

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 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	\$ 31.75	31.75	\$ 31.75	31.75	\$ 31.75	31.75
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.150%	\$ 0.048	0.150%	\$ 0.048	0.150%	\$ 0.048
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	1.000%	\$ 0.318	1.000%	\$ 0.318	1.000%	\$ 0.318
P H B P -- Medical	20.567%	\$ 6.530	22.142%	\$ 7.030	23.717%	\$ 7.530
Dental Plan	2.701%	\$ 0.858	2.701%	\$ 0.858	3.201%	\$ 1.016
N .E .B .F .	3.000%	\$ 0.953	3.000%	\$ 0.953	3.000%	\$ 0.953
N.E.I.B.	0.000%	\$ -	0.000%	\$ -	1.575%	\$ 0.500
Annuity	3.150%	\$ 1.000	3.150%	\$ 1.000	3.150%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.429	7.650%	\$ 2.429	7.650%	\$ 2.429
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	6.299%	\$ 2.000	6.299%	\$ 2.000	6.299%	\$ 2.000
DSP Hourly	7.874%	\$ 2.500	7.874%	\$ 2.500	7.874%	\$ 2.500
Educational & Cultural	0.809%	\$ 0.257	0.809%	\$ 0.257	0.809%	\$ 0.257
Supplemental Disability	0.409%	\$ 0.130	0.409%	\$ 0.130	0.409%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>53.609%</b>	<b>\$ 17.021</b>	<b>55.184%</b>	<b>\$ 17.521</b>	<b>58.834%</b>	<b>\$ 18.680</b>
<b>Total Cost Per Hour</b>		<b>\$ 48.771</b>		<b>\$ 49.271</b>		<b>\$ 50.430</b>

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 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)
OT Rate	\$ 47.63	\$ 47.63	\$ 47.63	\$ 47.63	\$ 47.63	\$ 47.63
Hourly Rate	\$ 31.75	\$ 31.75	\$ 31.75	\$ 31.75	\$ 31.75	\$ 31.75
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.150%	\$ 0.048	0.150%	\$ 0.048	0.150%	\$ 0.048
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	1.000%	\$ 0.318	1.000%	\$ 0.318	1.000%	\$ 0.318
P H B P -- Medical	20.567%	\$ 6.530	22.142%	\$ 7.030	23.717%	\$ 7.530
Dental Plan	2.701%	\$ 0.858	2.701%	\$ 0.858	3.201%	\$ 1.016
N .E .B .F .	3.000%	\$ 1.429	3.000%	\$ 1.429	3.000%	\$ 1.429
N.E.I.B.	0.000%	\$ -	0.000%	\$ -	1.575%	\$ 0.500
Annuity	3.150%	\$ 1.000	3.150%	\$ 1.000	3.150%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.643	7.650%	\$ 3.643	7.650%	\$ 3.643
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	6.299%	\$ 2.000	6.299%	\$ 2.000	6.299%	\$ 2.000
DSP Hourly	7.874%	\$ 2.500	7.874%	\$ 2.500	7.874%	\$ 2.500
Educational & Cultural	0.809%	\$ 0.257	0.809%	\$ 0.257	0.809%	\$ 0.257
Supplemental Disability	0.409%	\$ 0.130	0.409%	\$ 0.130	0.409%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>53.609%</b>	<b>\$ 18.712</b>	<b>55.184%</b>	<b>\$ 19.212</b>	<b>58.834%</b>	<b>\$ 20.370</b>
<b>Total Cost Per Hour</b>		<b>\$ 66.337</b>		<b>\$ 66.837</b>		<b>\$ 67.995</b>

