

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 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

Full Benefit Package	4/15/26 (at 3:31pm)	4/15/26 (at 3:31pm)	4/14/27 (at 3:31pm)	4/14/27 (at 3:31pm)	4/12/28 (at 3:31pm)	4/12/28 (at 3:31pm)
Hourly Rate	\$ 58.75	58.75	\$ 60.75	60.75	\$ 61.75	61.75
	<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%	\$ 0.323	0.550%	\$ 0.334	0.550%	\$ 0.340
Legal Services Plan	0.150%	\$ 0.088	0.150%	\$ 0.091	0.150%	\$ 0.093
Apprentice Percentage	2.500%	\$ 1.469	2.500%	\$ 1.519	2.500%	\$ 1.544
Apprentice Hourly	1.345%	0.79	1.300%	0.79	1.279%	0.79
P H B P -- Pension Trust	13.390%	\$ 7.867	13.390%	\$ 8.134	13.390%	\$ 8.268
P H B P -- Medical	26.060%	\$ 15.310	26.060%	\$ 15.831	26.060%	\$ 16.092
P H B P -- Medical	15.319%	\$ 9.000	16.461%	\$ 10.000	17.814%	\$ 11.000
Dental Plan	3.140%	\$ 1.845	3.140%	\$ 1.908	4.140%	\$ 2.556
N .E .B .F.	3.000%	\$ 1.763	3.000%	\$ 1.823	3.000%	\$ 1.853
N .E .I.B.	0.000%	\$ -	0.000%	\$ -	1.215%	\$ 0.750
Annuity	7.660%	\$ 4.500	7.407%	\$ 4.500	8.097%	\$ 5.000
HRA	11.915%	\$ 7.000	11.523%	\$ 7.000	11.336%	\$ 7.000
DSP Percentage	23.650%	\$ 13.894	23.650%	\$ 14.367	23.650%	\$ 14.604
VHUP	0.102%	\$ 0.060	0.099%	\$ 0.060	0.097%	\$ 0.060
Educational & Cultural	1.670%	\$ 0.981	1.670%	\$ 1.015	1.670%	\$ 1.031
Supplemental Disability	0.500%	\$ 0.294	0.500%	\$ 0.304	0.500%	\$ 0.309
Total Rate for Benefits	110.950%	\$ 65.183	111.400%	\$ 67.676	115.448%	\$ 71.289
Total Cost Per Hour		\$ 123.933		\$ 128.426		\$ 133.039

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OT Rate	\$ 88.13	\$ 88.13	\$ 91.13	\$ 91.13	\$ 92.63	\$ 92.63
Hourly Rate	\$ 58.75	\$ 58.75	\$ 60.75	\$ 60.75	\$ 61.75	\$ 61.75
	<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%	\$ 0.323	0.550%	\$ 0.334	0.550%	\$ 0.340
Legal Services Plan	0.150%	\$ 0.088	0.150%	\$ 0.091	0.150%	\$ 0.093
Apprentice Percentage	2.500%	\$ 1.469	2.500%	\$ 1.519	2.500%	\$ 1.544
Apprentice Hourly	1.345%	0.79	1.300%	0.79	1.279%	0.79
P H B P -- Pension Trust	13.390%	\$ 7.867	13.390%	\$ 8.134	13.390%	\$ 8.268
P H B P -- Medical	26.060%	\$ 15.310	26.060%	\$ 15.831	26.060%	\$ 16.092
P H B P -- Medical	15.319%	\$ 9.000	16.461%	\$ 10.000	17.814%	\$ 11.000
Dental Plan	3.140%	\$ 1.845	3.140%	\$ 1.908	4.140%	\$ 2.556
N . E . B . F .	3.000%	\$ 2.644	3.000%	\$ 2.734	3.000%	\$ 2.779
N . E . I . B .	0.000%	\$ -	0.000%	\$ -	1.215%	\$ 0.750
Annuity	7.660%	\$ 4.500	7.407%	\$ 4.500	8.097%	\$ 5.000
HRA	11.915%	\$ 7.000	11.523%	\$ 7.000	11.336%	\$ 7.000
DSP Percentage	23.650%	\$ 20.842	23.650%	\$ 21.551	23.650%	\$ 21.906
VHUP	0.102%	\$ 0.060	0.099%	\$ 0.060	0.097%	\$ 0.060
Educational & Cultural	1.670%	\$ 0.981	1.670%	\$ 1.015	1.670%	\$ 1.031
Supplemental Disability	0.500%	\$ 0.441	0.500%	\$ 0.456	0.500%	\$ 0.463
Total Rate for Benefits	110.950%	\$ 73.159	111.400%	\$ 75.922	115.448%	\$ 79.672
Total Cost Per Hour		\$ 161.284		\$ 167.047		\$ 172.297

