

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 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 | 4/17/2025 | 4/17/2025 |
|--------------------------------|------------------|---------------------|------------------|---------------------|------------------|---------------------|
| Hourly Rate | \$ 55.75 | 55.75 | \$ 56.75 | 56.75 | \$ 58.75 | 58.75 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | - | 0.000% | - | 0.000% | - |
| JIB | 0.550% | \$ 0.307 | 0.550% | \$ 0.312 | 0.550% | \$ 0.323 |
| Legal Services Plan | 0.000% | \$ - | 0.150% | \$ 0.085 | 0.150% | \$ 0.088 |
| Apprentice Percentage | 1.750% | \$ 0.976 | 1.750% | \$ 0.993 | 1.750% | \$ 1.028 |
| Apprentice Hourly | 0.448% | 0.25 | 0.441% | 0.25 | 0.426% | 0.25 |
| P H B P -- Pension Trust | 13.390% | \$ 7.465 | 13.390% | \$ 7.599 | 13.390% | \$ 7.867 |
| P H B P -- Medical | 26.060% | \$ 14.528 | 26.060% | \$ 14.789 | 26.060% | \$ 15.310 |
| P H B P -- Medical | 9.417% | \$ 5.250 | 10.573% | \$ 6.000 | 10.213% | \$ 6.000 |
| Dental Plan | 2.140% | \$ 1.193 | 3.140% | \$ 1.782 | 3.140% | \$ 1.845 |
| N . E . B . F . | 3.000% | \$ 1.673 | 3.000% | \$ 1.703 | 3.000% | \$ 1.763 |
| Annuity | 8.072% | \$ 4.500 | 7.930% | \$ 4.500 | 7.660% | \$ 4.500 |
| HRA | 10.762% | \$ 6.000 | 12.335% | \$ 7.000 | 11.915% | \$ 7.000 |
| DSP Percentage | 23.650% | \$ 13.185 | 23.650% | \$ 13.421 | 23.650% | \$ 13.894 |
| VHUP | 0.108% | \$ 0.060 | 0.106% | \$ 0.060 | 0.102% | \$ 0.060 |
| Educational & Cultural | 1.270% | \$ 0.708 | 1.270% | \$ 0.721 | 1.670% | \$ 0.981 |
| Supplemental Disability | 0.500% | \$ 0.279 | 0.500% | \$ 0.284 | 0.500% | \$ 0.294 |
| Total Rate for Benefits | 101.117% | \$ 56.373 | 104.843% | \$ 59.499 | 104.175% | \$ 61.203 |
| Total Cost Per Hour | | \$ 112.123 | | \$ 116.249 | | \$ 119.953 |

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.)

| <u>Full Benefit Package</u> | <u>4/20/2023</u> | <u>4/20/2023</u> | <u>4/18/2024</u> | <u>4/18/2024</u> | <u>4/17/2025</u> | <u>4/17/2025</u> |
|-----------------------------------|------------------|---------------------|------------------|---------------------|------------------|---------------------|
| OT Rate | \$ 83.63 | \$ 83.63 | \$ 85.13 | \$ 85.13 | \$ 88.13 | \$ 88.13 |
| Hourly Rate | \$ 55.75 | \$ 55.75 | \$ 56.75 | \$ 56.75 | \$ 58.75 | \$ 58.75 |
| | <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 | 0.550% | \$ 0.307 | 0.550% | \$ 0.312 | 0.550% | \$ 0.323 |
| Legal Services Plan | 0.000% | \$ - | 0.150% | \$ 0.085 | 0.150% | \$ 0.088 |
| Apprentice Percentage | 1.750% | \$ 0.976 | 1.750% | \$ 0.993 | 1.750% | \$ 1.028 |
| Apprentice Hourly | 0.448% | 0.25 | 0.441% | 0.25 | 0.426% | 0.25 |
| P H B P -- Pension Trust | 13.390% | \$ 7.465 | 13.390% | \$ 7.599 | 13.390% | \$ 7.867 |
| P H B P -- Medical | 26.060% | \$ 14.528 | 26.060% | \$ 14.789 | 26.060% | \$ 15.310 |
| P H B P -- Medical | 9.417% | \$ 5.250 | 10.573% | \$ 6.000 | 10.213% | \$ 6.000 |
| Dental Plan | 2.140% | \$ 1.193 | 3.140% | \$ 1.782 | 3.140% | \$ 1.845 |
| N . E . B . F . | 3.000% | \$ 2.509 | 3.000% | \$ 2.554 | 3.000% | \$ 2.644 |
| Annuity | 8.072% | \$ 4.500 | 7.930% | \$ 4.500 | 7.660% | \$ 4.500 |
| HRA | 10.762% | \$ 6.000 | 12.335% | \$ 7.000 | 11.915% | \$ 7.000 |
| DSP Percentage | 23.650% | \$ 19.777 | 23.650% | \$ 20.132 | 23.650% | \$ 20.842 |
| VHUP | 0.108% | \$ 0.060 | 0.106% | \$ 0.060 | 0.102% | \$ 0.060 |
| Educational & Cultural | 1.270% | \$ 0.708 | 1.270% | \$ 0.721 | 1.670% | \$ 0.981 |
| Supplemental Disability | 0.500% | \$ 0.418 | 0.500% | \$ 0.426 | 0.500% | \$ 0.441 |
| Total Rate for Benefits | 101.117% | \$ 63.941 | 104.843% | \$ 67.202 | 104.175% | \$ 69.178 |
| Total Cost Per Hour | | \$ 147.566 | | \$ 152.327 | | \$ 157.303 |