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 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	\$ 34.25	34.25	\$ 34.25	34.25	\$ 34.25	34.25
	<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	0.150%	\$ 0.051	0.150%	\$ 0.051	0.150%	\$ 0.051
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	1.000%	\$ 0.343	1.000%	\$ 0.343	1.000%	\$ 0.343
P H B P -- Medical	19.066%	\$ 6.530	20.526%	\$ 7.030	21.985%	\$ 7.530
Dental Plan	2.577%	\$ 0.883	2.577%	\$ 0.883	3.077%	\$ 1.054
N .E .B .F .	3.000%	\$ 1.028	3.000%	\$ 1.028	3.000%	\$ 1.028
N.E.I.B.	0.000%	\$ -	0.000%	\$ -	1.460%	\$ 0.500
Annuity	2.920%	\$ 1.000	2.920%	\$ 1.000	2.920%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.620	7.650%	\$ 2.620	7.650%	\$ 2.620
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	5.839%	\$ 2.000	5.839%	\$ 2.000	5.839%	\$ 2.000
DSP Hourly	7.299%	\$ 2.500	7.299%	\$ 2.500	7.299%	\$ 2.500
Educational & Cultural	0.780%	\$ 0.267	0.780%	\$ 0.267	0.780%	\$ 0.267
Supplemental Disability	0.380%	\$ 0.130	0.380%	\$ 0.130	0.380%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>50.660%</b>	<b>\$ 17.351</b>	<b>52.120%</b>	<b>\$ 17.851</b>	<b>55.539%</b>	<b>\$ 19.022</b>
<b>Total Cost Per Hour</b>		<b>\$ 51.601</b>		<b>\$ 52.101</b>		<b>\$ 53.272</b>

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 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)
OT Rate	\$ 51.38	\$ 51.38	\$ 51.38	\$ 51.38	\$ 51.38	\$ 51.38
Hourly Rate	\$ 34.25	\$ 34.25	\$ 34.25	\$ 34.25	\$ 34.25	\$ 34.25
	<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	0.150%	\$ 0.051	0.150%	\$ 0.051	0.150%	\$ 0.051
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	1.000%	\$ 0.343	1.000%	\$ 0.343	1.000%	\$ 0.343
P H B P -- Medical	19.066%	\$ 6.530	20.526%	\$ 7.030	21.985%	\$ 7.530
Dental Plan	2.577%	\$ 0.883	2.577%	\$ 0.883	3.077%	\$ 1.054
N .E .B .F .	3.000%	\$ 1.541	3.000%	\$ 1.541	3.000%	\$ 1.541
N.E.I.B.	0.000%	\$ -	0.000%	\$ -	1.460%	\$ 0.500
Annuity	2.920%	\$ 1.000	2.920%	\$ 1.000	2.920%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.930	7.650%	\$ 3.930	7.650%	\$ 3.930
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	5.839%	\$ 2.000	5.839%	\$ 2.000	5.839%	\$ 2.000
DSP Hourly	7.299%	\$ 2.500	7.299%	\$ 2.500	7.299%	\$ 2.500
Educational & Cultural	0.780%	\$ 0.267	0.780%	\$ 0.267	0.780%	\$ 0.267
Supplemental Disability	0.380%	\$ 0.130	0.380%	\$ 0.130	0.380%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>50.660%</b>	<b>\$ 19.175</b>	<b>52.120%</b>	<b>\$ 19.675</b>	<b>55.539%</b>	<b>\$ 20.846</b>
<b>Total Cost Per Hour</b>		<b>\$ 70.550</b>		<b>\$ 71.050</b>		<b>\$ 72.221</b>

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 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	\$ 36.75	36.75	\$ 36.75	36.75	\$ 36.75	36.75
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.150%	\$ 0.055	0.150%	\$ 0.055	0.150%	\$ 0.055
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	1.000%	\$ 0.368	1.000%	\$ 0.368	1.000%	\$ 0.368
P H B P -- Medical	17.769%	\$ 6.530	19.129%	\$ 7.030	20.490%	\$ 7.530
Dental Plan	2.469%	\$ 0.908	2.469%	\$ 0.908	2.969%	\$ 1.091
N .E .B .F .	3.000%	\$ 1.103	3.000%	\$ 1.103	3.000%	\$ 1.103
N.E.I.B.	0.000%	\$ -	0.000%	\$ -	1.361%	\$ 0.500
Annuity	2.721%	\$ 1.000	2.721%	\$ 1.000	2.721%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.811	7.650%	\$ 2.811	7.650%	\$ 2.811
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	5.442%	\$ 2.000	5.442%	\$ 2.000	5.442%	\$ 2.000
DSP Hourly	6.803%	\$ 2.500	6.803%	\$ 2.500	6.803%	\$ 2.500
Educational & Cultural	0.754%	\$ 0.277	0.754%	\$ 0.277	0.754%	\$ 0.277
Supplemental Disability	0.354%	\$ 0.130	0.354%	\$ 0.130	0.354%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>48.112%</b>	<b>\$ 17.681</b>	<b>49.472%</b>	<b>\$ 18.181</b>	<b>52.693%</b>	<b>\$ 19.365</b>
<b>Total Cost Per Hour</b>		<b>\$ 54.431</b>		<b>\$ 54.931</b>		<b>\$ 56.115</b>

