

Teledata 1st year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014  
**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>1/1/2025</b>	<b>1/1/2025</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>Hourly Rate</b>	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
	<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>New%Contr</b>	<b>Dollar Equiv</b>
<b>Wage and Benefit Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>JIB</b>	0.250%	\$ 0.040	0.250%	\$ 0.040	0.250%	\$ 0.041	0.250%	\$ 0.041
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.025	0.150%	\$ 0.025
<b>Apprentice Percentage</b>	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.289	1.750%	\$ 0.289
<b>Apprentice Hourly</b>	1.563%	0.25	1.563%	0.25	1.515%	0.25	1.515%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 2.016	12.220%	\$ 2.016
<b>P H B P -- Medical</b>	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.995	24.210%	\$ 3.995
<b>P H B P -- Medical</b>	0.000%	\$ -	4.688%	\$ 0.750	4.545%	\$ 0.750	4.545%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.502	3.040%	\$ 0.502
<b>N . E . B . F .</b>	3.000%	\$ 0.480	3.000%	\$ 0.480	3.000%	\$ 0.495	3.000%	\$ 0.495
<b>Annuity</b>	4.688%	\$ 0.750	4.688%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
<b>HRA</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>DSP Percentage</b>	20.650%	\$ 3.304	20.650%	\$ 3.304	20.650%	\$ 3.407	20.650%	\$ 3.407
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.163	1.020%	\$ 0.163	1.020%	\$ 0.168	1.420%	\$ 0.234
<b>Supplemental Disability</b>	0.500%	\$ 0.080	0.500%	\$ 0.080	0.500%	\$ 0.083	0.500%	\$ 0.083
<b>Total Rate For Benefits</b>	<b>72.890%</b>	<b>\$ 11.662</b>	<b>77.728%</b>	<b>\$ 12.436</b>	<b>77.396%</b>	<b>\$ 12.770</b>	<b>79.311%</b>	<b>\$ 13.086</b>
<b>Total Cost Per Hour</b>		<b>\$ 27.662</b>		<b>\$ 28.436</b>		<b>\$ 29.270</b>		<b>\$ 29.586</b>

Teledata 1st year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014  
**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>1/1/2025</b>	<b>1/1/2025</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75
<b>Hourly Rate</b>	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
	<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>New%Contr</b>	<b>Dollar Equiv</b>
<b>Wage and Benefit Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>JIB</b>	0.250%	\$ 0.040	0.250%	\$ 0.040	0.250%	\$ 0.041	0.250%	\$ 0.041
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.025	0.150%	\$ 0.025
<b>Apprentice Percentage</b>	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.289	1.750%	\$ 0.289
<b>Apprentice Hourly</b>	1.563%	0.25	1.563%	0.25	1.515%	0.25	1.515%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 2.016	12.220%	\$ 2.016
<b>P H B P -- Medical</b>	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.995	24.210%	\$ 3.995
<b>P H B P -- Medical</b>	0.000%	\$ -	4.688%	\$ 0.750	4.545%	\$ 0.750	4.545%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.502	3.040%	\$ 0.502
<b>N . E . B . F .</b>	3.000%	\$ 0.720	3.000%	\$ 0.720	3.000%	\$ 0.743	3.000%	\$ 0.743
<b>Annuity</b>	4.688%	\$ 0.750	4.688%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
<b>HRA</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>DSP Percentage</b>	20.650%	\$ 4.956	20.650%	\$ 4.956	20.650%	\$ 5.111	20.650%	\$ 5.111
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.163	1.020%	\$ 0.163	1.020%	\$ 0.168	1.420%	\$ 0.234
<b>Supplemental Disability</b>	0.500%	\$ 0.120	0.500%	\$ 0.120	0.500%	\$ 0.124	0.500%	\$ 0.124
<b>Total Rate For Benefits</b>	<b>72.890%</b>	<b>\$ 13.594</b>	<b>77.728%</b>	<b>\$ 14.368</b>	<b>77.396%</b>	<b>\$ 14.763</b>	<b>79.311%</b>	<b>\$ 15.079</b>
<b>Total Cost Per Hour</b>		<b>\$ 37.594</b>		<b>\$ 38.368</b>		<b>\$ 39.513</b>		<b>\$ 39.829</b>

Teledata 2nd year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
Hourly Rate	\$ 17.00	17.00	\$ 17.00	17.00	\$ 17.00	17.00
	<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%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.471%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
P H B P -- Medical	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
P H B P -- Medical	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
N.E.B.F.	3.000%	\$ 0.510	3.000%	\$ 0.510	3.000%	\$ 0.510
Annuity	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
HRA	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
DSP Percentage	20.650%	\$ 3.511	20.650%	\$ 3.511	20.650%	\$ 3.511
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
Supplemental Disability	0.500%	\$ 0.085	0.500%	\$ 0.085	0.500%	\$ 0.085
<b>Total Rate For Benefits</b>	<b>84.287%</b>	<b>\$ 14.329</b>	<b>88.849%</b>	<b>\$ 15.104</b>	<b>93.661%</b>	<b>\$ 15.922</b>
<b>Total Cost Per Hour</b>		<b>\$ 31.329</b>		<b>\$ 32.104</b>		<b>\$ 32.922</b>

Teledata 2nd year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50
<b>Hourly Rate</b>	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00
	<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>	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
<b>Apprentice Percentage</b>	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
<b>Apprentice Hourly</b>	1.471%	0.25	1.471%	0.25	1.471%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
<b>P H B P -- Medical</b>	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
<b>P H B P -- Medical</b>	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
<b>N.E .B .F .</b>	3.000%	\$ 0.765	3.000%	\$ 0.765	3.000%	\$ 0.765
<b>Annuity</b>	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
<b>HRA</b>	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
<b>DSP Percentage</b>	20.650%	\$ 5.266	20.650%	\$ 5.266	20.650%	\$ 5.266
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
<b>Supplemental Disability</b>	0.500%	\$ 0.128	0.500%	\$ 0.128	0.500%	\$ 0.128
<b>Total Rate For Benefits</b>	<b>84.287%</b>	<b>\$ 16.382</b>	<b>88.849%</b>	<b>\$ 17.157</b>	<b>93.661%</b>	<b>\$ 17.975</b>
<b>Total Cost Per Hour</b>		<b>\$ 41.882</b>		<b>\$ 42.657</b>		<b>\$ 43.475</b>

