

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 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	\$ 51.75	51.75	\$ 51.75	51.75	\$ 52.75	52.75
	<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	0.250%	0.129	0.250%	0.129	0.250%	0.132
JIB	0.250%	\$ 0.129	0.250%	\$ 0.129	0.250%	\$ 0.132
Apprentice Percentage	1.750%	\$ 0.906	1.750%	\$ 0.906	1.750%	\$ 0.923
Apprentice Hourly	0.483%	0.25	0.483%	0.25	0.474%	0.25
P H B P -- Pension Trust	12.220%	\$ 6.324	13.220%	\$ 6.841	14.220%	\$ 7.501
P H B P -- Medical	21.390%	\$ 11.069	22.390%	\$ 11.587	23.390%	\$ 12.338
P H B P -- Medical	7.729%	\$ 4.000	7.729%	\$ 4.000	7.583%	\$ 4.000
Dental Plan	3.540%	\$ 1.832	3.540%	\$ 1.832	3.540%	\$ 1.867
N . E . B . F .	3.000%	\$ 1.553	3.000%	\$ 1.553	3.000%	\$ 1.583
Annuity	5.797%	\$ 3.000	6.783%	\$ 3.500	6.635%	\$ 3.500
HRA	9.662%	\$ 5.000	9.662%	\$ 5.000	9.479%	\$ 5.000
DSP Percentage	20.650%	\$ 10.686	23.650%	\$ 12.239	23.650%	\$ 12.475
VHUP	0.116%	\$ 0.060	0.116%	\$ 0.060	0.114%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.518	1.000%	\$ 0.518	1.000%	\$ 0.528
Supplemental Disability	0.500%	\$ 0.259	0.500%	\$ 0.259	0.500%	\$ 0.264
Total Rate for Benefits	88.337%	\$ 45.715	94.304%	\$ 48.802	95.834%	\$ 50.553
Total Cost Per Hour		\$ 97.465		\$ 100.552		\$ 103.303

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Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
OT Rate	\$ 77.63	\$ 77.63	\$ 77.63	\$ 77.63	\$ 79.13	\$ 79.13
Hourly Rate	\$ 51.75	\$ 51.75	\$ 51.75	\$ 51.75	\$ 52.75	\$ 52.75
	<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	0.250%	0.129	0.250%	0.129	0.250%	0.132
JIB	0.250%	\$ 0.129	0.250%	\$ 0.129	0.250%	\$ 0.132
Apprentice Percentage	1.750%	\$ 0.906	1.750%	\$ 0.906	1.750%	\$ 0.923
Apprentice Hourly	0.483%	0.25	0.483%	0.25	0.474%	0.25
P H B P -- Pension Trust	12.220%	\$ 6.324	13.220%	\$ 6.841	14.220%	\$ 7.501
P H B P -- Medical	21.390%	\$ 11.069	22.390%	\$ 11.587	23.390%	\$ 12.338
P H B P -- Medical	7.729%	\$ 4.000	7.729%	\$ 4.000	7.683%	\$ 4.000
Dental Plan	3.540%	\$ 1.832	3.540%	\$ 1.832	3.540%	\$ 1.867
N . E . B . F .	3.000%	\$ 2.329	3.000%	\$ 2.329	3.000%	\$ 2.374
Annuity	5.797%	\$ 3.000	6.763%	\$ 3.500	6.635%	\$ 3.500
HRA	9.662%	\$ 5.000	9.662%	\$ 5.000	9.479%	\$ 5.000
DSP Percentage	20.650%	\$ 16.030	23.650%	\$ 18.358	23.650%	\$ 18.713
VHUP	0.116%	\$ 0.060	0.116%	\$ 0.060	0.114%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.518	1.000%	\$ 0.518	1.000%	\$ 0.528
Supplemental Disability	0.500%	\$ 0.388	0.500%	\$ 0.388	0.500%	\$ 0.396
<b>Total Rate for Benefits</b>	<b>88.337%</b>	<b>\$ 51.963</b>	<b>94.304%</b>	<b>\$ 55.827</b>	<b>95.834%</b>	<b>\$ 57.713</b>
<b>Total Cost Per Hour</b>		<b>\$ 129.588</b>		<b>\$ 133.452</b>		<b>\$ 136.838</b>