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 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 | 4/17/2025 | 4/17/2025 |
|--------------------------------|------------------|---------------------|------------------|---------------------|------------------|---------------------|
| Hourly Rate | \$ 60.21 | 60.21 | \$ 61.29 | 61.29 | \$ 63.45 | 63.45 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | - | 0.000% | - | 0.000% | - |
| JIB | 0.550% | \$ 0.331 | 0.550% | \$ 0.337 | 0.550% | \$ 0.349 |
| Legal Services Plan | 0.000% | \$ - | 0.150% | \$ 0.092 | 0.150% | \$ 0.095 |
| Apprentice Percentage | 1.750% | \$ 1.054 | 1.750% | \$ 1.073 | 1.750% | \$ 1.110 |
| Apprentice Hourly | 0.415% | 0.25 | 0.408% | 0.25 | 0.394% | 0.25 |
| P H B P -- Pension Trust | 13.390% | \$ 8.062 | 13.390% | \$ 8.207 | 13.390% | \$ 8.496 |
| P H B P -- Medical | 26.060% | \$ 15.691 | 26.060% | \$ 15.972 | 26.060% | \$ 16.535 |
| P H B P -- Medical | 8.719% | \$ 5.250 | 9.790% | \$ 6.000 | 9.456% | \$ 6.000 |
| Dental Plan | 2.140% | \$ 1.288 | 3.140% | \$ 1.925 | 3.140% | \$ 1.992 |
| N . E . B . F . | 3.000% | \$ 1.806 | 3.000% | \$ 1.839 | 3.000% | \$ 1.904 |
| Annuity | 7.474% | \$ 4.500 | 7.342% | \$ 4.500 | 7.092% | \$ 4.500 |
| HRA | 9.965% | \$ 6.000 | 11.421% | \$ 7.000 | 11.032% | \$ 7.000 |
| DSP Percentage | 23.650% | \$ 14.240 | 23.650% | \$ 14.495 | 23.650% | \$ 15.006 |
| VHUP | 0.100% | \$ 0.060 | 0.098% | \$ 0.060 | 0.095% | \$ 0.060 |
| Educational & Cultural | 1.270% | \$ 0.765 | 1.270% | \$ 0.778 | 1.670% | \$ 1.060 |
| Supplemental Disability | 0.500% | \$ 0.301 | 0.500% | \$ 0.306 | 0.500% | \$ 0.317 |
| Total Rate for Benefits | 98.983% | \$ 59.598 | 102.519% | \$ 62.834 | 101.929% | \$ 64.674 |
| Total Cost Per Hour | | \$ 119.808 | | \$ 124.124 | | \$ 128.124 |