Teledata 3rd year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
Hourly Rate	\$ 19.00	19.00	\$ 19.00	19.00	\$ 19.00	19.00
	<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%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.316%	0.25	1.316%	0.25	1.316%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
P H B P -- Medical	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
P H B P -- Medical	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
N.E .B .F .	3.000%	\$ 0.570	3.000%	\$ 0.570	3.000%	\$ 0.570
Annuity	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
HRA	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
DSP Percentage	20.650%	\$ 3.924	20.650%	\$ 3.924	20.650%	\$ 3.924
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
Supplemental Disability	0.500%	\$ 0.095	0.500%	\$ 0.095	0.500%	\$ 0.095
<b>Total Rate For Benefits</b>	<b>82.429%</b>	<b>\$ 15.662</b>	<b>86.527%</b>	<b>\$ 16.440</b>	<b>90.874%</b>	<b>\$ 17.266</b>
<b>Total Cost Per Hour</b>		<b>\$ 34.662</b>		<b>\$ 35.440</b>		<b>\$ 36.266</b>

Teledata 3rd year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50
<b>Hourly Rate</b>	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00
	<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>	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
<b>Apprentice Percentage</b>	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
<b>Apprentice Hourly</b>	1.316%	0.25	1.316%	0.25	1.316%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
<b>P H B P -- Medical</b>	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
<b>P H B P -- Medical</b>	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
<b>N .E .B .F .</b>	3.000%	\$ 0.855	3.000%	\$ 0.855	3.000%	\$ 0.855
<b>Annuity</b>	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
<b>HRA</b>	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
<b>DSP Percentage</b>	20.650%	\$ 5.885	20.650%	\$ 5.885	20.650%	\$ 5.885
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
<b>Supplemental Disability</b>	0.500%	\$ 0.143	0.500%	\$ 0.143	0.500%	\$ 0.143
<b>Total Rate For Benefits</b>	<b>82.429%</b>	<b>\$ 17.956</b>	<b>86.527%</b>	<b>\$ 18.734</b>	<b>90.874%</b>	<b>\$ 19.560</b>
<b>Total Cost Per Hour</b>		<b>\$ 46.456</b>		<b>\$ 47.234</b>		<b>\$ 48.060</b>

Teledata 4th year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
Hourly Rate	\$ 21.00	21.00	\$ 21.00	21.00	\$ 21.00	21.00
	<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%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
Apprentice Percentage	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
Apprentice Hourly	1.190%	0.25	1.190%	0.25	1.190%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
P H B P -- Medical	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
P H B P -- Medical	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
Dental Plan	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
N.E .B .F .	3.000%	\$ 0.630	3.000%	\$ 0.630	3.000%	\$ 0.630
Annuity	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
HRA	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
DSP Percentage	20.650%	\$ 4.337	20.650%	\$ 4.337	20.650%	\$ 4.337
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
Supplemental Disability	0.500%	\$ 0.105	0.500%	\$ 0.105	0.500%	\$ 0.105
<b>Total Rate For Benefits</b>	<b>80.926%</b>	<b>\$ 16.994</b>	<b>84.647%</b>	<b>\$ 17.776</b>	<b>88.619%</b>	<b>\$ 18.610</b>
<b>Total Cost Per Hour</b>		<b>\$ 37.994</b>		<b>\$ 38.776</b>		<b>\$ 39.610</b>

Teledata 4th year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50
<b>Hourly Rate</b>	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00
	<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>	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
<b>Apprentice Percentage</b>	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
<b>Apprentice Hourly</b>	1.190%	0.25	1.190%	0.25	1.190%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
<b>P H B P -- Medical</b>	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
<b>P H B P -- Medical</b>	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
<b>N .E .B .F .</b>	3.000%	\$ 0.945	3.000%	\$ 0.945	3.000%	\$ 0.945
<b>Annuity</b>	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
<b>HRA</b>	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
<b>DSP Percentage</b>	20.650%	\$ 6.505	20.650%	\$ 6.505	20.650%	\$ 6.505
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
<b>Supplemental Disability</b>	0.500%	\$ 0.158	0.500%	\$ 0.158	0.500%	\$ 0.158
<b>Total Rate For Benefits</b>	<b>80.926%</b>	<b>\$ 19.530</b>	<b>84.647%</b>	<b>\$ 20.312</b>	<b>88.619%</b>	<b>\$ 21.146</b>
<b>Total Cost Per Hour</b>		<b>\$ 51.030</b>		<b>\$ 51.812</b>		<b>\$ 52.646</b>

Inside Wireman 1st year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014  
**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>1/1/2025</b>	<b>1/1/2025</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>Hourly Rate</b>	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
	<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>New%Contr</b>	<b>Dollar Equiv</b>
<b>Wage and Benefit Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>JIB</b>	0.250%	\$ 0.040	0.250%	\$ 0.040	0.250%	\$ 0.041	0.250%	\$ 0.041
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.025	0.150%	\$ 0.025
<b>Apprentice Percentage</b>	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.289	1.750%	\$ 0.289
<b>Apprentice Hourly</b>	1.563%	0.25	1.563%	0.25	1.515%	0.25	1.515%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 2.016	12.220%	\$ 2.016
<b>P H B P -- Medical</b>	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.995	24.210%	\$ 3.995
<b>P H B P -- Medical</b>	0.000%	\$ -	4.688%	\$ 0.750	4.545%	\$ 0.750	4.545%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.502	3.040%	\$ 0.502
<b>N . E . B . F .</b>	3.000%	\$ 0.480	3.000%	\$ 0.480	3.000%	\$ 0.495	3.000%	\$ 0.495
<b>Annuity</b>	4.688%	\$ 0.750	4.688%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
<b>HRA</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>DSP Percentage</b>	20.650%	\$ 3.304	20.650%	\$ 3.304	20.650%	\$ 3.407	20.650%	\$ 3.407
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.163	1.020%	\$ 0.163	1.020%	\$ 0.168	1.420%	\$ 0.234
<b>Supplemental Disability</b>	0.500%	\$ 0.080	0.500%	\$ 0.080	0.500%	\$ 0.083	0.500%	\$ 0.083
<b>Total Rate For Benefits</b>	<b>72.890%</b>	<b>\$ 11.662</b>	<b>77.728%</b>	<b>\$ 12.436</b>	<b>77.396%</b>	<b>\$ 12.770</b>	<b>79.311%</b>	<b>\$ 13.086</b>
<b>Total Cost Per Hour</b>		<b>\$ 27.662</b>		<b>\$ 28.436</b>		<b>\$ 29.270</b>		<b>\$ 29.586</b>

