

**Prevailing Rate Package for Inside Wiremen's "A" Journeypersons and "A" Technicians Agreement Wage and Benefit Package  
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)**

Prevailing Wage Chart	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 52.75	52.75	\$ 53.75	53.75	\$ 53.75	53.75
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
Wage and Benefit Fund	0.000%	-	0.000%	-	0.000%	-
JIB	0.250%	\$ 0.132	0.250%	\$ 0.134	0.550%	\$ 0.296
Apprentice Percentage	1.750%	\$ 0.923	1.750%	\$ 0.941	1.750%	\$ 0.941
Apprentice Hourly	0.474%	0.25	0.465%	0.25	0.465%	0.25
P H B P -- Pension Trust	14.220%	\$ 7.501	14.220%	\$ 7.643	14.220%	\$ 7.643
P H B P -- Medical	24.230%	\$ 12.781	24.230%	\$ 13.024	24.230%	\$ 13.024
P H B P -- Medical	9.953%	\$ 5.250	9.767%	\$ 5.250	9.767%	\$ 5.250
Dental Plan	3.140%	\$ 1.656	2.140%	\$ 1.150	2.140%	\$ 1.150
N . E . B . F .	3.000%	\$ 1.583	3.000%	\$ 1.613	3.000%	\$ 1.613
Annuity	6.635%	\$ 3.500	6.512%	\$ 3.500	8.372%	\$ 4.500
HRA	9.479%	\$ 5.000	10.233%	\$ 5.500	11.163%	\$ 6.000
DSP Percentage	23.650%	\$ 12.475	23.650%	\$ 12.712	23.650%	\$ 12.712
VHUP	0.114%	\$ 0.060	0.112%	\$ 0.060	0.112%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.538	1.270%	\$ 0.683	1.270%	\$ 0.683
Supplemental Disability	0.300%	\$ 0.158	0.300%	\$ 0.161	0.300%	\$ 0.161
Total Rate for Benefits	<b>98.214%</b>	<b>\$ 51.808</b>	<b>97.898%</b>	<b>\$ 52.620</b>	<b>100.989%</b>	<b>\$ 54.282</b>
Total Cost Per Hour		<b>\$ 104.558</b>		<b>\$ 106.370</b>		<b>\$ 108.032</b>

**Prevailing Rate Package for Inside Wiremen's "A" Journeymen 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**

Prevailing Wage Chart	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 79.13	\$ 79.13	\$ 80.63	\$ 80.63	\$ 80.63	\$ 80.63
Hourly Rate	\$ 52.75	\$ 52.75	\$ 53.75	\$ 53.75	\$ 53.75	\$ 53.75
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	-	0.000%	-	0.000%	-
JIB	0.250%	\$ 0.132	0.250%	\$ 0.134	0.550%	\$ 0.296
Apprentice Percentage	1.750%	\$ 0.923	1.750%	\$ 0.941	1.750%	\$ 0.941
Apprentice Hourly	0.474%	0.25	0.465%	0.25	0.465%	0.25
P H B P -- Pension Trust	14.220%	\$ 7.501	14.220%	\$ 7.643	14.220%	\$ 7.643
P H B P -- Medical	24.230%	\$ 12.781	24.230%	\$ 13.024	24.230%	\$ 13.024
P H B P -- Medical	9.953%	\$ 5.250	9.767%	\$ 5.250	9.767%	\$ 5.250
Dental Plan	3.140%	\$ 1.656	2.140%	\$ 1.150	2.140%	\$ 1.150
N .E .B .F .	3.000%	\$ 2.374	3.000%	\$ 2.419	3.000%	\$ 2.419
Annuity	6.635%	\$ 3.500	6.512%	\$ 3.500	8.372%	\$ 4.500
HRA	9.479%	\$ 5.000	10.233%	\$ 5.500	11.163%	\$ 6.000
DSP Percentage	23.650%	\$ 18.713	23.650%	\$ 19.068	23.650%	\$ 19.068
VHUP	0.114%	\$ 0.060	0.112%	\$ 0.060	0.112%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.538	1.270%	\$ 0.683	1.270%	\$ 0.683
Supplemental Disability	0.300%	\$ 0.237	0.300%	\$ 0.242	0.300%	\$ 0.242
<b>Total Rate for Benefits</b>	<b>98.214%</b>	<b>\$ 58.916</b>	<b>97.898%</b>	<b>\$ 59.863</b>	<b>100.989%</b>	<b>\$ 61.524</b>
<b>Total Cost Per Hour</b>		<b>\$ 138.041</b>		<b>\$ 140.488</b>		<b>\$ 142.149</b>