Inside Wiremen's "A" Foreman and "A" Senior Technicians Agreement Wage and Benefit Package
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Full Benefit Package	4/15/26 (at 3:31pm)	4/15/26 (at 3:31pm)	4/14/27 (at 3:31pm)	4/14/27 (at 3:31pm)	4/12/28 (at 3:31pm)	4/12/28 (at 3:31pm)
Hourly Rate	\$ 64.63	64.63	\$ 66.83	66.83	\$ 67.93	67.93
	<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%	\$ 0.355	0.550%	\$ 0.368	0.550%	\$ 0.374
Legal Services Plan	0.150%	\$ 0.097	0.150%	\$ 0.100	0.150%	\$ 0.102
Apprentice Percentage	2.500%	\$ 1.616	2.500%	\$ 1.671	2.500%	\$ 1.698
Apprentice Hourly	1.222%	0.79	1.182%	0.79	1.163%	0.79
P H B P -- Pension Trust	13.390%	\$ 8.653	13.390%	\$ 8.948	13.390%	\$ 9.095
P H B P -- Medical	26.060%	\$ 16.841	26.060%	\$ 17.415	26.060%	\$ 17.701
P H B P -- Medical	13.926%	\$ 9.000	14.964%	\$ 10.000	16.194%	\$ 11.000
Dental Plan	3.140%	\$ 2.029	3.140%	\$ 2.098	4.140%	\$ 2.812
N .E .B .F.	3.000%	\$ 1.939	3.000%	\$ 2.005	3.000%	\$ 2.038
N .E .I.B.	0.000%	\$ -	0.000%	\$ -	1.104%	\$ 0.750
Annuity	6.963%	\$ 4.500	6.734%	\$ 4.500	7.361%	\$ 5.000
HRA	10.832%	\$ 7.000	10.475%	\$ 7.000	10.305%	\$ 7.000
DSP Percentage	23.650%	\$ 15.284	23.650%	\$ 15.804	23.650%	\$ 16.064
VHUP	0.093%	\$ 0.060	0.090%	\$ 0.060	0.088%	\$ 0.060
Educational & Cultural	1.670%	\$ 1.079	1.670%	\$ 1.116	1.670%	\$ 1.134
Supplemental Disability	0.500%	\$ 0.323	0.500%	\$ 0.334	0.500%	\$ 0.340
Total Rate for Benefits	107.647%	\$ 69.567	108.056%	\$ 72.208	111.826%	\$ 75.958
Total Cost Per Hour		\$ 134.192		\$ 139.033		\$ 143.883

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Full Benefit Package	4/15/26 (at 3:31pm)	4/15/26 (at 3:31pm)	4/14/27 (at 3:31pm)	4/14/27 (at 3:31pm)	4/12/28 (at 3:31pm)	4/12/28 (at 3:31pm)
OT Rate	\$ 96.94	\$ 96.94	\$ 100.24	\$ 100.24	\$ 101.89	\$ 101.89
Hourly Rate	\$ 64.63	\$ 64.63	\$ 66.83	\$ 66.83	\$ 67.93	\$ 67.93
	<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%	\$ 0.355	0.550%	\$ 0.368	0.550%	\$ 0.374
Legal Services Plan	0.150%	\$ 0.097	0.150%	\$ 0.100	0.150%	\$ 0.102
Apprentice Percentage	2.500%	\$ 1.616	2.500%	\$ 1.671	2.500%	\$ 1.698
Apprentice Hourly	1.222%	0.79	1.182%	0.79	1.163%	0.79
P H B P -- Pension Trust	13.390%	\$ 8.653	13.390%	\$ 8.948	13.390%	\$ 9.095
P H B P -- Medical	26.060%	\$ 16.841	26.060%	\$ 17.415	26.060%	\$ 17.701
P H B P -- Medical	13.926%	\$ 9.000	14.964%	\$ 10.000	16.194%	\$ 11.000
Dental Plan	3.140%	\$ 2.029	3.140%	\$ 2.098	4.140%	\$ 2.812
N . E . B . F.	3.000%	\$ 2.908	3.000%	\$ 3.007	3.000%	\$ 3.057
N . E . I . B.	0.000%	\$ -	0.000%	\$ -	1.104%	\$ 0.750
Annuity	6.963%	\$ 4.500	6.734%	\$ 4.500	7.361%	\$ 5.000
HRA	10.832%	\$ 7.000	10.475%	\$ 7.000	10.305%	\$ 7.000
DSP Percentage	23.650%	\$ 22.926	23.650%	\$ 23.706	23.650%	\$ 24.096
VHUP	0.093%	\$ 0.060	0.090%	\$ 0.060	0.088%	\$ 0.060
Educational & Cultural	1.670%	\$ 1.079	1.670%	\$ 1.116	1.670%	\$ 1.134
Supplemental Disability	0.500%	\$ 0.485	0.500%	\$ 0.501	0.500%	\$ 0.509
Total Rate for Benefits	107.647%	\$ 78.340	108.056%	\$ 81.280	111.826%	\$ 85.179
Total Cost Per Hour		\$ 175.277		\$ 181.517		\$ 187.066