Inside Wireman 1st year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014  
**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>1/1/2025</b>	<b>1/1/2025</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75
<b>Hourly Rate</b>	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
	<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>New%Contr</b>	<b>Dollar Equiv</b>
<b>Wage and Benefit Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>JIB</b>	0.250%	\$ 0.040	0.250%	\$ 0.040	0.250%	\$ 0.041	0.250%	\$ 0.041
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.025	0.150%	\$ 0.025
<b>Apprentice Percentage</b>	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.289	1.750%	\$ 0.289
<b>Apprentice Hourly</b>	1.563%	0.25	1.563%	0.25	1.515%	0.25	1.515%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 2.016	12.220%	\$ 2.016
<b>P H B P -- Medical</b>	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.995	24.210%	\$ 3.995
<b>P H B P -- Medical</b>	0.000%	\$ -	4.688%	\$ 0.750	4.545%	\$ 0.750	4.545%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.502	3.040%	\$ 0.502
<b>N . E . B . F .</b>	3.000%	\$ 0.720	3.000%	\$ 0.720	3.000%	\$ 0.743	3.000%	\$ 0.743
<b>Annuity</b>	4.688%	\$ 0.750	4.688%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
<b>HRA</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>DSP Percentage</b>	20.650%	\$ 4.956	20.650%	\$ 4.956	20.650%	\$ 5.111	20.650%	\$ 5.111
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.163	1.020%	\$ 0.163	1.020%	\$ 0.168	1.420%	\$ 0.234
<b>Supplemental Disability</b>	0.500%	\$ 0.120	0.500%	\$ 0.120	0.500%	\$ 0.124	0.500%	\$ 0.124
<b>Total Rate For Benefits</b>	<b>72.890%</b>	<b>\$ 13.594</b>	<b>77.728%</b>	<b>\$ 14.368</b>	<b>77.396%</b>	<b>\$ 14.763</b>	<b>79.311%</b>	<b>\$ 15.079</b>
<b>Total Cost Per Hour</b>		<b>\$ 37.594</b>		<b>\$ 38.368</b>		<b>\$ 39.513</b>		<b>\$ 39.829</b>

Inside Wireman 2nd year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
Hourly Rate	\$ 17.00	17.00	\$ 17.00	17.00	\$ 17.00	17.00
	<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%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.471%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
P H B P -- Medical	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
P H B P -- Medical	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
N.E .B .F .	3.000%	\$ 0.510	3.000%	\$ 0.510	3.000%	\$ 0.510
Annuity	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
HRA	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
DSP Percentage	20.650%	\$ 3.511	20.650%	\$ 3.511	20.650%	\$ 3.511
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
Supplemental Disability	0.500%	\$ 0.085	0.500%	\$ 0.085	0.500%	\$ 0.085
<b>Total Rate For Benefits</b>	<b>84.287%</b>	<b>\$ 14.329</b>	<b>88.849%</b>	<b>\$ 15.104</b>	<b>93.661%</b>	<b>\$ 15.922</b>
<b>Total Cost Per Hour</b>		<b>\$ 31.329</b>		<b>\$ 32.104</b>		<b>\$ 32.922</b>

Inside Wireman 2nd year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50
<b>Hourly Rate</b>	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00
	<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>	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
<b>Apprentice Percentage</b>	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
<b>Apprentice Hourly</b>	1.471%	0.25	1.471%	0.25	1.471%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
<b>P H B P -- Medical</b>	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
<b>P H B P -- Medical</b>	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
<b>N.E .B .F .</b>	3.000%	\$ 0.765	3.000%	\$ 0.765	3.000%	\$ 0.765
<b>Annuity</b>	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
<b>HRA</b>	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
<b>DSP Percentage</b>	20.650%	\$ 5.266	20.650%	\$ 5.266	20.650%	\$ 5.266
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
<b>Supplemental Disability</b>	0.500%	\$ 0.128	0.500%	\$ 0.128	0.500%	\$ 0.128
<b>Total Rate For Benefits</b>	<b>84.287%</b>	<b>\$ 16.382</b>	<b>88.849%</b>	<b>\$ 17.157</b>	<b>93.661%</b>	<b>\$ 17.975</b>
<b>Total Cost Per Hour</b>		<b>\$ 41.882</b>		<b>\$ 42.657</b>		<b>\$ 43.475</b>

Inside Wireman 3rd year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
Hourly Rate	\$ 19.00	19.00	\$ 19.00	19.00	\$ 19.00	19.00
	<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%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.316%	0.25	1.316%	0.25	1.316%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
P H B P -- Medical	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
P H B P -- Medical	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
N.E .B .F .	3.000%	\$ 0.570	3.000%	\$ 0.570	3.000%	\$ 0.570
Annuity	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
HRA	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
DSP Percentage	20.650%	\$ 3.924	20.650%	\$ 3.924	20.650%	\$ 3.924
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
Supplemental Disability	0.500%	\$ 0.095	0.500%	\$ 0.095	0.500%	\$ 0.095
<b>Total Rate For Benefits</b>	<b>82.429%</b>	<b>\$ 15.662</b>	<b>86.527%</b>	<b>\$ 16.440</b>	<b>90.874%</b>	<b>\$ 17.266</b>
<b>Total Cost Per Hour</b>		<b>\$ 34.662</b>		<b>\$ 35.440</b>		<b>\$ 36.266</b>

