

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 04/19/2023 (at 4:01 p.m.) to 04/15/2026 (at

Full Benefit Package	4/20/2023	4/20/2023	4/18/2024	4/18/2024	04/17/2025	04/17/2025
Hourly Rate	\$ 43.00	43.00	\$ 44.00	44.00	\$ 45.00	45.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	-	0.000%	-	0.000%	-
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.066	0.150%	\$ 0.068
JIB	0.250%	\$ 0.108	0.550%	\$ 0.242	0.550%	\$ 0.248
Apprentice Percentage	1.750%	\$ 0.753	1.750%	\$ 0.770	1.750%	\$ 0.788
Apprentice Hourly	0.581%	0.25	0.568%	0.25	0.556%	0.25
P H B P -- Pension Trust	13.300%	\$ 5.719	13.300%	\$ 5.852	13.300%	\$ 5.985
P H B P -- Medical	25.310%	\$ 10.883	25.310%	\$ 11.136	25.310%	\$ 11.390
P H B P -- Medical	0.000%	\$ -	1.705%	\$ 0.750	1.667%	\$ 0.750
Dental Plan	2.140%	\$ 0.920	3.140%	\$ 1.382	3.140%	\$ 1.413
N . E . B . F .	3.000%	\$ 1.290	3.000%	\$ 1.320	3.000%	\$ 1.350
Annuity	10.465%	\$ 4.500	10.227%	\$ 4.500	10.000%	\$ 4.500
HRA	13.953%	\$ 6.000	15.341%	\$ 6.750	15.000%	\$ 6.750
DSP Percentage	20.650%	\$ 8.880	20.650%	\$ 9.086	20.650%	\$ 9.293
VHUP	0.140%	\$ 0.060	0.136%	\$ 0.060	0.133%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.439	1.020%	\$ 0.449	1.420%	\$ 0.639
Supplemental Disability	0.500%	\$ 0.215	0.500%	\$ 0.220	0.500%	\$ 0.225
Total Rate for Benefits	93.060%	\$ 40.016	97.347%	\$ 42.833	97.126%	\$ 43.707
Total Cost Per Hour		\$ 83.016		\$ 86.833		\$ 88.707

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 04/19/2023 (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	04/17/2025	04/17/2025
OT Rate	\$ 64.50	\$ 64.50	\$ 66.00	\$ 66.00	\$ 67.50	\$ 67.50
Hourly Rate	\$ 43.00	\$ 43.00	\$ 44.00	\$ 44.00	\$ 45.00	\$ 45.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	-	0.000%	-	0.000%	-
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.066	0.150%	\$ 0.068
JIB	0.250%	\$ 0.108	0.550%	\$ 0.242	0.550%	\$ 0.248
Apprentice Percentage	1.750%	\$ 0.753	1.750%	\$ 0.770	1.750%	\$ 0.788
Apprentice Hourly	0.581%	0.25	0.568%	0.25	0.556%	0.25
P H B P -- Pension Trust	13.300%	\$ 5.719	13.300%	\$ 5.852	13.300%	\$ 5.985
P H B P -- Medical	25.310%	\$ 10.883	25.310%	\$ 11.136	25.310%	\$ 11.390
P H B P -- Medical	0.000%	\$ -	1.705%	\$ 0.750	1.667%	\$ 0.750
Dental Plan	2.140%	\$ 0.920	3.140%	\$ 1.382	3.140%	\$ 1.413
N . E . B . F .	3.000%	\$ 1.935	3.000%	\$ 1.980	3.000%	\$ 2.025
Annuity	10.465%	\$ 4.500	10.227%	\$ 4.500	10.000%	\$ 4.500
HRA	13.953%	\$ 6.000	15.341%	\$ 6.750	15.000%	\$ 6.750
DSP Percentage	20.650%	\$ 13.319	20.650%	\$ 13.629	20.650%	\$ 13.939
VHUP	0.140%	\$ 0.060	0.136%	\$ 0.060	0.133%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.439	1.020%	\$ 0.449	1.420%	\$ 0.639
Supplemental Disability	0.500%	\$ 0.323	0.500%	\$ 0.330	0.500%	\$ 0.338
Total Rate for Benefits	93.060%	\$ 45.208	97.347%	\$ 48.146	97.126%	\$ 49.140
Total Cost Per Hour		\$ 109.708		\$ 114.146		\$ 116.640

