.975	3.000%	\$ 0.975	3.000%	\$ 0.975
Annuity	3.077%	\$ 1.000	3.077%	\$ 1.000	3.077%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.486	7.650%	\$ 2.486	7.650%	\$ 2.486
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.846%	\$ 1.250	6.154%	\$ 2.000	6.154%	\$ 2.000
DSP Hourly	7.692%	\$ 2.500	7.692%	\$ 2.500	7.692%	\$ 2.500
Educational & Cultural	0.400%	\$ 0.130	0.400%	\$ 0.130	0.800%	\$ 0.260
Supplemental Disability	0.400%	\$ 0.130	0.400%	\$ 0.130	0.400%	\$ 0.130
Total Rate for Benefits	44.973%	\$ 14.616	50.738%	\$ 16.490	51.138%	\$ 16.620
Total Cost Per Hour		\$ 47.116		\$ 48.990		\$ 49.120

3rd and 4th term M Journeypersons OT for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/19/2023 (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	\$ 48.75	\$ 48.75	\$ 48.75	\$ 48.75	\$ 48.75	\$ 48.75
Hourly Rate	\$ 32.50	\$ 32.50	\$ 32.50	\$ 32.50	\$ 32.50	\$ 32.50
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.049	0.150%	\$ 0.049
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	17.246%	\$ 5.605	19.554%	\$ 6.355	19.554%	\$ 6.355
Dental Plan	1.662%	\$ 0.540	2.662%	\$ 0.865	2.662%	\$ 0.865
N .E .B .F .	3.000%	\$ 1.463	3.000%	\$ 1.463	3.000%	\$ 1.463
Annuity	3.077%	\$ 1.000	3.077%	\$ 1.000	3.077%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.729	7.650%	\$ 3.729	7.650%	\$ 3.729
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.846%	\$ 1.250	6.154%	\$ 2.000	6.154%	\$ 2.000
DSP Hourly	7.692%	\$ 2.500	7.692%	\$ 2.500	7.692%	\$ 2.500
Educational & Cultural	0.400%	\$ 0.130	0.400%	\$ 0.130	0.800%	\$ 0.260
Supplemental Disability	0.400%	\$ 0.130	0.400%	\$ 0.130	0.400%	\$ 0.130
Total Rate for Benefits	44.973%	\$ 16.347	50.738%	\$ 18.221	51.138%	\$ 18.351
Total Cost Per Hour		\$ 65.097		\$ 66.971		\$ 67.101

With 2 points earned

3rd and 4th term M Journeypersons for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/19/2023 (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	\$ 35.00	35.00	\$ 35.00	35.00	\$ 35.00	35.00
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.053	0.150%	\$ 0.053
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	16.086%	\$ 5.630	18.229%	\$ 6.380	18.229%	\$ 6.380
Dental Plan	1.543%	\$ 0.540	2.543%	\$ 0.890	2.543%	\$ 0.890
N .E .B .F .	3.000%	\$ 1.050	3.000%	\$ 1.050	3.000%	\$ 1.050
Annuity	2.857%	\$ 1.000	2.857%	\$ 1.000	2.857%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.678	7.650%	\$ 2.678	7.650%	\$ 2.678
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.571%	\$ 1.250	5.714%	\$ 2.000	5.714%	\$ 2.000
DSP Hourly	7.143%	\$ 2.500	7.143%	\$ 2.500	7.143%	\$ 2.500
Educational & Cultural	0.371%	\$ 0.130	0.371%	\$ 0.130	0.771%	\$ 0.270
Supplemental Disability	0.371%	\$ 0.130	0.371%	\$ 0.130	0.371%	\$ 0.130
Total Rate for Benefits	42.593%	\$ 14.908	48.029%	\$ 16.810	48.429%	\$ 16.950
Total Cost Per Hour		\$ 49.908		\$ 51.810		\$ 51.950

