

1st and 2nd year 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 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 23.00	23.00	\$ 23.00	23.00	\$ 23.00	23.00
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.236	5.375%	\$ 1.236	5.375%	\$ 1.236
P H B P -- Medical	14.543%	\$ 3.345	14.543%	\$ 3.345	14.543%	\$ 3.345
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	2.040%	\$ 0.469	2.040%	\$ 0.469	2.040%	\$ 0.469
N .E .B .F .	3.000%	\$ 0.690	3.000%	\$ 0.690	3.000%	\$ 0.690
Annuity	4.348%	\$ 1.000	4.348%	\$ 1.000	4.348%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 1.760	7.650%	\$ 1.760	7.650%	\$ 1.760
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 0.892	3.880%	\$ 0.892	3.880%	\$ 0.892
DSP Hourly	10.870%	\$ 2.500	10.870%	\$ 2.500	10.870%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.115	0.500%	\$ 0.115	0.500%	\$ 0.115
Supplemental Disability	0.500%	\$ 0.115	0.500%	\$ 0.115	0.500%	\$ 0.115
Total Rate for Benefits	52.705%	\$ 12.122	52.705%	\$ 12.122	52.705%	\$ 12.122
Total Cost Per Hour		\$ 35.122		\$ 35.122		\$ 35.122

1st and 2nd year 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 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017		4/26/2018		4/25/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
OT Rate	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50
Hourly Rate	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.236	5.375%	\$ 1.236	5.375%	\$ 1.236
P H B P -- Medical	14.543%	\$ 3.345	14.543%	\$ 3.345	14.543%	\$ 3.345
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	2.040%	\$ 0.469	2.040%	\$ 0.469	2.040%	\$ 0.469
N .E .B .F .	3.000%	\$ 1.035	3.000%	\$ 1.035	3.000%	\$ 1.035
Annuity	4.348%	\$ 1.000	4.348%	\$ 1.000	4.348%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.639	7.650%	\$ 2.639	7.650%	\$ 2.639
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1.339	3.880%	\$ 1.339	3.880%	\$ 1.339
DSP Hourly	10.870%	\$ 2.500	10.870%	\$ 2.500	10.870%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.115	0.500%	\$ 0.115	0.500%	\$ 0.115
Supplemental Disability	0.500%	\$ 0.173	0.500%	\$ 0.173	0.500%	\$ 0.173
Total Rate for Benefits	52.705%	\$ 13.851	52.705%	\$ 13.851	52.705%	\$ 13.851
Total Cost Per Hour		\$ 48.351		\$ 48.351		\$ 48.351

3rd and 4th year 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 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 26.50	26.50	\$ 26.50	26.50	\$ 26.50	26.50
	<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%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.424	5.375%	\$ 1.424	5.375%	\$ 1.424
P H B P -- Medical	14.543%	\$ 3.854	14.543%	\$ 3.854	14.543%	\$ 3.854
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	2.040%	\$ 0.541	2.040%	\$ 0.541	2.040%	\$ 0.541
N . E . B . F .	3.000%	\$ 0.795	3.000%	\$ 0.795	3.000%	\$ 0.795
Annuity	3.774%	\$ 1.000	3.774%	\$ 1.000	3.774%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.027	7.650%	\$ 2.027	7.650%	\$ 2.027
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1.028	3.880%	\$ 1.028	3.880%	\$ 1.028
DSP Hourly	9.434%	\$ 2.500	9.434%	\$ 2.500	9.434%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.133	0.500%	\$ 0.133	0.500%	\$ 0.133
Supplemental Disability	0.500%	\$ 0.133	0.500%	\$ 0.133	0.500%	\$ 0.133
Total Rate for Benefits	50.696%	\$ 13.434	50.696%	\$ 13.434	50.696%	\$ 13.434
Total Cost Per Hour		\$ 39.934		\$ 39.934		\$ 39.934