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 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)
OT Rate	\$ 55.13	\$ 55.13	\$ 55.13	\$ 55.13	\$ 55.13	\$ 55.13
Hourly Rate	\$ 36.75	\$ 36.75	\$ 36.75	\$ 36.75	\$ 36.75	\$ 36.75
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.150%	\$ 0.055	0.150%	\$ 0.055	0.150%	\$ 0.055
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	1.000%	\$ 0.368	1.000%	\$ 0.368	1.000%	\$ 0.368
P H B P -- Medical	17.769%	\$ 6.530	19.129%	\$ 7.030	20.490%	\$ 7.530
Dental Plan	2.469%	\$ 0.908	2.469%	\$ 0.908	2.969%	\$ 1.091
N .E .B .F .	3.000%	\$ 1.654	3.000%	\$ 1.654	3.000%	\$ 1.654
N.E.I.B.	0.000%	\$ -	0.000%	\$ -	1.361%	\$ 0.500
Annuity	2.721%	\$ 1.000	2.721%	\$ 1.000	2.721%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 4.217	7.650%	\$ 4.217	7.650%	\$ 4.217
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	5.442%	\$ 2.000	5.442%	\$ 2.000	5.442%	\$ 2.000
DSP Hourly	6.803%	\$ 2.500	6.803%	\$ 2.500	6.803%	\$ 2.500
Educational & Cultural	0.754%	\$ 0.277	0.754%	\$ 0.277	0.754%	\$ 0.277
Supplemental Disability	0.354%	\$ 0.130	0.354%	\$ 0.130	0.354%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>48.112%</b>	<b>\$ 19.638</b>	<b>49.472%</b>	<b>\$ 20.138</b>	<b>52.693%</b>	<b>\$ 21.322</b>
<b>Total Cost Per Hour</b>		<b>\$ 74.763</b>		<b>\$ 75.263</b>		<b>\$ 76.447</b>

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

<b>Full Benefit Package</b>	<b>4/15/26 (at 3:31pm)</b>	<b>4/15/26 (at 3:31pm)</b>	<b>4/14/27 (at 3:31pm)</b>	<b>4/14/27 (at 3:31pm)</b>	<b>4/12/28 (at 3:31pm)</b>	<b>4/12/28 (at 3:31pm)</b>
<b>Hourly Rate</b>	\$ 39.25	39.25	\$ 39.25	39.25	\$ 39.25	39.25
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
<b>Wage and Benefit Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>JIB</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Legal Services Plan</b>	0.150%	\$ 0.059	0.150%	\$ 0.059	0.150%	\$ 0.059
<b>Apprentice</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Pension Trust</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	1.000%	\$ 0.393	1.000%	\$ 0.393	1.000%	\$ 0.393
<b>P H B P -- Medical</b>	16.637%	\$ 6.530	17.911%	\$ 7.030	19.185%	\$ 7.530
<b>Dental Plan</b>	2.376%	\$ 0.933	2.376%	\$ 0.933	2.876%	\$ 1.129
<b>N .E .B .F .</b>	3.000%	\$ 1.178	3.000%	\$ 1.178	3.000%	\$ 1.178
<b>N.E.I.B.</b>	0.000%	\$ -	0.000%	\$ -	1.274%	\$ 0.500
<b>Annuity</b>	2.548%	\$ 1.000	2.548%	\$ 1.000	2.548%	\$ 1.000
<b>DSP (401(k) Plan)</b>	7.650%	\$ 3.003	7.650%	\$ 3.003	7.650%	\$ 3.003
<b>Vacation/Holiday</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>HRA</b>	5.096%	\$ 2.000	5.096%	\$ 2.000	5.096%	\$ 2.000
<b>DSP Hourly</b>	6.369%	\$ 2.500	6.369%	\$ 2.500	6.369%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.731%	\$ 0.287	0.731%	\$ 0.287	0.731%	\$ 0.287
<b>Supplemental Disability</b>	0.331%	\$ 0.130	0.331%	\$ 0.130	0.331%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>45.888%</b>	<b>\$ 18.011</b>	<b>47.162%</b>	<b>\$ 18.511</b>	<b>50.210%</b>	<b>\$ 19.707</b>
<b>Total Cost Per Hour</b>		<b>\$ 57.261</b>		<b>\$ 57.761</b>		<b>\$ 58.957</b>