With 2 points earned

3rd and 4th term M Journeypersons OT for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/19/2023 (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	\$ 52.50	\$ 52.50	\$ 52.50	\$ 52.50	\$ 52.50	\$ 52.50
Hourly Rate	\$ 35.00	\$ 35.00	\$ 35.00	\$ 35.00	\$ 35.00	\$ 35.00
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.053	0.150%	\$ 0.053
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	16.086%	\$ 5.630	18.229%	\$ 6.380	18.229%	\$ 6.380
Dental Plan	1.543%	\$ 0.540	2.543%	\$ 0.890	2.543%	\$ 0.890
N .E .B .F .	3.000%	\$ 1.575	3.000%	\$ 1.575	3.000%	\$ 1.575
Annuity	2.857%	\$ 1.000	2.857%	\$ 1.000	2.857%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 4.016	7.650%	\$ 4.016	7.650%	\$ 4.016
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.571%	\$ 1.250	5.714%	\$ 2.000	5.714%	\$ 2.000
DSP Hourly	7.143%	\$ 2.500	7.143%	\$ 2.500	7.143%	\$ 2.500
Educational & Cultural	0.371%	\$ 0.130	0.371%	\$ 0.130	0.771%	\$ 0.270
Supplemental Disability	0.371%	\$ 0.130	0.371%	\$ 0.130	0.371%	\$ 0.130
Total Rate for Benefits	42.593%	\$ 16.771	48.029%	\$ 18.674	48.429%	\$ 18.814
Total Cost Per Hour		\$ 69.271		\$ 71.174		\$ 71.314

With 4 points earned

3rd and 4th term M Journeypersons for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/19/2023 (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	\$ 37.50	37.50	\$ 37.50	37.50	\$ 37.50	37.50
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.056	0.150%	\$ 0.056
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	15.080%	\$ 5.655	17.080%	\$ 6.405	17.080%	\$ 6.405
Dental Plan	1.440%	\$ 0.540	2.440%	\$ 0.915	2.440%	\$ 0.915
N .E .B .F .	3.000%	\$ 1.125	3.000%	\$ 1.125	3.000%	\$ 1.125
Annuity	2.667%	\$ 1.000	2.667%	\$ 1.000	2.667%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.869	7.650%	\$ 2.869	7.650%	\$ 2.869
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.333%	\$ 1.250	5.333%	\$ 2.000	5.333%	\$ 2.000
DSP Hourly	6.667%	\$ 2.500	6.667%	\$ 2.500	6.667%	\$ 2.500
Educational & Cultural	0.347%	\$ 0.130	0.347%	\$ 0.130	0.747%	\$ 0.280
Supplemental Disability	0.347%	\$ 0.130	0.347%	\$ 0.130	0.347%	\$ 0.130
Total Rate for Benefits	40.530%	\$ 15.199	45.680%	\$ 17.130	46.080%	\$ 17.280
Total Cost Per Hour		\$ 52.699		\$ 54.630		\$ 54.780

With 4 points earned

3rd and 4th term M Journeypersons OT for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/19/2023 (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	\$ 56.25	\$ 56.25	\$ 56.25	\$ 56.25	\$ 56.25	\$ 56.25
Hourly Rate	\$ 37.50	\$ 37.50	\$ 37.50	\$ 37.50	\$ 37.50	\$ 37.50
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.056	0.150%	\$ 0.056
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	15.080%	\$ 5.655	17.080%	\$ 6.405	17.080%	\$ 6.405
Dental Plan	1.440%	\$ 0.540	2.440%	\$ 0.915	2.440%	\$ 0.915
N .E .B .F .	3.000%	\$ 1.688	3.000%	\$ 1.688	3.000%	\$ 1.688
Annuity	2.667%	\$ 1.000	2.667%	\$ 1.000	2.667%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 4.303	7.650%	\$ 4.303	7.650%	\$ 4.303
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.333%	\$ 1.250	5.333%	\$ 2.000	5.333%	\$ 2.000
DSP Hourly	6.667%	\$ 2.500	6.667%	\$ 2.500	6.667%	\$ 2.500
Educational & Cultural	0.347%	\$ 0.130	0.347%	\$ 0.130	0.747%	\$ 0.280
Supplemental Disability	0.347%	\$ 0.130	0.347%	\$ 0.130	0.347%	\$ 0.130
Total Rate for Benefits	40.530%	\$ 17.196	45.680%	\$ 19.127	46.080%	\$ 19.277
Total Cost Per Hour		\$ 73.446		\$ 75.377		\$ 75.527