**Prevailing Rate Package for Inside Wiremen's "A" Foreman and "A" Senior Technicians Agreement Wage and Benefit Package  
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)**

Prevailing Wage Chart	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 55.92	55.92	\$ 56.98	56.98	\$ 56.98	56.98
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	-	0.000%	-	0.000%	-
JIB	0.250%	\$ 0.140	0.250%	\$ 0.142	0.550%	\$ 0.313
Apprentice Percentage	1.750%	\$ 0.979	1.750%	\$ 0.997	1.750%	\$ 0.997
Apprentice Hourly	0.447%	0.25	0.439%	0.25	0.439%	0.25
P H B P -- Pension Trust	14.220%	\$ 7.951	14.220%	\$ 8.102	14.220%	\$ 8.102
P H B P -- Medical	24.230%	\$ 13.548	24.230%	\$ 13.805	24.230%	\$ 13.805
P H B P -- Medical	9.389%	\$ 5.250	9.215%	\$ 5.250	9.215%	\$ 5.250
Dental Plan	3.140%	\$ 1.756	2.140%	\$ 1.219	2.140%	\$ 1.219
N .E .B .F .	3.000%	\$ 1.677	3.000%	\$ 1.709	3.000%	\$ 1.709
Annuity	6.260%	\$ 3.500	6.143%	\$ 3.500	7.898%	\$ 4.500
HRA	8.942%	\$ 5.000	9.653%	\$ 5.500	10.531%	\$ 6.000
DSP Percentage	23.650%	\$ 13.224	23.650%	\$ 13.475	23.650%	\$ 13.475
VHUP	0.107%	\$ 0.060	0.105%	\$ 0.060	0.105%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.570	1.270%	\$ 0.724	1.270%	\$ 0.724
Supplemental Disability	0.300%	\$ 0.168	0.300%	\$ 0.171	0.300%	\$ 0.171
<b>Total Rate for Benefits</b>	<b>96.705%</b>	<b>\$ 54.073</b>	<b>96.365%</b>	<b>\$ 54.904</b>	<b>99.298%</b>	<b>\$ 56.575</b>
<b>Total Cost Per Hour</b>		<b>\$ 109.988</b>		<b>\$ 111.879</b>		<b>\$ 113.550</b>

**Prevailing Rate Package for Inside Wiremen's "A" Foreman and "A" Senior Technicians Agreement OT Wage and Benefit Package  
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m)**

Prevailing Wage Chart	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 83.87	\$ 83.87	\$ 85.46	\$ 85.46	\$ 85.46	\$ 85.46
Hourly Rate	\$ 55.92	\$ 55.92	\$ 56.98	\$ 56.98	\$ 56.98	\$ 56.98
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	-	0.000%	-	0.000%	-
JIB	0.250%	\$ 0.140	0.250%	\$ 0.142	0.550%	\$ 0.313
Apprentice Percentage	1.750%	\$ 0.979	1.750%	\$ 0.997	1.750%	\$ 0.997
Apprentice Hourly	0.447%	0.25	0.439%	0.25	0.439%	0.25
P H B P -- Pension Trust	14.220%	\$ 7.951	14.220%	\$ 8.102	14.220%	\$ 8.102
P H B P -- Medical	24.230%	\$ 13.548	24.230%	\$ 13.805	24.230%	\$ 13.805
P H B P -- Medical	9.389%	\$ 5.250	9.215%	\$ 5.250	9.215%	\$ 5.250
Dental Plan	3.140%	\$ 1.756	2.140%	\$ 1.219	2.140%	\$ 1.219
N . E . B . F .	3.000%	\$ 2.516	3.000%	\$ 2.564	3.000%	\$ 2.564
Annuity	6.280%	\$ 3.500	6.143%	\$ 3.500	7.898%	\$ 4.500
HRA	8.942%	\$ 5.000	9.653%	\$ 5.500	10.531%	\$ 6.000
DSP Percentage	23.650%	\$ 19.836	23.650%	\$ 20.212	23.650%	\$ 20.212
VHUP	0.107%	\$ 0.060	0.105%	\$ 0.060	0.105%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.570	1.270%	\$ 0.724	1.270%	\$ 0.724
Supplemental Disability	0.300%	\$ 0.252	0.300%	\$ 0.256	0.300%	\$ 0.256
Total Rate for Benefits	96.705%	\$ 61.607	96.365%	\$ 62.581	99.298%	\$ 64.252
Total Cost Per Hour		\$ 145.480		\$ 148.044		\$ 149.715