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 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)
OT Rate	\$ 58.88	\$ 58.88	\$ 58.88	\$ 58.88	\$ 58.88	\$ 58.88
Hourly Rate	\$ 39.25	\$ 39.25	\$ 39.25	\$ 39.25	\$ 39.25	\$ 39.25
	<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	0.150%	\$ 0.059	0.150%	\$ 0.059	0.150%	\$ 0.059
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	1.000%	\$ 0.393	1.000%	\$ 0.393	1.000%	\$ 0.393
P H B P -- Medical	16.637%	\$ 6.530	17.911%	\$ 7.030	19.185%	\$ 7.530
Dental Plan	2.376%	\$ 0.933	2.376%	\$ 0.933	2.876%	\$ 1.129
N .E .B .F .	3.000%	\$ 1.766	3.000%	\$ 1.766	3.000%	\$ 1.766
N.E.I.B.	0.000%	\$ -	0.000%	\$ -	1.274%	\$ 0.500
Annuity	2.548%	\$ 1.000	2.548%	\$ 1.000	2.548%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 4.504	7.650%	\$ 4.504	7.650%	\$ 4.504
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	5.096%	\$ 2.000	5.096%	\$ 2.000	5.096%	\$ 2.000
DSP Hourly	6.369%	\$ 2.500	6.369%	\$ 2.500	6.369%	\$ 2.500
Educational & Cultural	0.731%	\$ 0.287	0.731%	\$ 0.287	0.731%	\$ 0.287
Supplemental Disability	0.331%	\$ 0.130	0.331%	\$ 0.130	0.331%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>45.888%</b>	<b>\$ 20.101</b>	<b>47.162%</b>	<b>\$ 20.601</b>	<b>50.210%</b>	<b>\$ 21.797</b>
<b>Total Cost Per Hour</b>		<b>\$ 78.976</b>		<b>\$ 79.476</b>		<b>\$ 80.672</b>

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 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	\$ 41.75	41.75	\$ 41.75	41.75	\$ 41.75	41.75
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.150%	\$ 0.063	0.150%	\$ 0.063	0.150%	\$ 0.063
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	1.000%	\$ 0.418	1.000%	\$ 0.418	1.000%	\$ 0.418
P H B P -- Medical	15.641%	\$ 6.530	16.838%	\$ 7.030	18.036%	\$ 7.530
Dental Plan	2.293%	\$ 0.958	2.293%	\$ 0.958	2.793%	\$ 1.166
N .E .B .F .	3.000%	\$ 1.253	3.000%	\$ 1.253	3.000%	\$ 1.253
N.E.I.B.	0.000%	\$ -	0.000%	\$ -	1.198%	\$ 0.500
Annuity	2.395%	\$ 1.000	2.395%	\$ 1.000	2.395%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.194	7.650%	\$ 3.194	7.650%	\$ 3.194
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	4.790%	\$ 2.000	4.790%	\$ 2.000	4.790%	\$ 2.000
DSP Hourly	5.988%	\$ 2.500	5.988%	\$ 2.500	5.988%	\$ 2.500
Educational & Cultural	0.711%	\$ 0.297	0.711%	\$ 0.297	0.711%	\$ 0.297
Supplemental Disability	0.311%	\$ 0.130	0.311%	\$ 0.130	0.311%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>43.931%</b>	<b>\$ 18.341</b>	<b>45.128%</b>	<b>\$ 18.841</b>	<b>48.023%</b>	<b>\$ 20.050</b>
<b>Total Cost Per Hour</b>		<b>\$ 60.091</b>		<b>\$ 60.591</b>		<b>\$ 61.800</b>

