

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

Prevailing Wage Chart	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
	<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%	\$ 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	0.300%	\$ 0.167	0.300%	\$ 0.170	0.300%	\$ 0.176
<b>Total Rate for Benefits</b>	<b>100.917%</b>	<b>\$ 56.261</b>	<b>104.643%</b>	<b>\$ 59.385</b>	<b>103.975%</b>	<b>\$ 61.085</b>
<b>Total Cost Per Hour</b>		<b>\$ 112.011</b>		<b>\$ 116.135</b>		<b>\$ 119.835</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 04/19/2023 (at 4:01 p.m.) to 04/15/2026 (at**

<u>Prevailing Wage Chart</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>
<b>OT Rate</b>	\$ 83.63	\$ 83.63	\$ 85.13	\$ 85.13	\$ 88.13	\$ 88.13
<b>Hourly Rate</b>	\$ 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>
<b>Wage and Benefit Fund</b>	0.000%	-	0.000%	-	0.000%	-
<b>JIB</b>	0.550%	\$ 0.307	0.550%	\$ 0.312	0.550%	\$ 0.323
<b>Legal Services Plan</b>	0.000%	-	0.150%	\$ 0.085	0.150%	\$ 0.088
<b>Apprentice Percentage</b>	1.750%	\$ 0.976	1.750%	\$ 0.993	1.750%	\$ 1.028
<b>Apprentice Hourly</b>	0.448%	0.25	0.441%	0.25	0.426%	0.25
<b>P H B P -- Pension Trust</b>	13.390%	\$ 7.465	13.390%	\$ 7.599	13.390%	\$ 7.867
<b>P H B P -- Medical</b>	26.060%	\$ 14.528	26.060%	\$ 14.789	26.060%	\$ 15.310
<b>P H B P -- Medical</b>	9.417%	\$ 5.250	10.573%	\$ 6.000	10.213%	\$ 6.000
<b>Dental Plan</b>	2.140%	\$ 1.193	3.140%	\$ 1.782	3.140%	\$ 1.845
<b>N .E .B .F .</b>	3.000%	\$ 2.509	3.000%	\$ 2.554	3.000%	\$ 2.644
<b>Annuity</b>	8.072%	\$ 4.500	7.930%	\$ 4.500	7.660%	\$ 4.500
<b>HRA</b>	10.762%	\$ 6.000	12.335%	\$ 7.000	11.915%	\$ 7.000
<b>DSP Percentage</b>	23.650%	\$ 19.777	23.650%	\$ 20.132	23.650%	\$ 20.842
<b>VHUP</b>	0.108%	\$ 0.060	0.106%	\$ 0.060	0.102%	\$ 0.060
<b>Educational &amp; Cultural</b>	1.270%	\$ 0.708	1.270%	\$ 0.721	1.670%	\$ 0.981
<b>Supplemental Disability</b>	0.300%	\$ 0.251	0.300%	\$ 0.255	0.300%	\$ 0.264
<b>Total Rate for Benefits</b>	<b>100.917%</b>	<b>\$ 63.774</b>	<b>104.643%</b>	<b>\$ 67.032</b>	<b>103.975%</b>	<b>\$ 69.002</b>
<b>Total Cost Per Hour</b>		<b>\$ 147.399</b>		<b>\$ 152.157</b>		<b>\$ 157.127</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 04/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Prevailing Wage Chart	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
	<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%	\$ 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	0.300%	\$ 0.181	0.300%	\$ 0.184	0.300%	\$ 0.190
<b>Total Rate for Benefits</b>	<b>98.783%</b>	<b>\$ 59.477</b>	<b>102.319%</b>	<b>\$ 62.711</b>	<b>101.729%</b>	<b>\$ 64.547</b>
<b>Total Cost Per Hour</b>		<b>\$ 119.687</b>		<b>\$ 124.001</b>		<b>\$ 127.997</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 04/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00**