Prevailing Rate Package for Inside Wiremen's "A" General Foreman and "A" Master Technicians Agreement Wage and Benefit Package  
**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)**

Prevailing Wage Chart	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 58.03	58.03	\$ 59.13	59.13	\$ 59.13	59.13
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	-	0.000%	-	0.000%	-
JIB	0.250%	\$ 0.145	0.250%	\$ 0.148	0.550%	\$ 0.325
Apprentice Percentage	1.750%	\$ 1.015	1.750%	\$ 1.035	1.750%	\$ 1.035
Apprentice Hourly	0.431%	0.25	0.423%	0.25	0.423%	0.25
P H B P -- Pension Trust	14.220%	\$ 8.251	14.220%	\$ 8.408	14.220%	\$ 8.408
P H B P -- Medical	24.230%	\$ 14.059	24.230%	\$ 14.326	24.230%	\$ 14.326
P H B P -- Medical	9.048%	\$ 5.250	8.879%	\$ 5.250	8.879%	\$ 5.250
Dental Plan	3.140%	\$ 1.822	2.140%	\$ 1.265	2.140%	\$ 1.265
N . E . B . F .	3.000%	\$ 1.741	3.000%	\$ 1.774	3.000%	\$ 1.774
Annuity	6.032%	\$ 3.500	5.920%	\$ 3.500	7.611%	\$ 4.500
HRA	8.617%	\$ 5.000	9.302%	\$ 5.500	10.148%	\$ 6.000
DSP Percentage	23.650%	\$ 13.723	23.650%	\$ 13.983	23.650%	\$ 13.983
VHUP	0.103%	\$ 0.060	0.101%	\$ 0.060	0.101%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.592	1.270%	\$ 0.751	1.270%	\$ 0.751
Supplemental Disability	0.300%	\$ 0.174	0.300%	\$ 0.177	0.300%	\$ 0.177
Total Rate for Benefits	95.791%	\$ 55.583	95.436%	\$ 56.426	98.273%	\$ 58.104
Total Cost Per Hour		\$ 113.608		\$ 115.551		\$ 117.229

**Prevailing Rate Package for Inside Wiremen's "A" General Foreman and "A" Master Technicians Agreement OT Wage and Benefit Package  
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)**

Prevailing Wage Chart	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 87.04	\$ 87.04	\$ 88.69	\$ 88.69	\$ 88.69	\$ 88.69
Hourly Rate	\$ 58.03	\$ 58.03	\$ 59.13	\$ 59.13	\$ 59.13	\$ 59.13
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	-	0.000%	-	0.000%	-
JIB	0.250%	\$ 0.145	0.250%	\$ 0.148	0.550%	\$ 0.325
Apprentice Percentage	1.750%	\$ 1.015	1.750%	\$ 1.035	1.750%	\$ 1.035
Apprentice Hourly	0.431%	0.25	0.423%	0.25	0.423%	0.25
P H B P -- Pension Trust	14.220%	\$ 8.251	14.220%	\$ 8.408	14.220%	\$ 8.408
P H B P -- Medical	24.230%	\$ 14.059	24.230%	\$ 14.326	24.230%	\$ 14.326
P H B P -- Medical	9.048%	\$ 5.250	8.879%	\$ 5.250	8.879%	\$ 5.250
Dental Plan	3.140%	\$ 1.822	2.140%	\$ 1.265	2.140%	\$ 1.265
N . E . B . F .	3.000%	\$ 2.611	3.000%	\$ 2.661	3.000%	\$ 2.661
Annuity	6.032%	\$ 3.500	5.920%	\$ 3.500	7.611%	\$ 4.500
HRA	8.617%	\$ 5.000	9.302%	\$ 5.500	10.148%	\$ 6.000
DSP Percentage	23.650%	\$ 20.584	23.650%	\$ 20.975	23.650%	\$ 20.975
VHUP	0.103%	\$ 0.060	0.101%	\$ 0.060	0.101%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.592	1.270%	\$ 0.751	1.270%	\$ 0.751
Supplemental Disability	0.300%	\$ 0.261	0.300%	\$ 0.266	0.300%	\$ 0.266
Total Rate for Benefits	95.791%	\$ 63.402	95.436%	\$ 64.394	98.273%	\$ 66.071
Total Cost Per Hour		\$ 150.439		\$ 153.081		\$ 154.758