3rd and 4th year 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 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
OT Rate	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75
Hourly Rate	\$ 26.50	26.50	\$ 26.50	26.50	\$ 26.50	26.50
	<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%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.424	5.375%	\$ 1.424	5.375%	\$ 1.424
P H B P -- Medical	14.543%	\$ 3.854	14.543%	\$ 3.854	14.543%	\$ 3.854
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	2.040%	\$ 0.541	2.040%	\$ 0.541	2.040%	\$ 0.541
N . E . B . F .	3.000%	\$ 1.193	3.000%	\$ 1.193	3.000%	\$ 1.193
Annuity	3.774%	\$ 1.000	3.774%	\$ 1.000	3.774%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.041	7.650%	\$ 3.041	7.650%	\$ 3.041
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1.542	3.880%	\$ 1.542	3.880%	\$ 1.542
DSP Hourly	9.434%	\$ 2.500	9.434%	\$ 2.500	9.434%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.133	0.500%	\$ 0.133	0.500%	\$ 0.133
Supplemental Disability	0.500%	\$ 0.199	0.500%	\$ 0.199	0.500%	\$ 0.199
Total Rate for Benefits	50.696%	\$ 15.426	50.696%	\$ 15.426	50.696%	\$ 15.426
Total Cost Per Hour		\$ 55.176		\$ 55.176		\$ 55.176

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 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 23.00	23.00	\$ 23.00	23.00	\$ 23.00	23.00
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.236	5.375%	\$ 1.236	5.375%	\$ 1.236
P H B P -- Medical	14.543%	\$ 3.345	14.543%	\$ 3.345	14.543%	\$ 3.345
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	2.040%	\$ 0.469	2.040%	\$ 0.469	2.040%	\$ 0.469
N .E .B .F .	3.000%	\$ 0.690	3.000%	\$ 0.690	3.000%	\$ 0.690
Annuity	4.348%	\$ 1.000	4.348%	\$ 1.000	4.348%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 1.760	7.650%	\$ 1.760	7.650%	\$ 1.760
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 0.892	3.880%	\$ 0.892	3.880%	\$ 0.892
DSP Hourly	10.870%	\$ 2.500	10.870%	\$ 2.500	10.870%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.115	0.500%	\$ 0.115	0.500%	\$ 0.115
Supplemental Disability	0.500%	\$ 0.115	0.500%	\$ 0.115	0.500%	\$ 0.115
Total Rate for Benefits	52.705%	\$ 12.122	52.705%	\$ 12.122	52.705%	\$ 12.122
Total Cost Per Hour		\$ 35.122		\$ 35.122		\$ 35.122

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 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017		4/26/2018		4/25/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
OT Rate	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50	\$ 34.50
Hourly Rate	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.236	5.375%	\$ 1.236	5.375%	\$ 1.236
P H B P -- Medical	14.543%	\$ 3.345	14.543%	\$ 3.345	14.543%	\$ 3.345
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	2.040%	\$ 0.469	2.040%	\$ 0.469	2.040%	\$ 0.469
N .E .B .F .	3.000%	\$ 1.035	3.000%	\$ 1.035	3.000%	\$ 1.035
Annuity	4.348%	\$ 1.000	4.348%	\$ 1.000	4.348%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.639	7.650%	\$ 2.639	7.650%	\$ 2.639
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1.339	3.880%	\$ 1.339	3.880%	\$ 1.339
DSP Hourly	10.870%	\$ 2.500	10.870%	\$ 2.500	10.870%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.115	0.500%	\$ 0.115	0.500%	\$ 0.115
Supplemental Disability	0.500%	\$ 0.173	0.500%	\$ 0.173	0.500%	\$ 0.173
Total Rate for Benefits	52.705%	\$ 13.851	52.705%	\$ 13.851	52.705%	\$ 13.851
Total Cost Per Hour		\$ 48.351		\$ 48.351		\$ 48.351