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 04/19/2023 (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	04/17/2025	04/17/2025
Hourly Rate	\$ 46.44	46.44	\$ 47.52	47.52	\$ 48.60	48.60
	<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%	-
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.071	0.150%	\$ 0.073
JIB	0.250%	\$ 0.116	0.550%	\$ 0.261	0.550%	\$ 0.267
Apprentice Percentage	1.750%	\$ 0.813	1.750%	\$ 0.832	1.750%	\$ 0.851
Apprentice Hourly	0.538%	0.25	0.526%	0.25	0.514%	0.25
P H B P -- Pension Trust	13.300%	\$ 6.177	13.300%	\$ 6.320	13.300%	\$ 6.464
P H B P -- Medical	25.310%	\$ 11.754	25.310%	\$ 12.027	25.310%	\$ 12.301
P H B P -- Medical	0.000%	\$ -	1.578%	\$ 0.750	1.543%	\$ 0.750
Dental Plan	2.140%	\$ 0.994	3.140%	\$ 1.492	3.140%	\$ 1.526
N . E . B . F .	3.000%	\$ 1.393	3.000%	\$ 1.426	3.000%	\$ 1.458
Annuity	9.690%	\$ 4.500	9.470%	\$ 4.500	9.259%	\$ 4.500
HRA	12.920%	\$ 6.000	14.205%	\$ 6.750	13.889%	\$ 6.750
DSP Percentage	20.650%	\$ 9.590	20.650%	\$ 9.813	20.650%	\$ 10.036
VHUP	0.129%	\$ 0.060	0.126%	\$ 0.060	0.123%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.474	1.020%	\$ 0.485	1.420%	\$ 0.690
Supplemental Disability	0.500%	\$ 0.232	0.500%	\$ 0.238	0.500%	\$ 0.243
Total Rate for Benefits	91.197%	\$ 42.352	95.275%	\$ 45.275	95.099%	\$ 46.218
Total Cost Per Hour		\$ 88.792		\$ 92.795		\$ 94.818

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 04/19/2023 (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	04/17/2025	04/17/2025
OT Rate	\$ 69.66	\$ 69.66	\$ 71.28	\$ 71.28	\$ 72.90	\$ 72.90
Hourly Rate	\$ 46.44	\$ 46.44	\$ 47.52	\$ 47.52	\$ 48.60	\$ 48.60
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	-	0.000%	-	0.000%	-
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.071	0.150%	\$ 0.073
JIB	0.250%	\$ 0.116	0.550%	\$ 0.261	0.550%	\$ 0.267
Apprentice Percentage	1.750%	\$ 0.813	1.750%	\$ 0.832	1.750%	\$ 0.851
Apprentice Hourly	0.538%	0.25	0.526%	0.25	0.514%	0.25
P H B P -- Pension Trust	13.300%	\$ 6.177	13.300%	\$ 6.320	13.300%	\$ 6.464
P H B P -- Medical	25.310%	\$ 11.754	25.310%	\$ 12.027	25.310%	\$ 12.301
P H B P -- Medical	0.000%	\$ -	1.578%	\$ 0.750	1.543%	\$ 0.750
Dental Plan	2.140%	\$ 0.994	3.140%	\$ 1.492	3.140%	\$ 1.526
N . E . B . F .	3.000%	\$ 2.090	3.000%	\$ 2.138	3.000%	\$ 2.187
Annuity	9.690%	\$ 4.500	9.470%	\$ 4.500	9.259%	\$ 4.500
HRA	12.920%	\$ 6.000	14.205%	\$ 6.750	13.889%	\$ 6.750
DSP Percentage	20.650%	\$ 14.385	20.650%	\$ 14.719	20.650%	\$ 15.054
VHUP	0.129%	\$ 0.060	0.126%	\$ 0.060	0.123%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.474	1.020%	\$ 0.485	1.420%	\$ 0.690
Supplemental Disability	0.500%	\$ 0.348	0.500%	\$ 0.356	0.500%	\$ 0.365
Total Rate for Benefits	91.197%	\$ 47.960	95.275%	\$ 51.013	95.099%	\$ 52.087
Total Cost Per Hour		\$ 117.620		\$ 122.293		\$ 124.987