Inside Wireman 3rd year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50
<b>Hourly Rate</b>	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00
	<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>	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
<b>Apprentice Percentage</b>	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
<b>Apprentice Hourly</b>	1.316%	0.25	1.316%	0.25	1.316%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
<b>P H B P -- Medical</b>	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
<b>P H B P -- Medical</b>	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
<b>N.E .B .F .</b>	3.000%	\$ 0.855	3.000%	\$ 0.855	3.000%	\$ 0.855
<b>Annuity</b>	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
<b>HRA</b>	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
<b>DSP Percentage</b>	20.650%	\$ 5.885	20.650%	\$ 5.885	20.650%	\$ 5.885
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
<b>Supplemental Disability</b>	0.500%	\$ 0.143	0.500%	\$ 0.143	0.500%	\$ 0.143
<b>Total Rate For Benefits</b>	<b>82.429%</b>	<b>\$ 17.956</b>	<b>86.527%</b>	<b>\$ 18.734</b>	<b>90.874%</b>	<b>\$ 19.560</b>
<b>Total Cost Per Hour</b>		<b>\$ 46.456</b>		<b>\$ 47.234</b>		<b>\$ 48.060</b>

Inside Wireman 4th year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
Hourly Rate	\$ 21.00	21.00	\$ 21.00	21.00	\$ 21.00	21.00
	<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%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
Apprentice Percentage	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
Apprentice Hourly	1.190%	0.25	1.190%	0.25	1.190%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
P H B P -- Medical	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
P H B P -- Medical	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
Dental Plan	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
N.E .B .F .	3.000%	\$ 0.630	3.000%	\$ 0.630	3.000%	\$ 0.630
Annuity	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
HRA	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
DSP Percentage	20.650%	\$ 4.337	20.650%	\$ 4.337	20.650%	\$ 4.337
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
Supplemental Disability	0.500%	\$ 0.105	0.500%	\$ 0.105	0.500%	\$ 0.105
<b>Total Rate For Benefits</b>	<b>80.926%</b>	<b>\$ 16.994</b>	<b>84.647%</b>	<b>\$ 17.776</b>	<b>88.619%</b>	<b>\$ 18.610</b>
<b>Total Cost Per Hour</b>		<b>\$ 37.994</b>		<b>\$ 38.776</b>		<b>\$ 39.610</b>

Inside Wireman 4th year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50
<b>Hourly Rate</b>	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00
	<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>	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
<b>Apprentice Percentage</b>	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
<b>Apprentice Hourly</b>	1.190%	0.25	1.190%	0.25	1.190%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
<b>P H B P -- Medical</b>	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
<b>P H B P -- Medical</b>	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
<b>N.E .B .F .</b>	3.000%	\$ 0.945	3.000%	\$ 0.945	3.000%	\$ 0.945
<b>Annuity</b>	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
<b>HRA</b>	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
<b>DSP Percentage</b>	20.650%	\$ 6.505	20.650%	\$ 6.505	20.650%	\$ 6.505
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
<b>Supplemental Disability</b>	0.500%	\$ 0.158	0.500%	\$ 0.158	0.500%	\$ 0.158
<b>Total Rate For Benefits</b>	<b>80.926%</b>	<b>\$ 19.530</b>	<b>84.647%</b>	<b>\$ 20.312</b>	<b>88.619%</b>	<b>\$ 21.146</b>
<b>Total Cost Per Hour</b>		<b>\$ 51.030</b>		<b>\$ 51.812</b>		<b>\$ 52.646</b>

1st Term 1st Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014  
**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>1/1/2025</b>	<b>1/1/2025</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>Hourly Rate</b>	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
	<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>New%Contr</b>	<b>Dollar Equiv</b>
<b>Wage and Benefit Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>JIB</b>	0.250%	\$ 0.040	0.250%	\$ 0.040	0.250%	\$ 0.041	0.250%	\$ 0.041
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.025	0.150%	\$ 0.025
<b>Apprentice Percentage</b>	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.289	1.750%	\$ 0.289
<b>Apprentice Hourly</b>	1.563%	0.25	1.563%	0.25	1.515%	0.25	1.515%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 2.016	12.220%	\$ 2.016
<b>P H B P -- Medical</b>	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.995	24.210%	\$ 3.995
<b>P H B P -- Medical</b>	0.000%	\$ -	4.688%	\$ 0.750	4.545%	\$ 0.750	4.545%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.502	3.040%	\$ 0.502
<b>N . E . B . F .</b>	3.000%	\$ 0.480	3.000%	\$ 0.480	3.000%	\$ 0.495	3.000%	\$ 0.495
<b>Annuity</b>	4.688%	\$ 0.750	4.688%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
<b>HRA</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>DSP Percentage</b>	20.650%	\$ 3.304	20.650%	\$ 3.304	20.650%	\$ 3.407	20.650%	\$ 3.407
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.163	1.020%	\$ 0.163	1.020%	\$ 0.168	1.420%	\$ 0.234
<b>Supplemental Disability</b>	0.500%	\$ 0.080	0.500%	\$ 0.080	0.500%	\$ 0.083	0.500%	\$ 0.083
<b>Total Rate For Benefits</b>	<b>72.890%</b>	<b>\$ 11.662</b>	<b>77.728%</b>	<b>\$ 12.436</b>	<b>77.396%</b>	<b>\$ 12.770</b>	<b>79.311%</b>	<b>\$ 13.086</b>
<b>Total Cost Per Hour</b>		<b>\$ 27.662</b>		<b>\$ 28.436</b>		<b>\$ 29.270</b>		<b>\$ 29.586</b>

