

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

Prevailing Wage Chart	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	6.763%	\$ 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	0.300%	\$ 0.155	0.300%	\$ 0.155	0.300%	\$ 0.158
Total Rate for Benefits	88.137%	\$ 45.611	94.104%	\$ 48.699	95.634%	\$ 50.447
Total Cost Per Hour		\$ 97.361		\$ 100.449		\$ 103.197

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Prevailing Wage Chart	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	7.583%	\$ 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	0.300%	\$ 0.233	0.300%	\$ 0.233	0.300%	\$ 0.237
Total Rate for Benefits	88.137%	\$ 51.808	94.104%	\$ 55.672	95.634%	\$ 57.555
Total Cost Per Hour		\$ 129.433		\$ 133.297		\$ 136.680

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

Prevailing Wage Chart	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	0.300%	\$ 0.165	0.300%	\$ 0.165	0.300%	\$ 0.168
Total Rate for Benefits	86.789%	\$ 47.612	92.700%	\$ 50.855	94.258%	\$ 52.709
Total Cost Per Hour		\$ 102.472		\$ 105.715		\$ 108.629

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

Prevailing Wage Chart	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	0.300%	\$ 0.247	0.300%	\$ 0.247	0.300%	\$ 0.252
Total Rate for Benefits	86.789%	\$ 54.182	92.700%	\$ 58.248	94.258%	\$ 60.244
Total Cost Per Hour		\$ 136.472		\$ 140.538		\$ 144.124

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

Prevailing Wage Chart	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	0.300%	\$ 0.171	0.300%	\$ 0.171	0.300%	\$ 0.174
Total Rate for Benefits	85.973%	\$ 48.944	91.851%	\$ 52.291	93.425%	\$ 54.214
Total Cost Per Hour		\$ 105.874		\$ 109.221		\$ 112.244

Prevailing Rate Package for Inside Wiremen's "A" General Foreman and "A" Master Technicians Agreement OT Wage and Benefit Package
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Prevailing Wage Chart	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	0.300%	\$ 0.256	0.300%	\$ 0.256	0.300%	\$ 0.261
Total Rate for Benefits	85.973%	\$ 55.762	91.851%	\$ 59.962	93.425%	\$ 62.034
Total Cost Per Hour		\$ 141.157		\$ 145.357		\$ 149.079