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 04/19/2023 (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	04/17/2025	04/17/2025
Hourly Rate	\$ 48.16	48.16	\$ 49.28	49.28	\$ 50.40	50.40
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	-	0.000%	-	0.000%	-
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.074	0.150%	\$ 0.076
JIB	0.250%	\$ 0.120	0.550%	\$ 0.271	0.550%	\$ 0.277
Apprentice Percentage	1.750%	\$ 0.843	1.750%	\$ 0.862	1.750%	\$ 0.882
Apprentice Hourly	0.519%	0.25	0.507%	0.25	0.496%	0.25
P H B P -- Pension Trust	13.300%	\$ 6.405	13.300%	\$ 6.554	13.300%	\$ 6.703
P H B P -- Medical	25.310%	\$ 12.189	25.310%	\$ 12.473	25.310%	\$ 12.756
P H B P -- Medical	0.000%	\$ -	1.522%	\$ 0.750	1.488%	\$ 0.750
Dental Plan	2.140%	\$ 1.031	3.140%	\$ 1.547	3.140%	\$ 1.583
N . E . B . F .	3.000%	\$ 1.445	3.000%	\$ 1.478	3.000%	\$ 1.512
Annuity	9.344%	\$ 4.500	9.131%	\$ 4.500	8.929%	\$ 4.500
HRA	12.458%	\$ 6.000	13.697%	\$ 6.750	13.393%	\$ 6.750
DSP Percentage	20.650%	\$ 9.945	20.650%	\$ 10.176	20.650%	\$ 10.408
VHUP	0.125%	\$ 0.060	0.122%	\$ 0.060	0.119%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.491	1.020%	\$ 0.503	1.420%	\$ 0.716
Supplemental Disability	0.500%	\$ 0.241	0.500%	\$ 0.246	0.500%	\$ 0.252
Total Rate for Benefits	90.366%	\$ 43.520	94.350%	\$ 46.496	94.195%	\$ 47.474
Total Cost Per Hour		\$ 91.680		\$ 95.776		\$ 97.874

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 04/19/2023 (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	04/17/2025	04/17/2025
OT Rate	\$ 72.24	\$ 72.24	\$ 73.92	\$ 73.92	\$ 75.60	\$ 75.60
Hourly Rate	\$ 48.16	\$ 48.16	\$ 49.28	\$ 49.28	\$ 50.40	\$ 50.40
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	-	0.000%	-	0.000%	-
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.074	0.150%	\$ 0.076
JIB	0.250%	\$ 0.120	0.550%	\$ 0.271	0.550%	\$ 0.277
Apprentice Percentage	1.750%	\$ 0.843	1.750%	\$ 0.862	1.750%	\$ 0.882
Apprentice Hourly	0.519%	0.25	0.507%	0.25	0.496%	0.25
P H B P -- Pension Trust	13.300%	\$ 6.405	13.300%	\$ 6.554	13.300%	\$ 6.703
P H B P -- Medical	25.310%	\$ 12.189	25.310%	\$ 12.473	25.310%	\$ 12.756
P H B P -- Medical	0.000%	\$ -	1.522%	\$ 0.750	1.488%	\$ 0.750
Dental Plan	2.140%	\$ 1.031	3.140%	\$ 1.547	3.140%	\$ 1.583
N . E . B . F .	3.000%	\$ 2.167	3.000%	\$ 2.218	3.000%	\$ 2.268
Annuity	9.344%	\$ 4.500	9.131%	\$ 4.500	8.929%	\$ 4.500
HRA	12.458%	\$ 6.000	13.697%	\$ 6.750	13.393%	\$ 6.750
DSP Percentage	20.650%	\$ 14.918	20.650%	\$ 15.264	20.650%	\$ 15.611
VHUP	0.125%	\$ 0.060	0.122%	\$ 0.060	0.119%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.491	1.020%	\$ 0.503	1.420%	\$ 0.716
Supplemental Disability	0.500%	\$ 0.361	0.500%	\$ 0.370	0.500%	\$ 0.378
Total Rate for Benefits	90.366%	\$ 49.336	94.350%	\$ 52.446	94.195%	\$ 53.560
Total Cost Per Hour		\$ 121.576		\$ 126.366		\$ 129.160