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

<b>Full Benefit Package</b>	<b>4/15/26 (at 3:31pm)</b>	<b>4/15/26 (at 3:31pm)</b>	<b>4/14/27 (at 3:31pm)</b>	<b>4/14/27 (at 3:31pm)</b>	<b>4/12/28 (at 3:31pm)</b>	<b>4/12/28 (at 3:31pm)</b>
<b>OT Rate</b>	\$ 62.63	\$ 62.63	\$ 62.63	\$ 62.63	\$ 62.63	\$ 62.63
<b>Hourly Rate</b>	\$ 41.75	\$ 41.75	\$ 41.75	\$ 41.75	\$ 41.75	\$ 41.75
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
<b>Wage and Benefit Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>JIB</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Legal Services Plan</b>	0.150%	\$ 0.063	0.150%	\$ 0.063	0.150%	\$ 0.063
<b>Apprentice</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Pension Trust</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	1.000%	\$ 0.418	1.000%	\$ 0.418	1.000%	\$ 0.418
<b>P H B P -- Medical</b>	15.641%	\$ 6.530	16.838%	\$ 7.030	18.036%	\$ 7.530
<b>Dental Plan</b>	2.293%	\$ 0.958	2.293%	\$ 0.958	2.793%	\$ 1.166
<b>N .E .B .F .</b>	3.000%	\$ 1.879	3.000%	\$ 1.879	3.000%	\$ 1.879
<b>N.E.I.B.</b>	0.000%	\$ -	0.000%	\$ -	1.198%	\$ 0.500
<b>Annuity</b>	2.395%	\$ 1.000	2.395%	\$ 1.000	2.395%	\$ 1.000
<b>DSP (401(k) Plan)</b>	7.650%	\$ 4.791	7.650%	\$ 4.791	7.650%	\$ 4.791
<b>Vacation/Holiday</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>HRA</b>	4.790%	\$ 2.000	4.790%	\$ 2.000	4.790%	\$ 2.000
<b>DSP Hourly</b>	5.988%	\$ 2.500	5.988%	\$ 2.500	5.988%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.711%	\$ 0.297	0.711%	\$ 0.297	0.711%	\$ 0.297
<b>Supplemental Disability</b>	0.311%	\$ 0.130	0.311%	\$ 0.130	0.311%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>43.931%</b>	<b>\$ 20.564</b>	<b>45.128%</b>	<b>\$ 21.064</b>	<b>48.023%</b>	<b>\$ 22.273</b>
<b>Total Cost Per Hour</b>		<b>\$ 83.189</b>		<b>\$ 83.689</b>		<b>\$ 84.898</b>

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 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	\$ 28.25	28.25	\$ 28.25	28.25	\$ 28.25	28.25
	<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	0.150%	\$ 0.042	0.150%	\$ 0.042	0.150%	\$ 0.042
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	1.000%	\$ 0.283	1.000%	\$ 0.283	1.000%	\$ 0.283
P H B P -- Medical	23.115%	\$ 6.530	24.885%	\$ 7.030	26.655%	\$ 7.530
Dental Plan	2.912%	\$ 0.823	2.912%	\$ 0.823	3.412%	\$ 0.964
N .E .B .F .	3.000%	\$ 0.848	3.000%	\$ 0.848	3.000%	\$ 0.848
N.E.I.B.	0.000%	\$ -	0.000%	\$ -	1.770%	\$ 0.500
Annuity	3.540%	\$ 1.000	3.540%	\$ 1.000	3.540%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.161	7.650%	\$ 2.161	7.650%	\$ 2.161
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	7.080%	\$ 2.000	7.080%	\$ 2.000	7.080%	\$ 2.000
DSP Hourly	8.850%	\$ 2.500	8.850%	\$ 2.500	8.850%	\$ 2.500
Educational & Cultural	0.860%	\$ 0.243	0.860%	\$ 0.243	0.860%	\$ 0.243
Supplemental Disability	0.460%	\$ 0.130	0.460%	\$ 0.130	0.460%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>58.616%</b>	<b>\$ 16.559</b>	<b>60.386%</b>	<b>\$ 17.059</b>	<b>64.426%</b>	<b>\$ 18.200</b>
<b>Total Cost Per Hour</b>		<b>\$ 44.809</b>		<b>\$ 45.309</b>		<b>\$ 46.450</b>

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 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)
OT Rate	\$ 42.38	\$ 42.38	\$ 42.38	\$ 42.38	\$ 42.38	\$ 42.38
Hourly Rate	\$ 28.25	\$ 28.25	\$ 28.25	\$ 28.25	\$ 28.25	\$ 28.25
	<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	0.150%	\$ 0.042	0.150%	\$ 0.042	0.150%	\$ 0.042
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	1.000%	\$ 0.283	1.000%	\$ 0.283	1.000%	\$ 0.283
P H B P -- Medical	23.115%	\$ 6.530	24.885%	\$ 7.030	26.655%	\$ 7.530
Dental Plan	2.912%	\$ 0.823	2.912%	\$ 0.823	3.412%	\$ 0.964
N .E .B .F .	3.000%	\$ 1.271	3.000%	\$ 1.271	3.000%	\$ 1.271
N.E.I.B.	0.000%	\$ -	0.000%	\$ -	1.770%	\$ 0.500
Annuity	3.540%	\$ 1.000	3.540%	\$ 1.000	3.540%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.242	7.650%	\$ 3.242	7.650%	\$ 3.242
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	7.080%	\$ 2.000	7.080%	\$ 2.000	7.080%	\$ 2.000
DSP Hourly	8.850%	\$ 2.500	8.850%	\$ 2.500	8.850%	\$ 2.500
Educational & Cultural	0.860%	\$ 0.243	0.860%	\$ 0.243	0.860%	\$ 0.243
Supplemental Disability	0.460%	\$ 0.130	0.460%	\$ 0.130	0.460%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>58.616%</b>	<b>\$ 18.063</b>	<b>60.386%</b>	<b>\$ 18.563</b>	<b>64.426%</b>	<b>\$ 19.705</b>
<b>Total Cost Per Hour</b>		<b>\$ 60.438</b>		<b>\$ 60.938</b>		<b>\$ 62.080</b>