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 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	\$ 54.86	54.86	\$ 54.86	54.86	\$ 55.92	55.92
	<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	0.250%	0.137	0.250%	0.137	0.250%	0.140
JIB	0.250%	\$ 0.137	0.250%	\$ 0.137	0.250%	\$ 0.140
Apprentice Percentage	1.750%	\$ 0.960	1.750%	\$ 0.960	1.750%	\$ 0.979
Apprentice Hourly	0.456%	0.25	0.456%	0.25	0.447%	0.25
P H B P -- Pension Trust	12.220%	\$ 6.704	13.220%	\$ 7.252	14.220%	\$ 7.952
P H B P -- Medical	21.390%	\$ 11.735	22.390%	\$ 12.283	23.390%	\$ 13.080
P H B P -- Medical	7.291%	\$ 4.000	7.291%	\$ 4.000	7.153%	\$ 4.000
Dental Plan	3.540%	\$ 1.942	3.540%	\$ 1.942	3.540%	\$ 1.980
N .E .B .F .	3.000%	\$ 1.646	3.000%	\$ 1.646	3.000%	\$ 1.678
Annuity	5.468%	\$ 3.000	6.380%	\$ 3.500	6.259%	\$ 3.500
HRA	9.114%	\$ 5.000	9.114%	\$ 5.000	8.941%	\$ 5.000
DSP Percentage	20.650%	\$ 11.329	23.650%	\$ 12.974	23.650%	\$ 13.225
VHUP	0.109%	\$ 0.060	0.109%	\$ 0.060	0.107%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.549	1.000%	\$ 0.549	1.000%	\$ 0.559
Supplemental Disability	0.500%	\$ 0.274	0.500%	\$ 0.274	0.500%	\$ 0.280
Total Rate for Benefits	86.989%	\$ 47.722	92.900%	\$ 50.965	94.458%	\$ 52.821
Total Cost Per Hour		\$ 102.582		\$ 105.825		\$ 108.741

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 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	\$ 82.29	\$ 82.29	\$ 82.29	\$ 82.29	\$ 83.88	\$ 83.88
Hourly Rate	\$ 54.86	\$ 54.86	\$ 54.86	\$ 54.86	\$ 55.92	\$ 55.92
	<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	0.250%	0.137	0.250%	0.137	0.250%	0.140
JIB	0.250%	\$ 0.137	0.250%	\$ 0.137	0.250%	\$ 0.140
Apprentice Percentage	1.750%	\$ 0.960	1.750%	\$ 0.960	1.750%	\$ 0.979
Apprentice Hourly	0.456%	0.25	0.456%	0.25	0.447%	0.25
P H B P -- Pension Trust	12.220%	\$ 6.704	13.220%	\$ 7.252	14.220%	\$ 7.952
P H B P -- Medical	21.390%	\$ 11.735	22.390%	\$ 12.283	23.390%	\$ 13.080
P H B P -- Medical	7.291%	\$ 4.000	7.291%	\$ 4.000	7.153%	\$ 4.000
Dental Plan	3.540%	\$ 1.942	3.540%	\$ 1.942	3.540%	\$ 1.980
N . E . B . F .	3.000%	\$ 2.469	3.000%	\$ 2.469	3.000%	\$ 2.516
Annuity	5.468%	\$ 3.000	6.380%	\$ 3.500	6.259%	\$ 3.500
HRA	9.114%	\$ 5.000	9.114%	\$ 5.000	8.941%	\$ 5.000
DSP Percentage	20.650%	\$ 16.993	23.650%	\$ 19.462	23.650%	\$ 19.838
VHUP	0.109%	\$ 0.060	0.109%	\$ 0.060	0.107%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.549	1.000%	\$ 0.549	1.000%	\$ 0.559
Supplemental Disability	0.500%	\$ 0.411	0.500%	\$ 0.411	0.500%	\$ 0.419
<b>Total Rate for Benefits</b>	<b>86.989%</b>	<b>\$ 54.346</b>	<b>92.900%</b>	<b>\$ 58.412</b>	<b>94.458%</b>	<b>\$ 60.412</b>
<b>Total Cost Per Hour</b>		<b>\$ 136.636</b>		<b>\$ 140.702</b>		<b>\$ 144.292</b>