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 04/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

| <u>Full Benefit Package</u> | <u>4/20/2023</u> | <u>4/20/2023</u> | <u>4/18/2024</u> | <u>4/18/2024</u> | <u>4/17/2025</u> | <u>4/17/2025</u> |
|-----------------------------------|------------------|---------------------|------------------|---------------------|------------------|---------------------|
| OT Rate | \$ 90.32 | \$ 90.32 | \$ 91.94 | \$ 91.94 | \$ 95.18 | \$ 95.18 |
| Hourly Rate | \$ 60.21 | \$ 60.21 | \$ 61.29 | \$ 61.29 | \$ 63.45 | \$ 63.45 |
| | <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 | 0.550% | \$ 0.331 | 0.550% | \$ 0.337 | 0.550% | \$ 0.349 |
| Legal Services Plan | 0.000% | \$ - | 0.150% | \$ 0.092 | 0.150% | \$ 0.095 |
| Apprentice Percentage | 1.750% | \$ 1.054 | 1.750% | \$ 1.073 | 1.750% | \$ 1.110 |
| Apprentice Hourly | 0.415% | 0.25 | 0.408% | 0.25 | 0.394% | 0.25 |
| P H B P -- Pension Trust | 13.390% | \$ 8.062 | 13.390% | \$ 8.207 | 13.390% | \$ 8.496 |
| P H B P -- Medical | 26.060% | \$ 15.691 | 26.060% | \$ 15.972 | 26.060% | \$ 16.535 |
| P H B P -- Medical | 8.719% | \$ 5.250 | 9.790% | \$ 6.000 | 9.456% | \$ 6.000 |
| Dental Plan | 2.140% | \$ 1.288 | 3.140% | \$ 1.925 | 3.140% | \$ 1.992 |
| N . E . B . F . | 3.000% | \$ 2.709 | 3.000% | \$ 2.758 | 3.000% | \$ 2.855 |
| Annuity | 7.474% | \$ 4.500 | 7.342% | \$ 4.500 | 7.092% | \$ 4.500 |
| HRA | 9.965% | \$ 6.000 | 11.421% | \$ 7.000 | 11.032% | \$ 7.000 |
| DSP Percentage | 23.650% | \$ 21.359 | 23.650% | \$ 21.743 | 23.650% | \$ 22.509 |
| VHUP | 0.100% | \$ 0.060 | 0.098% | \$ 0.060 | 0.095% | \$ 0.060 |
| Educational & Cultural | 1.270% | \$ 0.765 | 1.270% | \$ 0.778 | 1.670% | \$ 1.060 |
| Supplemental Disability | 0.500% | \$ 0.452 | 0.500% | \$ 0.460 | 0.500% | \$ 0.476 |
| Total Rate for Benefits | 98.983% | \$ 67.771 | 102.519% | \$ 71.154 | 101.929% | \$ 73.288 |
| Total Cost Per Hour | | \$ 158.086 | | \$ 163.089 | | \$ 168.463 |

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 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 | 4/17/2025 | 4/17/2025 |
|-----------------------------------|------------------|---------------------|------------------|---------------------|------------------|---------------------|
| Hourly Rate | \$ 62.44 | 62.44 | \$ 63.56 | 63.56 | \$ 65.80 | 65.80 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | - | 0.000% | - | 0.000% | - |
| JIB | 0.550% | \$ 0.343 | 0.550% | \$ 0.350 | 0.550% | \$ 0.362 |
| Legal Services Plan | 0.000% | \$ - | 0.150% | \$ 0.095 | 0.150% | \$ 0.099 |
| Apprentice Percentage | 1.750% | \$ 1.093 | 1.750% | \$ 1.112 | 1.750% | \$ 1.152 |
| Apprentice Hourly | 0.400% | 0.25 | 0.393% | 0.25 | 0.380% | 0.25 |
| P H B P -- Pension Trust | 13.390% | \$ 8.361 | 13.390% | \$ 8.511 | 13.390% | \$ 8.811 |
| P H B P -- Medical | 26.060% | \$ 16.272 | 26.060% | \$ 16.564 | 26.060% | \$ 17.147 |
| P H B P -- Medical | 8.408% | \$ 5.250 | 9.440% | \$ 6.000 | 9.119% | \$ 6.000 |
| Dental Plan | 2.140% | \$ 1.336 | 3.140% | \$ 1.996 | 3.140% | \$ 2.066 |
| N . E . B . F . | 3.000% | \$ 1.873 | 3.000% | \$ 1.907 | 3.000% | \$ 1.974 |
| Annuity | 7.207% | \$ 4.500 | 7.080% | \$ 4.500 | 6.839% | \$ 4.500 |
| HRA | 9.609% | \$ 6.000 | 11.013% | \$ 7.000 | 10.638% | \$ 7.000 |
| DSP Percentage | 23.650% | \$ 14.767 | 23.650% | \$ 15.032 | 23.650% | \$ 15.562 |
| VHUP | 0.096% | \$ 0.060 | 0.094% | \$ 0.060 | 0.091% | \$ 0.060 |
| Educational & Cultural | 1.270% | \$ 0.793 | 1.270% | \$ 0.807 | 1.670% | \$ 1.099 |
| Supplemental Disability | 0.500% | \$ 0.312 | 0.500% | \$ 0.318 | 0.500% | \$ 0.329 |
| Total Rate for Benefits | 98.031% | \$ 61.210 | 101.481% | \$ 64.501 | 100.927% | \$ 66.410 |
| Total Cost Per Hour | | \$ 123.650 | | \$ 128.061 | | \$ 132.210 |