1st Term 1st Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014  
**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>1/1/2025</b>	<b>1/1/2025</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75
<b>Hourly Rate</b>	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
	<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>New%Contr</b>	<b>Dollar Equiv</b>
<b>Wage and Benefit Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>JIB</b>	0.250%	\$ 0.040	0.250%	\$ 0.040	0.250%	\$ 0.041	0.250%	\$ 0.041
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.025	0.150%	\$ 0.025
<b>Apprentice Percentage</b>	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.289	1.750%	\$ 0.289
<b>Apprentice Hourly</b>	1.563%	0.25	1.563%	0.25	1.515%	0.25	1.515%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 2.016	12.220%	\$ 2.016
<b>P H B P -- Medical</b>	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.995	24.210%	\$ 3.995
<b>P H B P -- Medical</b>	0.000%	\$ -	4.688%	\$ 0.750	4.545%	\$ 0.750	4.545%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.502	3.040%	\$ 0.502
<b>N . E . B . F .</b>	3.000%	\$ 0.720	3.000%	\$ 0.720	3.000%	\$ 0.743	3.000%	\$ 0.743
<b>Annuity</b>	4.688%	\$ 0.750	4.688%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
<b>HRA</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>DSP Percentage</b>	20.650%	\$ 4.956	20.650%	\$ 4.956	20.650%	\$ 5.111	20.650%	\$ 5.111
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.163	1.020%	\$ 0.163	1.020%	\$ 0.168	1.420%	\$ 0.234
<b>Supplemental Disability</b>	0.500%	\$ 0.120	0.500%	\$ 0.120	0.500%	\$ 0.124	0.500%	\$ 0.124
<b>Total Rate For Benefits</b>	<b>72.890%</b>	<b>\$ 13.594</b>	<b>77.728%</b>	<b>\$ 14.368</b>	<b>77.396%</b>	<b>\$ 14.763</b>	<b>79.311%</b>	<b>\$ 15.079</b>
<b>Total Cost Per Hour</b>		<b>\$ 37.594</b>		<b>\$ 38.368</b>		<b>\$ 39.513</b>		<b>\$ 39.829</b>

2nd Term 1st Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
Hourly Rate	\$ 17.00	17.00	\$ 17.00	17.00	\$ 17.00	17.00
	<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%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.471%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
P H B P -- Medical	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
P H B P -- Medical	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
N.E .B .F .	3.000%	\$ 0.510	3.000%	\$ 0.510	3.000%	\$ 0.510
Annuity	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
HRA	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
DSP Percentage	20.650%	\$ 3.511	20.650%	\$ 3.511	20.650%	\$ 3.511
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
Supplemental Disability	0.500%	\$ 0.085	0.500%	\$ 0.085	0.500%	\$ 0.085
<b>Total Rate For Benefits</b>	<b>84.287%</b>	<b>\$ 14.329</b>	<b>88.849%</b>	<b>\$ 15.104</b>	<b>93.661%</b>	<b>\$ 15.922</b>
<b>Total Cost Per Hour</b>		<b>\$ 31.329</b>		<b>\$ 32.104</b>		<b>\$ 32.922</b>

2nd Term 1st Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50
<b>Hourly Rate</b>	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00
	<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>	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
<b>Apprentice Percentage</b>	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
<b>Apprentice Hourly</b>	1.471%	0.25	1.471%	0.25	1.471%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
<b>P H B P -- Medical</b>	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
<b>P H B P -- Medical</b>	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
<b>N.E.B.F.</b>	3.000%	\$ 0.765	3.000%	\$ 0.765	3.000%	\$ 0.765
<b>Annuity</b>	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
<b>HRA</b>	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
<b>DSP Percentage</b>	20.650%	\$ 5.266	20.650%	\$ 5.266	20.650%	\$ 5.266
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
<b>Supplemental Disability</b>	0.500%	\$ 0.128	0.500%	\$ 0.128	0.500%	\$ 0.128
<b>Total Rate For Benefits</b>	<b>84.287%</b>	<b>\$ 16.382</b>	<b>88.849%</b>	<b>\$ 17.157</b>	<b>93.661%</b>	<b>\$ 17.975</b>
<b>Total Cost Per Hour</b>		<b>\$ 41.882</b>		<b>\$ 42.657</b>		<b>\$ 43.475</b>

3rd Term 1st Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
Hourly Rate	\$ 19.00	19.00	\$ 19.00	19.00	\$ 19.00	19.00
	<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%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.316%	0.25	1.316%	0.25	1.316%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
P H B P -- Medical	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
P H B P -- Medical	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
N.E .B .F .	3.000%	\$ 0.570	3.000%	\$ 0.570	3.000%	\$ 0.570
Annuity	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
HRA	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
DSP Percentage	20.650%	\$ 3.924	20.650%	\$ 3.924	20.650%	\$ 3.924
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
Supplemental Disability	0.500%	\$ 0.095	0.500%	\$ 0.095	0.500%	\$ 0.095
<b>Total Rate For Benefits</b>	<b>82.429%</b>	<b>\$ 15.662</b>	<b>86.527%</b>	<b>\$ 16.440</b>	<b>90.874%</b>	<b>\$ 17.266</b>
<b>Total Cost Per Hour</b>		<b>\$ 34.662</b>		<b>\$ 35.440</b>		<b>\$ 36.266</b>

3rd Term 1st Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50
<b>Hourly Rate</b>	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00
	<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>	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
<b>Apprentice Percentage</b>	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
<b>Apprentice Hourly</b>	1.316%	0.25	1.316%	0.25	1.316%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
<b>P H B P -- Medical</b>	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
<b>P H B P -- Medical</b>	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
<b>N.E.B.F.</b>	3.000%	\$ 0.855	3.000%	\$ 0.855	3.000%	\$ 0.855
<b>Annuity</b>	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
<b>HRA</b>	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
<b>DSP Percentage</b>	20.650%	\$ 5.885	20.650%	\$ 5.885	20.650%	\$ 5.885
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
<b>Supplemental Disability</b>	0.500%	\$ 0.143	0.500%	\$ 0.143	0.500%	\$ 0.143
<b>Total Rate For Benefits</b>	<b>82.429%</b>	<b>\$ 17.956</b>	<b>86.527%</b>	<b>\$ 18.734</b>	<b>90.874%</b>	<b>\$ 19.560</b>
<b>Total Cost Per Hour</b>		<b>\$ 46.456</b>		<b>\$ 47.234</b>		<b>\$ 48.060</b>