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 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	\$ 56.93	56.93	\$ 56.93	56.93	\$ 58.03	58.03
	<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	0.250%	0.142	0.250%	0.142	0.250%	0.145
JIB	0.250%	\$ 0.142	0.250%	\$ 0.142	0.250%	\$ 0.145
Apprentice Percentage	1.750%	\$ 0.996	1.750%	\$ 0.996	1.750%	\$ 1.016
Apprentice Hourly	0.439%	0.25	0.439%	0.25	0.431%	0.25
P H B P -- Pension Trust	12.220%	\$ 6.957	13.220%	\$ 7.526	14.220%	\$ 8.252
P H B P -- Medical	21.390%	\$ 12.177	22.390%	\$ 12.747	23.390%	\$ 13.573
P H B P -- Medical	7.026%	\$ 4.000	7.026%	\$ 4.000	6.893%	\$ 4.000
Dental Plan	3.540%	\$ 2.015	3.540%	\$ 2.015	3.540%	\$ 2.054
N . E . B . F .	3.000%	\$ 1.708	3.000%	\$ 1.708	3.000%	\$ 1.741
Annuity	5.270%	\$ 3.000	6.148%	\$ 3.500	6.031%	\$ 3.500
HRA	8.783%	\$ 5.000	8.783%	\$ 5.000	8.616%	\$ 5.000
DSP Percentage	20.650%	\$ 11.756	23.650%	\$ 13.464	23.650%	\$ 13.724
VHUP	0.105%	\$ 0.060	0.105%	\$ 0.060	0.103%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.569	1.000%	\$ 0.569	1.000%	\$ 0.580
Supplemental Disability	0.500%	\$ 0.285	0.500%	\$ 0.285	0.500%	\$ 0.290
<b>Total Rate for Benefits</b>	<b>86.173%</b>	<b>\$ 49.058</b>	<b>92.051%</b>	<b>\$ 52.405</b>	<b>93.625%</b>	<b>\$ 54.330</b>
<b>Total Cost Per Hour</b>		<b>\$ 105.988</b>		<b>\$ 109.335</b>		<b>\$ 112.360</b>

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 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	\$ 85.40	\$ 85.40	\$ 85.40	\$ 85.40	\$ 87.05	\$ 87.05
Hourly Rate	\$ 56.93	\$ 56.93	\$ 56.93	\$ 56.93	\$ 58.03	\$ 58.03
	<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	0.250%	0.142	0.250%	0.142	0.250%	0.145
JIB	0.250%	\$ 0.142	0.250%	\$ 0.142	0.250%	\$ 0.145
Apprentice Percentage	1.750%	\$ 0.996	1.750%	\$ 0.996	1.750%	\$ 1.016
Apprentice Hourly	0.439%	0.25	0.439%	0.25	0.431%	0.25
P H B P -- Pension Trust	12.220%	\$ 6.957	13.220%	\$ 7.526	14.220%	\$ 8.252
P H B P -- Medical	21.390%	\$ 12.177	22.390%	\$ 12.747	23.390%	\$ 13.573
P H B P -- Medical	7.026%	\$ 4.000	7.026%	\$ 4.000	6.893%	\$ 4.000
Dental Plan	3.540%	\$ 2.015	3.540%	\$ 2.015	3.540%	\$ 2.054
N .E .B .F .	3.000%	\$ 2.562	3.000%	\$ 2.562	3.000%	\$ 2.611
Annuity	5.270%	\$ 3.000	6.148%	\$ 3.500	6.031%	\$ 3.500
HRA	8.783%	\$ 5.000	8.783%	\$ 5.000	8.616%	\$ 5.000
DSP Percentage	20.650%	\$ 17.634	23.650%	\$ 20.196	23.650%	\$ 20.586
VHUP	0.105%	\$ 0.060	0.105%	\$ 0.060	0.103%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.569	1.000%	\$ 0.569	1.000%	\$ 0.580
Supplemental Disability	0.500%	\$ 0.427	0.500%	\$ 0.427	0.500%	\$ 0.435
Total Rate for Benefits	86.173%	\$ 55.933	92.051%	\$ 60.133	93.625%	\$ 62.208
Total Cost Per Hour		\$ 141.328		\$ 145.528		\$ 149.253