<u>Prevailing Wage Chart</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>
<b>OT Rate</b>	\$ 90.32	\$ 90.32	\$ 91.94	\$ 91.94	\$ 95.18	\$ 95.18
<b>Hourly Rate</b>	\$ 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>
<b>Wage and Benefit Fund</b>	0.000%	-	0.000%	-	0.000%	-
<b>JIB</b>	0.550%	\$ 0.331	0.550%	\$ 0.337	0.550%	\$ 0.349
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.092	0.150%	\$ 0.095
<b>Apprentice Percentage</b>	1.750%	\$ 1.054	1.750%	\$ 1.073	1.750%	\$ 1.110
<b>Apprentice Hourly</b>	0.415%	0.25	0.408%	0.25	0.394%	0.25
<b>P H B P -- Pension Trust</b>	13.390%	\$ 8.062	13.390%	\$ 8.207	13.390%	\$ 8.496
<b>P H B P -- Medical</b>	26.060%	\$ 15.691	26.060%	\$ 15.972	26.060%	\$ 16.535
<b>P H B P -- Medical</b>	8.719%	\$ 5.250	9.790%	\$ 6.000	9.456%	\$ 6.000
<b>Dental Plan</b>	2.140%	\$ 1.288	3.140%	\$ 1.925	3.140%	\$ 1.992
<b>N .E .B .F .</b>	3.000%	\$ 2.709	3.000%	\$ 2.758	3.000%	\$ 2.855
<b>Annuity</b>	7.474%	\$ 4.500	7.342%	\$ 4.500	7.092%	\$ 4.500
<b>HRA</b>	9.965%	\$ 6.000	11.421%	\$ 7.000	11.032%	\$ 7.000
<b>DSP Percentage</b>	23.650%	\$ 21.359	23.650%	\$ 21.743	23.650%	\$ 22.509
<b>VHUP</b>	0.100%	\$ 0.060	0.098%	\$ 0.060	0.095%	\$ 0.060
<b>Educational &amp; Cultural</b>	1.270%	\$ 0.765	1.270%	\$ 0.778	1.670%	\$ 1.060
<b>Supplemental Disability</b>	0.300%	\$ 0.271	0.300%	\$ 0.276	0.300%	\$ 0.286
<b>Total Rate for Benefits</b>	<b>98.783%</b>	<b>\$ 67.591</b>	<b>102.319%</b>	<b>\$ 70.970</b>	<b>101.729%</b>	<b>\$ 73.097</b>
<b>Total Cost Per Hour</b>		<b>\$ 157.906</b>		<b>\$ 162.905</b>		<b>\$ 168.272</b>

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

<u>Prevailing Wage Chart</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>
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%	\$ 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	0.300%	\$ 0.187	0.300%	\$ 0.191	0.300%	\$ 0.197
<b>Total Rate for Benefits</b>	<b>97.831%</b>	<b>\$ 61.085</b>	<b>101.281%</b>	<b>\$ 64.374</b>	<b>100.727%</b>	<b>\$ 66.278</b>
<b>Total Cost Per Hour</b>		<b>\$ 123.525</b>		<b>\$ 127.934</b>		<b>\$ 132.078</b>

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

<u>Prevailing Wage Chart</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>
<b>OT Rate</b>	\$ 93.66	\$ 93.66	\$ 95.34	\$ 95.34	\$ 98.70	\$ 98.70
<b>Hourly Rate</b>	\$ 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>
<b>Wage and Benefit Fund</b>	0.000%	-	0.000%	-	0.000%	-
<b>JIB</b>	0.550%	\$ 0.343	0.550%	\$ 0.350	0.550%	\$ 0.362
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.095	0.150%	\$ 0.099
<b>Apprentice Percentage</b>	1.750%	\$ 1.093	1.750%	\$ 1.112	1.750%	\$ 1.152
<b>Apprentice Hourly</b>	0.400%	0.25	0.393%	0.25	0.380%	0.25
<b>P H B P -- Pension Trust</b>	13.390%	\$ 8.361	13.390%	\$ 8.511	13.390%	\$ 8.811
<b>P H B P -- Medical</b>	26.060%	\$ 16.272	26.060%	\$ 16.564	26.060%	\$ 17.147
<b>P H B P -- Medical</b>	8.408%	\$ 5.250	9.440%	\$ 6.000	9.119%	\$ 6.000
<b>Dental Plan</b>	2.140%	\$ 1.336	3.140%	\$ 1.996	3.140%	\$ 2.066
<b>N .E .B .F .</b>	3.000%	\$ 2.810	3.000%	\$ 2.860	3.000%	\$ 2.961
<b>Annuity</b>	7.207%	\$ 4.500	7.080%	\$ 4.500	6.839%	\$ 4.500
<b>HRA</b>	9.609%	\$ 6.000	11.013%	\$ 7.000	10.638%	\$ 7.000
<b>DSP Percentage</b>	23.650%	\$ 22.151	23.650%	\$ 22.548	23.650%	\$ 23.343
<b>VHUP</b>	0.096%	\$ 0.060	0.094%	\$ 0.060	0.091%	\$ 0.060
<b>Educational &amp; Cultural</b>	1.270%	\$ 0.793	1.270%	\$ 0.807	1.670%	\$ 1.099
<b>Supplemental Disability</b>	0.300%	\$ 0.281	0.300%	\$ 0.286	0.300%	\$ 0.296
<b>Total Rate for Benefits</b>	<b>97.831%</b>	<b>\$ 69.499</b>	<b>101.281%</b>	<b>\$ 72.939</b>	<b>100.727%</b>	<b>\$ 75.145</b>
<b>Total Cost Per Hour</b>		<b>\$ 163.159</b>		<b>\$ 168.279</b>		<b>\$ 173.845</b>