4th Term 1st Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
Hourly Rate	\$ 21.00	21.00	\$ 21.00	21.00	\$ 21.00	21.00
	<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%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
Apprentice Percentage	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
Apprentice Hourly	1.190%	0.25	1.190%	0.25	1.190%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
P H B P -- Medical	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
P H B P -- Medical	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
Dental Plan	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
N.E .B .F .	3.000%	\$ 0.630	3.000%	\$ 0.630	3.000%	\$ 0.630
Annuity	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
HRA	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
DSP Percentage	20.650%	\$ 4.337	20.650%	\$ 4.337	20.650%	\$ 4.337
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
Supplemental Disability	0.500%	\$ 0.105	0.500%	\$ 0.105	0.500%	\$ 0.105
<b>Total Rate For Benefits</b>	<b>80.926%</b>	<b>\$ 16.994</b>	<b>84.647%</b>	<b>\$ 17.776</b>	<b>88.619%</b>	<b>\$ 18.610</b>
<b>Total Cost Per Hour</b>		<b>\$ 37.994</b>		<b>\$ 38.776</b>		<b>\$ 39.610</b>

4th Term 1st Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50
<b>Hourly Rate</b>	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00
	<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>	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
<b>Apprentice Percentage</b>	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
<b>Apprentice Hourly</b>	1.190%	0.25	1.190%	0.25	1.190%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
<b>P H B P -- Medical</b>	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
<b>P H B P -- Medical</b>	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
<b>N.E.B.F.</b>	3.000%	\$ 0.945	3.000%	\$ 0.945	3.000%	\$ 0.945
<b>Annuity</b>	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
<b>HRA</b>	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
<b>DSP Percentage</b>	20.650%	\$ 6.505	20.650%	\$ 6.505	20.650%	\$ 6.505
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
<b>Supplemental Disability</b>	0.500%	\$ 0.158	0.500%	\$ 0.158	0.500%	\$ 0.158
<b>Total Rate For Benefits</b>	<b>80.926%</b>	<b>\$ 19.530</b>	<b>84.647%</b>	<b>\$ 20.312</b>	<b>88.619%</b>	<b>\$ 21.146</b>
<b>Total Cost Per Hour</b>		<b>\$ 51.030</b>		<b>\$ 51.812</b>		<b>\$ 52.646</b>

1st Term 2nd Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
Hourly Rate	\$ 16.50	16.50	\$ 16.50	16.50	\$ 16.50	16.50
	<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%	\$ 0.041	0.250%	\$ 0.041	0.250%	\$ 0.041
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.025	0.150%	\$ 0.025
Apprentice Percentage	1.750%	\$ 0.289	1.750%	\$ 0.289	1.750%	\$ 0.289
Apprentice Hourly	1.515%	0.25	1.515%	0.25	1.515%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.016	12.220%	\$ 2.016	12.220%	\$ 2.016
P H B P -- Medical	24.210%	\$ 3.995	24.210%	\$ 3.995	24.210%	\$ 3.995
P H B P -- Medical	0.000%	\$ -	4.545%	\$ 0.750	4.545%	\$ 0.750
Dental Plan	3.040%	\$ 0.502	3.040%	\$ 0.502	3.040%	\$ 0.502
N.E.B.F.	3.000%	\$ 0.495	3.000%	\$ 0.495	3.000%	\$ 0.495
Annuity	4.545%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 3.407	20.650%	\$ 3.407	20.650%	\$ 3.407
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.168	1.020%	\$ 0.168	1.420%	\$ 0.234
Supplemental Disability	0.500%	\$ 0.083	0.500%	\$ 0.083	0.500%	\$ 0.083
<b>Total Rate For Benefits</b>	<b>72.701%</b>	<b>\$ 11.996</b>	<b>77.396%</b>	<b>\$ 12.770</b>	<b>79.311%</b>	<b>\$ 13.086</b>
<b>Total Cost Per Hour</b>		<b>\$ 28.496</b>		<b>\$ 29.270</b>		<b>\$ 29.586</b>

1st Term 2nd Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75
<b>Hourly Rate</b>	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
	<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>	0.250%	\$ 0.041	0.250%	\$ 0.041	0.250%	\$ 0.041
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.025	0.150%	\$ 0.025
<b>Apprentice Percentage</b>	1.750%	\$ 0.289	1.750%	\$ 0.289	1.750%	\$ 0.289
<b>Apprentice Hourly</b>	1.515%	0.25	1.515%	0.25	1.515%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 2.016	12.220%	\$ 2.016	12.220%	\$ 2.016
<b>P H B P -- Medical</b>	24.210%	\$ 3.995	24.210%	\$ 3.995	24.210%	\$ 3.995
<b>P H B P -- Medical</b>	0.000%	\$ -	4.545%	\$ 0.750	4.545%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.502	3.040%	\$ 0.502	3.040%	\$ 0.502
<b>N.E.B.F.</b>	3.000%	\$ 0.743	3.000%	\$ 0.743	3.000%	\$ 0.743
<b>Annuity</b>	4.545%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
<b>HRA</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>DSP Percentage</b>	20.650%	\$ 5.111	20.650%	\$ 5.111	20.650%	\$ 5.111
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.168	1.020%	\$ 0.168	1.420%	\$ 0.234
<b>Supplemental Disability</b>	0.500%	\$ 0.124	0.500%	\$ 0.124	0.500%	\$ 0.124
<b>Total Rate For Benefits</b>	<b>72.701%</b>	<b>\$ 13.988</b>	<b>77.396%</b>	<b>\$ 14.763</b>	<b>79.311%</b>	<b>\$ 15.079</b>
<b>Total Cost Per Hour</b>		<b>\$ 38.738</b>		<b>\$ 39.513</b>		<b>\$ 39.829</b>