With 6 points earned

3rd and 4th term M Journeypersons for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/19/2023 (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	\$ 40.00	40.00	\$ 40.00	40.00	\$ 40.00	40.00
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.060	0.150%	\$ 0.060
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	14.200%	\$ 5.680	16.075%	\$ 6.430	16.075%	\$ 6.430
Dental Plan	1.350%	\$ 0.540	2.350%	\$ 0.940	2.350%	\$ 0.940
N .E .B .F .	3.000%	\$ 1.200	3.000%	\$ 1.200	3.000%	\$ 1.200
Annuity	2.500%	\$ 1.000	2.500%	\$ 1.000	2.500%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.060	7.650%	\$ 3.060	7.650%	\$ 3.060
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.125%	\$ 1.250	5.000%	\$ 2.000	5.000%	\$ 2.000
DSP Hourly	6.250%	\$ 2.500	6.250%	\$ 2.500	6.250%	\$ 2.500
Educational & Cultural	0.325%	\$ 0.130	0.325%	\$ 0.130	0.725%	\$ 0.290
Supplemental Disability	0.325%	\$ 0.130	0.325%	\$ 0.130	0.325%	\$ 0.130
Total Rate for Benefits	38.725%	\$ 15.490	43.625%	\$ 17.450	44.025%	\$ 17.610
Total Cost Per Hour		\$ 55.490		\$ 57.450		\$ 57.610

With 6 points earned

3rd and 4th term M Journeypersons OT for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/19/2023 (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	\$ 60.00	\$ 60.00	\$ 60.00	\$ 60.00	\$ 60.00	\$ 60.00
Hourly Rate	\$ 40.00	\$ 40.00	\$ 40.00	\$ 40.00	\$ 40.00	\$ 40.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.060	0.150%	\$ 0.060
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	14.200%	\$ 5.680	16.075%	\$ 6.430	16.075%	\$ 6.430
Dental Plan	1.350%	\$ 0.540	2.350%	\$ 0.940	2.350%	\$ 0.940
N .E .B .F .	3.000%	\$ 1.800	3.000%	\$ 1.800	3.000%	\$ 1.800
Annuity	2.500%	\$ 1.000	2.500%	\$ 1.000	2.500%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 4.590	7.650%	\$ 4.590	7.650%	\$ 4.590
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.125%	\$ 1.250	5.000%	\$ 2.000	5.000%	\$ 2.000
DSP Hourly	6.250%	\$ 2.500	6.250%	\$ 2.500	6.250%	\$ 2.500
Educational & Cultural	0.325%	\$ 0.130	0.325%	\$ 0.130	0.725%	\$ 0.290
Supplemental Disability	0.325%	\$ 0.130	0.325%	\$ 0.130	0.325%	\$ 0.130
Total Rate for Benefits	38.725%	\$ 17.620	43.625%	\$ 19.580	44.025%	\$ 19.740
Total Cost Per Hour		\$ 77.620		\$ 79.580		\$ 79.740

1-12 month MIJ Journeypersons for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/19/2023 (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	\$ 26.50	26.50	\$ 26.50	26.50	\$ 26.50	26.50
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.040	0.150%	\$ 0.040
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	20.925%	\$ 5.545	23.755%	\$ 6.295	23.755%	\$ 6.295
Dental Plan	2.038%	\$ 0.540	3.038%	\$ 0.805	3.038%	\$ 0.805
N .E .B .F .	3.000%	\$ 0.795	3.000%	\$ 0.795	3.000%	\$ 0.795
Annuity	3.774%	\$ 1.000	3.774%	\$ 1.000	3.774%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.027	7.650%	\$ 2.027	7.650%	\$ 2.027
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	4.717%	\$ 1.250	7.547%	\$ 2.000	7.547%	\$ 2.000
DSP Hourly	9.434%	\$ 2.500	9.434%	\$ 2.500	9.434%	\$ 2.500
Educational & Cultural	0.491%	\$ 0.130	0.491%	\$ 0.130	0.891%	\$ 0.236
Supplemental Disability	0.491%	\$ 0.130	0.491%	\$ 0.130	0.491%	\$ 0.130
Total Rate for Benefits	52.518%	\$ 13.917	59.328%	\$ 15.722	59.728%	\$ 15.828
Total Cost Per Hour		\$ 40.417		\$ 42.222		\$ 42.328