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 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 26.50	26.50	\$ 26.50	26.50	\$ 26.50	26.50
	<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%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.424	5.375%	\$ 1.424	5.375%	\$ 1.424
P H B P -- Medical	14.543%	\$ 3.854	14.543%	\$ 3.854	14.543%	\$ 3.854
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	2.040%	\$ 0.541	2.040%	\$ 0.541	2.040%	\$ 0.541
N .E .B .F .	3.000%	\$ 0.795	3.000%	\$ 0.795	3.000%	\$ 0.795
Annuity	3.774%	\$ 1.000	3.774%	\$ 1.000	3.774%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.027	7.650%	\$ 2.027	7.650%	\$ 2.027
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1.028	3.880%	\$ 1.028	3.880%	\$ 1.028
DSP Hourly	9.434%	\$ 2.500	9.434%	\$ 2.500	9.434%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.133	0.500%	\$ 0.133	0.500%	\$ 0.133
Supplemental Disability	0.500%	\$ 0.133	0.500%	\$ 0.133	0.500%	\$ 0.133
Total Rate for Benefits	50.696%	\$ 13.434	50.696%	\$ 13.434	50.696%	\$ 13.434
Total Cost Per Hour		\$ 39.934		\$ 39.934		\$ 39.934

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 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
OT Rate	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75
Hourly Rate	\$ 26.50	26.50	\$ 26.50	26.50	\$ 26.50	26.50
	<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%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.424	5.375%	\$ 1.424	5.375%	\$ 1.424
P H B P -- Medical	14.543%	\$ 3.854	14.543%	\$ 3.854	14.543%	\$ 3.854
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	2.040%	\$ 0.541	2.040%	\$ 0.541	2.040%	\$ 0.541
N .E .B .F .	3.000%	\$ 1.193	3.000%	\$ 1.193	3.000%	\$ 1.193
Annuity	3.774%	\$ 1.000	3.774%	\$ 1.000	3.774%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.041	7.650%	\$ 3.041	7.650%	\$ 3.041
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1.542	3.880%	\$ 1.542	3.880%	\$ 1.542
DSP Hourly	9.434%	\$ 2.500	9.434%	\$ 2.500	9.434%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.133	0.500%	\$ 0.133	0.500%	\$ 0.133
Supplemental Disability	0.500%	\$ 0.199	0.500%	\$ 0.199	0.500%	\$ 0.199
Total Rate for Benefits	50.696%	\$ 15.426	50.696%	\$ 15.426	50.696%	\$ 15.426
Total Cost Per Hour		\$ 55.176		\$ 55.176		\$ 55.176



M Journeypersons for those accepted in the program Prior to 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 26.50	26.50	\$ 26.50	26.50	\$ 26.50	26.50
	<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%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.424	5.375%	\$ 1.424	5.375%	\$ 1.424
P H B P -- Medical	14.543%	\$ 3.854	14.543%	\$ 3.854	14.543%	\$ 3.854
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	2.040%	\$ 0.541	2.040%	\$ 0.541	2.040%	\$ 0.541
N .E .B .F .	3.000%	\$ 0.795	3.000%	\$ 0.795	3.000%	\$ 0.795
Annuity	3.774%	\$ 1.000	3.774%	\$ 1.000	3.774%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.027	7.650%	\$ 2.027	7.650%	\$ 2.027
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1.028	3.880%	\$ 1.028	3.880%	\$ 1.028
DSP Hourly	9.434%	\$ 2.500	9.434%	\$ 2.500	9.434%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.133	0.500%	\$ 0.133	0.500%	\$ 0.133
Supplemental Disability	0.500%	\$ 0.133	0.500%	\$ 0.133	0.500%	\$ 0.133
Total Rate for Benefits	50.696%	\$ 13.434	50.696%	\$ 13.434	50.696%	\$ 13.434
Total Cost Per Hour		\$ 39.934		\$ 39.934		\$ 39.934