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 04/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

| <u>Full Benefit Package</u> | <u>4/20/2023</u> | <u>4/20/2023</u> | <u>4/18/2024</u> | <u>4/18/2024</u> | <u>4/17/2025</u> | <u>4/17/2025</u> |
|-----------------------------------|------------------|---------------------|------------------|---------------------|------------------|---------------------|
| OT Rate | \$ 93.66 | \$ 93.66 | \$ 95.34 | \$ 95.34 | \$ 98.70 | \$ 98.70 |
| Hourly Rate | \$ 62.44 | \$ 62.44 | \$ 63.56 | \$ 63.56 | \$ 65.80 | \$ 65.80 |
| | <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 | 0.550% | \$ 0.343 | 0.550% | \$ 0.350 | 0.550% | \$ 0.362 |
| Legal Services Plan | 0.000% | \$ - | 0.150% | \$ 0.095 | 0.150% | \$ 0.099 |
| Apprentice Percentage | 1.750% | \$ 1.093 | 1.750% | \$ 1.112 | 1.750% | \$ 1.152 |
| Apprentice Hourly | 0.400% | 0.25 | 0.393% | 0.25 | 0.380% | 0.25 |
| P H B P -- Pension Trust | 13.390% | \$ 8.361 | 13.390% | \$ 8.511 | 13.390% | \$ 8.811 |
| P H B P -- Medical | 26.060% | \$ 16.272 | 26.060% | \$ 16.564 | 26.060% | \$ 17.147 |
| P H B P -- Medical | 8.408% | \$ 5.250 | 9.440% | \$ 6.000 | 9.119% | \$ 6.000 |
| Dental Plan | 2.140% | \$ 1.336 | 3.140% | \$ 1.996 | 3.140% | \$ 2.066 |
| N . E . B . F . | 3.000% | \$ 2.810 | 3.000% | \$ 2.860 | 3.000% | \$ 2.961 |
| Annuity | 7.207% | \$ 4.500 | 7.080% | \$ 4.500 | 6.839% | \$ 4.500 |
| HRA | 9.609% | \$ 6.000 | 11.013% | \$ 7.000 | 10.638% | \$ 7.000 |
| DSP Percentage | 23.650% | \$ 22.151 | 23.650% | \$ 22.548 | 23.650% | \$ 23.343 |
| VHUP | 0.096% | \$ 0.060 | 0.094% | \$ 0.060 | 0.091% | \$ 0.060 |
| Educational & Cultural | 1.270% | \$ 0.793 | 1.270% | \$ 0.807 | 1.670% | \$ 1.099 |
| Supplemental Disability | 0.500% | \$ 0.468 | 0.500% | \$ 0.477 | 0.500% | \$ 0.494 |
| Total Rate for Benefits | 98.031% | \$ 69.687 | 101.481% | \$ 73.129 | 100.927% | \$ 75.342 |
| Total Cost Per Hour | | \$ 163.347 | | \$ 168.469 | | \$ 174.042 |