2nd Term 2nd Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
Hourly Rate	\$ 18.00	18.00	\$ 18.00	18.00	\$ 18.00	18.00
	<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%	\$ 0.045	0.250%	\$ 0.045	0.250%	\$ 0.045
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.027	0.150%	\$ 0.027
Apprentice Percentage	1.750%	\$ 0.315	1.750%	\$ 0.315	1.750%	\$ 0.315
Apprentice Hourly	1.389%	0.25	1.389%	0.25	1.389%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.200	12.220%	\$ 2.200	12.220%	\$ 2.200
P H B P -- Medical	24.210%	\$ 4.358	24.210%	\$ 4.358	24.210%	\$ 4.358
P H B P -- Medical	0.000%	\$ -	4.167%	\$ 0.750	4.167%	\$ 0.750
Dental Plan	3.040%	\$ 0.547	3.040%	\$ 0.547	3.040%	\$ 0.547
N .E .B .F .	3.000%	\$ 0.540	3.000%	\$ 0.540	3.000%	\$ 0.540
Annuity	4.167%	\$ 0.750	4.167%	\$ 0.750	5.556%	\$ 1.000
HRA	11.111%	\$ 2.000	11.111%	\$ 2.000	13.889%	\$ 2.500
DSP Percentage	20.650%	\$ 3.717	20.650%	\$ 3.717	20.650%	\$ 3.717
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.184	1.020%	\$ 0.184	1.420%	\$ 0.256
Supplemental Disability	0.500%	\$ 0.090	0.500%	\$ 0.090	0.500%	\$ 0.090
<b>Total Rate For Benefits</b>	<b>83.307%</b>	<b>\$ 14.995</b>	<b>87.623%</b>	<b>\$ 15.772</b>	<b>92.190%</b>	<b>\$ 16.594</b>
<b>Total Cost Per Hour</b>		<b>\$ 32.995</b>		<b>\$ 33.772</b>		<b>\$ 34.594</b>

2nd Term 2nd Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00
<b>Hourly Rate</b>	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00
	<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>	0.250%	\$ 0.045	0.250%	\$ 0.045	0.250%	\$ 0.045
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.027	0.150%	\$ 0.027
<b>Apprentice Percentage</b>	1.750%	\$ 0.315	1.750%	\$ 0.315	1.750%	\$ 0.315
<b>Apprentice Hourly</b>	1.389%	0.25	1.389%	0.25	1.389%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 2.200	12.220%	\$ 2.200	12.220%	\$ 2.200
<b>P H B P -- Medical</b>	24.210%	\$ 4.358	24.210%	\$ 4.358	24.210%	\$ 4.358
<b>P H B P -- Medical</b>	0.000%	\$ -	4.167%	\$ 0.750	4.167%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.547	3.040%	\$ 0.547	3.040%	\$ 0.547
<b>N.E .B .F .</b>	3.000%	\$ 0.810	3.000%	\$ 0.810	3.000%	\$ 0.810
<b>Annuity</b>	4.167%	\$ 0.750	4.167%	\$ 0.750	5.556%	\$ 1.000
<b>HRA</b>	11.111%	\$ 2.000	11.111%	\$ 2.000	13.889%	\$ 2.500
<b>DSP Percentage</b>	20.650%	\$ 5.576	20.650%	\$ 5.576	20.650%	\$ 5.576
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.184	1.020%	\$ 0.184	1.420%	\$ 0.256
<b>Supplemental Disability</b>	0.500%	\$ 0.135	0.500%	\$ 0.135	0.500%	\$ 0.135
<b>Total Rate For Benefits</b>	<b>83.307%</b>	<b>\$ 17.169</b>	<b>87.623%</b>	<b>\$ 17.946</b>	<b>92.190%</b>	<b>\$ 18.768</b>
<b>Total Cost Per Hour</b>		<b>\$ 44.169</b>		<b>\$ 44.946</b>		<b>\$ 45.768</b>

3rd Term 2nd Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
Hourly Rate	\$ 20.00	20.00	\$ 20.00	20.00	\$ 20.00	20.00
	<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%	\$ 0.050	0.250%	\$ 0.050	0.250%	\$ 0.050
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.030	0.150%	\$ 0.030
Apprentice Percentage	1.750%	\$ 0.350	1.750%	\$ 0.350	1.750%	\$ 0.350
Apprentice Hourly	1.250%	0.25	1.250%	0.25	1.250%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.444	12.220%	\$ 2.444	12.220%	\$ 2.444
P H B P -- Medical	24.210%	\$ 4.842	24.210%	\$ 4.842	24.210%	\$ 4.842
P H B P -- Medical	0.000%	\$ -	3.750%	\$ 0.750	3.750%	\$ 0.750
Dental Plan	3.040%	\$ 0.608	3.040%	\$ 0.608	3.040%	\$ 0.608
N.E .B .F .	3.000%	\$ 0.600	3.000%	\$ 0.600	3.000%	\$ 0.600
Annuity	3.750%	\$ 0.750	3.750%	\$ 0.750	5.000%	\$ 1.000
HRA	10.000%	\$ 2.000	10.000%	\$ 2.000	12.500%	\$ 2.500
DSP Percentage	20.650%	\$ 4.130	20.650%	\$ 4.130	20.650%	\$ 4.130
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.204	1.020%	\$ 0.204	1.420%	\$ 0.284
Supplemental Disability	0.500%	\$ 0.100	0.500%	\$ 0.100	0.500%	\$ 0.100
<b>Total Rate For Benefits</b>	<b>81.640%</b>	<b>\$ 16.328</b>	<b>85.540%</b>	<b>\$ 17.108</b>	<b>89.690%</b>	<b>\$ 17.938</b>
<b>Total Cost Per Hour</b>		<b>\$ 36.328</b>		<b>\$ 37.108</b>		<b>\$ 37.938</b>