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 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	\$ 31.75	31.75	\$ 31.75	31.75	\$ 31.75	31.75
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.150%	\$ 0.048	0.150%	\$ 0.048	0.150%	\$ 0.048
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	1.000%	\$ 0.318	1.000%	\$ 0.318	1.000%	\$ 0.318
P H B P -- Medical	20.567%	\$ 6.530	22.142%	\$ 7.030	23.717%	\$ 7.530
Dental Plan	2.701%	\$ 0.858	2.701%	\$ 0.858	3.201%	\$ 1.016
N .E .B .F .	3.000%	\$ 0.953	3.000%	\$ 0.953	3.000%	\$ 0.953
N.E.I.B.	0.000%	\$ -	0.000%	\$ -	1.575%	\$ 0.500
Annuity	3.150%	\$ 1.000	3.150%	\$ 1.000	3.150%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.429	7.650%	\$ 2.429	7.650%	\$ 2.429
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	6.299%	\$ 2.000	6.299%	\$ 2.000	6.299%	\$ 2.000
DSP Hourly	7.874%	\$ 2.500	7.874%	\$ 2.500	7.874%	\$ 2.500
Educational & Cultural	0.809%	\$ 0.257	0.809%	\$ 0.257	0.809%	\$ 0.257
Supplemental Disability	0.409%	\$ 0.130	0.409%	\$ 0.130	0.409%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>53.609%</b>	<b>\$ 17.021</b>	<b>55.184%</b>	<b>\$ 17.521</b>	<b>58.834%</b>	<b>\$ 18.680</b>
<b>Total Cost Per Hour</b>		<b>\$ 48.771</b>		<b>\$ 49.271</b>		<b>\$ 50.430</b>

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 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)
OT Rate	\$ 47.63	\$ 47.63	\$ 47.63	\$ 47.63	\$ 47.63	\$ 47.63
Hourly Rate	\$ 31.75	\$ 31.75	\$ 31.75	\$ 31.75	\$ 31.75	\$ 31.75
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.150%	\$ 0.048	0.150%	\$ 0.048	0.150%	\$ 0.048
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	1.000%	\$ 0.318	1.000%	\$ 0.318	1.000%	\$ 0.318
P H B P -- Medical	20.567%	\$ 6.530	22.142%	\$ 7.030	23.717%	\$ 7.530
Dental Plan	2.701%	\$ 0.858	2.701%	\$ 0.858	3.201%	\$ 1.016
N .E .B .F .	3.000%	\$ 1.429	3.000%	\$ 1.429	3.000%	\$ 1.429
N.E.I.B.	0.000%	\$ -	0.000%	\$ -	1.575%	\$ 0.500
Annuity	3.150%	\$ 1.000	3.150%	\$ 1.000	3.150%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.643	7.650%	\$ 3.643	7.650%	\$ 3.643
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	6.299%	\$ 2.000	6.299%	\$ 2.000	6.299%	\$ 2.000
DSP Hourly	7.874%	\$ 2.500	7.874%	\$ 2.500	7.874%	\$ 2.500
Educational & Cultural	0.809%	\$ 0.257	0.809%	\$ 0.257	0.809%	\$ 0.257
Supplemental Disability	0.409%	\$ 0.130	0.409%	\$ 0.130	0.409%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>53.609%</b>	<b>\$ 18.712</b>	<b>55.184%</b>	<b>\$ 19.212</b>	<b>58.834%</b>	<b>\$ 20.370</b>
<b>Total Cost Per Hour</b>		<b>\$ 66.337</b>		<b>\$ 66.837</b>		<b>\$ 67.995</b>