1-12 month MIJ Journeypersons OT for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/19/2023 (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	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75
Hourly Rate	\$ 26.50	\$ 26.50	\$ 26.50	\$ 26.50	\$ 26.50	\$ 26.50
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.040	0.150%	\$ 0.040
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	20.925%	\$ 5.545	23.755%	\$ 6.295	23.755%	\$ 6.295
Dental Plan	2.038%	\$ 0.540	3.038%	\$ 0.805	3.038%	\$ 0.805
N .E .B .F .	3.000%	\$ 1.193	3.000%	\$ 1.193	3.000%	\$ 1.193
Annuity	3.774%	\$ 1.000	3.774%	\$ 1.000	3.774%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.041	7.650%	\$ 3.041	7.650%	\$ 3.041
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	4.717%	\$ 1.250	7.547%	\$ 2.000	7.547%	\$ 2.000
DSP Hourly	9.434%	\$ 2.500	9.434%	\$ 2.500	9.434%	\$ 2.500
Educational & Cultural	0.491%	\$ 0.130	0.491%	\$ 0.130	0.891%	\$ 0.236
Supplemental Disability	0.491%	\$ 0.130	0.491%	\$ 0.130	0.491%	\$ 0.130
Total Rate for Benefits	52.518%	\$ 15.328	59.328%	\$ 17.133	59.728%	\$ 17.239
Total Cost Per Hour		\$ 55.078		\$ 56.883		\$ 56.989

13-18 month MIJ Journeypersons for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/19/2023 (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	\$ 30.00	30.00	\$ 30.00	30.00	\$ 30.00	30.00
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.045	0.150%	\$ 0.045
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	18.600%	\$ 5.580	21.100%	\$ 6.330	21.100%	\$ 6.330
Dental Plan	1.800%	\$ 0.540	2.800%	\$ 0.840	2.800%	\$ 0.840
N .E .B .F .	3.000%	\$ 0.900	3.000%	\$ 0.900	3.000%	\$ 0.900
Annuity	3.333%	\$ 1.000	3.333%	\$ 1.000	3.333%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.295	7.650%	\$ 2.295	7.650%	\$ 2.295
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	4.167%	\$ 1.250	6.667%	\$ 2.000	6.667%	\$ 2.000
DSP Hourly	8.333%	\$ 2.500	8.333%	\$ 2.500	8.333%	\$ 2.500
Educational & Cultural	0.433%	\$ 0.130	0.433%	\$ 0.130	0.833%	\$ 0.250
Supplemental Disability	0.433%	\$ 0.130	0.433%	\$ 0.130	0.433%	\$ 0.130
Total Rate for Benefits	47.750%	\$ 14.325	53.900%	\$ 16.170	54.300%	\$ 16.290
Total Cost Per Hour		\$ 44.325		\$ 46.170		\$ 46.290

13-18 month MIJ Journeypersons OT for those accepted in the program after 4/23/14
 Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/19/2023 (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	\$ 45.00	\$ 45.00	\$ 45.00	\$ 45.00	\$ 45.00	\$ 45.00
Hourly Rate	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.045	0.150%	\$ 0.045
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	18.600%	\$ 5.580	21.100%	\$ 6.330	21.100%	\$ 6.330
Dental Plan	1.800%	\$ 0.540	2.800%	\$ 0.840	2.800%	\$ 0.840
N .E .B .F .	3.000%	\$ 1.350	3.000%	\$ 1.350	3.000%	\$ 1.350
Annuity	3.333%	\$ 1.000	3.333%	\$ 1.000	3.333%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.443	7.650%	\$ 3.443	7.650%	\$ 3.443
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	4.167%	\$ 1.250	6.667%	\$ 2.000	6.667%	\$ 2.000
DSP Hourly	8.333%	\$ 2.500	8.333%	\$ 2.500	8.333%	\$ 2.500
Educational & Cultural	0.433%	\$ 0.130	0.433%	\$ 0.130	0.833%	\$ 0.250
Supplemental Disability	0.433%	\$ 0.130	0.433%	\$ 0.130	0.433%	\$ 0.130
Total Rate for Benefits	47.750%	\$ 15.923	53.900%	\$ 17.768	54.300%	\$ 17.888
Total Cost Per Hour		\$ 60.923		\$ 62.768		\$ 62.888