3rd Term 2nd Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00
<b>Hourly Rate</b>	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00
	<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>	0.250%	\$ 0.050	0.250%	\$ 0.050	0.250%	\$ 0.050
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.030	0.150%	\$ 0.030
<b>Apprentice Percentage</b>	1.750%	\$ 0.350	1.750%	\$ 0.350	1.750%	\$ 0.350
<b>Apprentice Hourly</b>	1.250%	0.25	1.250%	0.25	1.250%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 2.444	12.220%	\$ 2.444	12.220%	\$ 2.444
<b>P H B P -- Medical</b>	24.210%	\$ 4.842	24.210%	\$ 4.842	24.210%	\$ 4.842
<b>P H B P -- Medical</b>	0.000%	\$ -	3.750%	\$ 0.750	3.750%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.608	3.040%	\$ 0.608	3.040%	\$ 0.608
<b>N .E .B .F .</b>	3.000%	\$ 0.900	3.000%	\$ 0.900	3.000%	\$ 0.900
<b>Annuity</b>	3.750%	\$ 0.750	3.750%	\$ 0.750	5.000%	\$ 1.000
<b>HRA</b>	10.000%	\$ 2.000	10.000%	\$ 2.000	12.500%	\$ 2.500
<b>DSP Percentage</b>	20.650%	\$ 6.195	20.650%	\$ 6.195	20.650%	\$ 6.195
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.204	1.020%	\$ 0.204	1.420%	\$ 0.284
<b>Supplemental Disability</b>	0.500%	\$ 0.150	0.500%	\$ 0.150	0.500%	\$ 0.150
<b>Total Rate For Benefits</b>	<b>81.640%</b>	<b>\$ 18.743</b>	<b>85.540%</b>	<b>\$ 19.523</b>	<b>89.690%</b>	<b>\$ 20.353</b>
<b>Total Cost Per Hour</b>		<b>\$ 48.743</b>		<b>\$ 49.523</b>		<b>\$ 50.353</b>

4th Term 2nd Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
Hourly Rate	\$ 22.75	22.75	\$ 22.75	22.75	\$ 22.75	22.75
	<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%	\$ 0.057	0.250%	\$ 0.057	0.250%	\$ 0.057
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.034	0.150%	\$ 0.034
Apprentice Percentage	1.750%	\$ 0.398	1.750%	\$ 0.398	1.750%	\$ 0.398
Apprentice Hourly	1.099%	0.25	1.099%	0.25	1.099%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.780	12.220%	\$ 2.780	12.220%	\$ 2.780
P H B P -- Medical	24.210%	\$ 5.508	24.210%	\$ 5.508	24.210%	\$ 5.508
P H B P -- Medical	0.000%	\$ -	3.297%	\$ 0.750	3.297%	\$ 0.750
Dental Plan	3.040%	\$ 0.692	3.040%	\$ 0.692	3.040%	\$ 0.692
N.E.B.F.	3.000%	\$ 0.683	3.000%	\$ 0.683	3.000%	\$ 0.683
Annuity	3.297%	\$ 0.750	3.297%	\$ 0.750	4.396%	\$ 1.000
HRA	8.791%	\$ 2.000	8.791%	\$ 2.000	10.989%	\$ 2.500
DSP Percentage	20.650%	\$ 4.698	20.650%	\$ 4.698	20.650%	\$ 4.698
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.232	1.020%	\$ 0.232	1.420%	\$ 0.323
Supplemental Disability	0.500%	\$ 0.114	0.500%	\$ 0.114	0.500%	\$ 0.114
<b>Total Rate For Benefits</b>	<b>79.827%</b>	<b>\$ 18.161</b>	<b>83.274%</b>	<b>\$ 18.945</b>	<b>86.970%</b>	<b>\$ 19.786</b>
<b>Total Cost Per Hour</b>		<b>\$ 40.911</b>		<b>\$ 41.695</b>		<b>\$ 42.536</b>

4th Term 2nd Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 34.13	\$ 34.13	\$ 34.13	\$ 34.13	\$ 34.13	\$ 34.13
<b>Hourly Rate</b>	\$ 22.75	\$ 22.75	\$ 22.75	\$ 22.75	\$ 22.75	\$ 22.75
	<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>	0.250%	\$ 0.057	0.250%	\$ 0.057	0.250%	\$ 0.057
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.034	0.150%	\$ 0.034
<b>Apprentice Percentage</b>	1.750%	\$ 0.398	1.750%	\$ 0.398	1.750%	\$ 0.398
<b>Apprentice Hourly</b>	1.099%	0.25	1.099%	0.25	1.099%	0.25
<b>P H B P -- Pension Trust</b>	12.220%	\$ 2.780	12.220%	\$ 2.780	12.220%	\$ 2.780
<b>P H B P -- Medical</b>	24.210%	\$ 5.508	24.210%	\$ 5.508	24.210%	\$ 5.508
<b>P H B P -- Medical</b>	0.000%	\$ -	3.297%	\$ 0.750	3.297%	\$ 0.750
<b>Dental Plan</b>	3.040%	\$ 0.692	3.040%	\$ 0.692	3.040%	\$ 0.692
<b>N.E.B.F.</b>	3.000%	\$ 1.024	3.000%	\$ 1.024	3.000%	\$ 1.024
<b>Annuity</b>	3.297%	\$ 0.750	3.297%	\$ 0.750	4.396%	\$ 1.000
<b>HRA</b>	8.791%	\$ 2.000	8.791%	\$ 2.000	10.989%	\$ 2.500
<b>DSP Percentage</b>	20.650%	\$ 7.047	20.650%	\$ 7.047	20.650%	\$ 7.047
<b>DSP Hourly</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.232	1.020%	\$ 0.232	1.420%	\$ 0.323
<b>Supplemental Disability</b>	0.500%	\$ 0.171	0.500%	\$ 0.171	0.500%	\$ 0.171
<b>Total Rate For Benefits</b>	<b>79.827%</b>	<b>\$ 20.908</b>	<b>83.274%</b>	<b>\$ 21.692</b>	<b>86.970%</b>	<b>\$ 22.533</b>
<b>Total Cost Per Hour</b>		<b>\$ 55.033</b>		<b>\$ 55.817</b>		<b>\$ 56.658</b>