Inside Wiremen's "A" General Foreman and "A" Master Technicians Agreement Wage and Benefit Package
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Full Benefit Package	4/15/26 (at 3:31pm)	4/15/26 (at 3:31pm)	4/14/27 (at 3:31pm)	4/14/27 (at 3:31pm)	4/12/28 (at 3:31pm)	4/12/28 (at 3:31pm)
Hourly Rate	\$ 66.98	66.98	\$ 69.26	69.26	\$ 70.40	70.40
	<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%	\$ 0.368	0.550%	\$ 0.381	0.550%	\$ 0.387
Legal Services Plan	0.150%	\$ 0.100	0.150%	\$ 0.104	0.150%	\$ 0.106
Apprentice Percentage	2.500%	\$ 1.674	2.500%	\$ 1.731	2.500%	\$ 1.760
Apprentice Hourly	1.180%	0.79	1.141%	0.79	1.122%	0.79
P H B P -- Pension Trust	13.390%	\$ 8.968	13.390%	\$ 9.273	13.390%	\$ 9.426
P H B P -- Medical	26.060%	\$ 17.454	26.060%	\$ 18.048	26.060%	\$ 18.345
P H B P -- Medical	13.438%	\$ 9.000	14.439%	\$ 10.000	15.626%	\$ 11.000
Dental Plan	3.140%	\$ 2.103	3.140%	\$ 2.175	4.140%	\$ 2.914
N .E .B .F.	3.000%	\$ 2.009	3.000%	\$ 2.078	3.000%	\$ 2.112
N .E .I.B.	0.000%	\$ -	0.000%	\$ -	1.065%	\$ 0.750
Annuity	6.719%	\$ 4.500	6.498%	\$ 4.500	7.103%	\$ 5.000
HRA	10.452%	\$ 7.000	10.108%	\$ 7.000	9.944%	\$ 7.000
DSP Percentage	23.650%	\$ 15.840	23.650%	\$ 16.379	23.650%	\$ 16.648
VHUP	0.090%	\$ 0.060	0.087%	\$ 0.060	0.085%	\$ 0.060
Educational & Cultural	1.670%	\$ 1.118	1.670%	\$ 1.157	1.670%	\$ 1.176
Supplemental Disability	0.500%	\$ 0.335	0.500%	\$ 0.346	0.500%	\$ 0.352
Total Rate for Benefits	106.488%	\$ 71.320	106.882%	\$ 74.021	110.556%	\$ 77.826
Total Cost Per Hour		\$ 138.295		\$ 143.276		\$ 148.221

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Full Benefit Package	4/15/26 (at 3:31pm)	4/15/26 (at 3:31pm)	4/14/27 (at 3:31pm)	4/14/27 (at 3:31pm)	4/12/28 (at 3:31pm)	4/12/28 (at 3:31pm)
OT Rate	\$ 100.46	\$ 100.46	\$ 103.88	\$ 103.88	\$ 105.59	\$ 105.59
Hourly Rate	\$ 66.98	\$ 66.98	\$ 69.26	\$ 69.26	\$ 70.40	\$ 70.40
	<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%	\$ 0.368	0.550%	\$ 0.381	0.550%	\$ 0.387
Legal Services Plan	0.150%	\$ 0.100	0.150%	\$ 0.104	0.150%	\$ 0.106
Apprentice Percentage	2.500%	\$ 1.674	2.500%	\$ 1.731	2.500%	\$ 1.760
Apprentice Hourly	1.180%	0.79	1.141%	0.79	1.122%	0.79
P H B P -- Pension Trust	13.390%	\$ 8.968	13.390%	\$ 9.273	13.390%	\$ 9.426
P H B P -- Medical	26.060%	\$ 17.454	26.060%	\$ 18.048	26.060%	\$ 18.345
P H B P -- Medical	13.438%	\$ 9.000	14.439%	\$ 10.000	15.626%	\$ 11.000
Dental Plan	3.140%	\$ 2.103	3.140%	\$ 2.175	4.140%	\$ 2.914
N . E . B . F .	3.000%	\$ 3.014	3.000%	\$ 3.116	3.000%	\$ 3.168
N . E . I . B .	0.000%	\$ -	0.000%	\$ -	1.065%	\$ 0.750
Annuity	6.719%	\$ 4.500	6.498%	\$ 4.500	7.103%	\$ 5.000
HRA	10.452%	\$ 7.000	10.108%	\$ 7.000	9.944%	\$ 7.000
DSP Percentage	23.650%	\$ 23.759	23.650%	\$ 24.568	23.650%	\$ 24.973
VHUP	0.090%	\$ 0.060	0.087%	\$ 0.060	0.085%	\$ 0.060
Educational & Cultural	1.670%	\$ 1.118	1.670%	\$ 1.157	1.670%	\$ 1.176
Supplemental Disability	0.500%	\$ 0.502	0.500%	\$ 0.519	0.500%	\$ 0.528
Total Rate for Benefits	106.488%	\$ 80.412	106.882%	\$ 83.423	110.556%	\$ 87.382
Total Cost Per Hour		\$ 180.874		\$ 187.305		\$ 192.974