M Journeypersons OT for those accepted in the program Prior to 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
OT Rate	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75
Hourly Rate	\$ 26.50	\$ 26.50	\$ 26.50	\$ 26.50	\$ 26.50	\$ 26.50
	<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%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1,424	5.375%	\$ 1,424	5.375%	\$ 1,424
P H B P -- Medical	14.543%	\$ 3,854	14.543%	\$ 3,854	14.543%	\$ 3,854
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	2.040%	\$ 0,541	2.040%	\$ 0,541	2.040%	\$ 0,541
N .E .B .F .	3.000%	\$ 1,193	3.000%	\$ 1,193	3.000%	\$ 1,193
Annuity	3.774%	\$ 1,000	3.774%	\$ 1,000	3.774%	\$ 1,000
DSP (401(k) Plan)	7.650%	\$ 3,041	7.650%	\$ 3,041	7.650%	\$ 3,041
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1,542	3.880%	\$ 1,542	3.880%	\$ 1,542
DSP Hourly	9.434%	\$ 2,500	9.434%	\$ 2,500	9.434%	\$ 2,500
Educational & Cultural	0.500%	\$ 0,133	0.500%	\$ 0,133	0.500%	\$ 0,133
Supplemental Disability	0.500%	\$ 0,199	0.500%	\$ 0,199	0.500%	\$ 0,199
Total Rate for Benefits	50.696%	\$ 15,426	50.696%	\$ 15,426	50.696%	\$ 15,426
Total Cost Per Hour		\$ 55.176		\$ 55.176		\$ 55.176

MIJ Journeypersons for those accepted in the program Prior to 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 26.50	26.50	\$ 26.50	26.50	\$ 26.50	26.50
	<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%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.424	5.375%	\$ 1.424	5.375%	\$ 1.424
P H B P -- Medical	14.543%	\$ 3.854	14.543%	\$ 3.854	14.543%	\$ 3.854
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	2.040%	\$ 0.541	2.040%	\$ 0.541	2.040%	\$ 0.541
N .E .B .F .	3.000%	\$ 0.795	3.000%	\$ 0.795	3.000%	\$ 0.795
Annuity	3.774%	\$ 1.000	3.774%	\$ 1.000	3.774%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.027	7.650%	\$ 2.027	7.650%	\$ 2.027
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1.028	3.880%	\$ 1.028	3.880%	\$ 1.028
DSP Hourly	9.434%	\$ 2.500	9.434%	\$ 2.500	9.434%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.133	0.500%	\$ 0.133	0.500%	\$ 0.133
Supplemental Disability	0.500%	\$ 0.133	0.500%	\$ 0.133	0.500%	\$ 0.133
Total Rate for Benefits	50.696%	\$ 13.434	50.696%	\$ 13.434	50.696%	\$ 13.434
Total Cost Per Hour		\$ 39.934		\$ 39.934		\$ 39.934

MIJ Journeypersons OT for those accepted in the program Prior to 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
OT Rate	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75
Hourly Rate	\$ 26.50	26.50	\$ 26.50	26.50	\$ 26.50	26.50
	<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%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.424	5.375%	\$ 1.424	5.375%	\$ 1.424
P H B P -- Medical	14.543%	\$ 3.854	14.543%	\$ 3.854	14.543%	\$ 3.854
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	2.040%	\$ 0.541	2.040%	\$ 0.541	2.040%	\$ 0.541
N .E .B .F .	3.000%	\$ 1.193	3.000%	\$ 1.193	3.000%	\$ 1.193
Annuity	3.774%	\$ 1.000	3.774%	\$ 1.000	3.774%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.041	7.650%	\$ 3.041	7.650%	\$ 3.041
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1.542	3.880%	\$ 1.542	3.880%	\$ 1.542
DSP Hourly	9.434%	\$ 2.500	9.434%	\$ 2.500	9.434%	\$ 2.500
Educational & Cultural	0.500%	\$ 0.133	0.500%	\$ 0.133	0.500%	\$ 0.133
Supplemental Disability	0.500%	\$ 0.199	0.500%	\$ 0.199	0.500%	\$ 0.199
Total Rate for Benefits	50.696%	\$ 15.426	50.696%	\$ 15.426	50.696%	\$ 15.426
Total Cost Per Hour		\$ 55.176		\$ 55.176		\$ 55.176